



Association of Alberta
Forest Management
Professionals

ANNUAL REPORT

2023

Submitted to:
Government of Alberta



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EXECUTIVE SUMMARY



This annual report reflects the operations of the Association of Alberta Forest Management Professionals (AAFMP) for the 2023 reporting period.

The report is submitted to the Government of Alberta as a requirement of section 4(1) of the Regulated Forest Management Profession Act (2019).

AAFMP continues its journey to evolve and grow as a regulatory organization. Throughout 2023, AAMFP worked to improve processes, engage with interest holders, and improve the delivery of the regulatory oversight programs.

Noteworthy program improvements include completion and adoption of the forest technologists standards, registrant engagement in the development of the Initial Professional Development (IPD) Program, and the launch of the new professional exam.

AAFMP delivers these programs to determine the competence to practice of new applicants and current in-training registrants prior to becoming fully regulated.

ABOUT AAFMP

The Association of Alberta Forest Management Professionals (AAFMP) is the provincial regulatory body of Alberta's forest management professionals. The Government of Alberta delegates self-governance to AAFMP through the Regulated Forest Management Profession Act. AAFMP is enabled to regulate the practice of the profession in a manner that protects and serves the public's interest on behalf of all Albertans. The Act obliges mandatory registration for any individual who qualifies for registration and is practicing forestry on public land within the province of Alberta. AAFMP ensures approximately 1,200 forest management professionals are regulated in compliance with the Act.

AAFMP continues to serve the public's interest by working collaboratively with government and other interest holders to ensure that professionals are regulated in alignment with established programs.

COUNCIL & STAFF

COUNCIL

NAME	POSITION
Heath Schneider	Chair
Lorne Carson	Vice-chair
Rashelle Lala	Secretary-Treasurer
Amanda Tangadal	Councilor
Chris Breen	Councilor
Ian Kwantes	Councilor
Barry White	Councilor
Brant Broome	Councilor
Jack Jones	Public Member
Marilyn Hooper	Public Member
Carla Rhyant	Executive Director & Registrar

STAFF

NAME	POSITION
Carla Rhyant, MA	Executive Director and Registrar
Jesse Borsa	Deputy Registrar
Saeed Al Hallak, CMA	Financial Controller
Shonelle Wilkinson, RPFT, BEd	Director of Professional Development

Principles

Regulated professions have an obligation to the public to render services in the public's interest and AAFMP, as the regulator of forestry professions, is entrusted with the responsibility of regulatory oversight of the registrants.

AAFMP recognizes and is committed to its obligation that programs and services are transparent, objective, impartial, and procedurally fair.



Transparent: information is clear and accessible for registrants and the public, and respectful of confidentiality and privacy rights.



Objective: issues and decisions of AAFMP diligently addressed, made with integrity, approached with an open mind, fact-based and equitable.



Impartial: processes and decisions are not biased or prejudiced for or against any particular group of people and supports diversity and inclusivity.



Fair: AAFMP programs are managed in accordance with applicable rules and appropriate authority, based on relevant information, and respectful of individual needs and circumstances.

STRATEGIC PLAN

A strategic plan is a vital roadmap as it clarifies organizational purpose, aligns invested parties, and sets long-term goals. By identifying priorities and allocating resources effectively, it aids in maximizing the impact despite limited funds. With a strategic plan, organizations can make informed decisions, adapt to changes, and remain relevant in their pursuit of creating positive and sustainable impacts for the organization.

VISION

Protecting the public interest of Albertans by continually advancing the regulation of the practice of forestry.

MISSION

Establish and enforce the standards of practice, registration and continuing competence of forestry professionals in Alberta to protect the public interest.

STRATEGIC INITIATIVES & TACTICAL GOALS

2022-2026 STRATEGIC PLAN

DEMONSTRATE SELF-RELIANCE

1. Develop robust quality assurance programs that reflect modern best practices.
2. Ensure fairness and accessibility of regulatory activities.
3. Continual improvement of internal processes.
4. Expand staff, Council and committee capacity and competencies.

MAINTAIN PROFESSIONAL STANDARDS

1. Establish, maintain, and enforce standards for entry to the profession.
2. Develop a holistic in-training program and professional exam.
3. Ensure eligible individuals are registered.
4. Increase registrations of individuals working in the industry.

WORK COLLABORATIVELY

1. Engage interested parties in the development and promotion of quality assurance programs.
2. Collaborate with other agencies to develop programs which serve to protect the public interest.
3. Contribute to improvements in legislation and policies.

COMMUNICATE & ENGAGE

1. Enhance public knowledge on the role of regulators and responsibilities of professional practice.
2. Increase the transparency of self-regulation and Association initiatives.
3. Recruit registrants to participate in the delivery of Association programs.

AGM MINUTES 2023



Carla Rhyant
Recording Secretary

Minutes approved by the minutes task group of Al Benson (RPF), Derek Fisher (RPFT), and Carla Rhyant (Executive Director) as defined in the standing rules of the meeting.

AAFMP 2023 ANNUAL GENERAL MEETING ONLINE MEETING NOVEMBER 30, 2023

DESCRIPTION

Opening remarks

1. Call meeting to order
 - i. Recognition that quorum is met
 - ii. Standing rules of the meeting
 - iii. Approval of the agenda
 - iv. Minutes of the November 2023 annual general meeting - for information only
 - v. Appointment of the minute approval task group

MOTIONS / ACTION ITEMS

Meeting called to order by Lorne Carson, Chair, at 10:06 am.

Land acknowledgment.

177 registrants joined, a minimum of five Council members was achieved: quorum was met.

AAFMP-AGM 2023 12.07.2023 M01 Carried MOTION Lorne Carson/Chris Joly - 99 votes in favour
TO approve the standing rules as presented by Council

The minute approval task group, appointed by the Chair, is Al Benson RPF, Derek Fisher RPFT, and Carla Rhyant.

AAFMP-AGM 2023 12.07.2023 M02 Carried MOTION Lorne Carson/Chris Joly - 104 votes in favour
TO approve the agenda presented

2. Address of the Chair
 - i. Council report

AAFMP-AGM 2023 12.07.2023 M03 Carried MOTION Lorne Carson/Chris Joly - 111 votes in favour
TO receive the Chair/Council and Committee reports as information

3. 2022 annual report - for information
 - i. Reports of the Committees

AAFMP-AGM 2023 12.07.2023 M04 Carried MOTION Lorne Carson/Craig Rose - 112 votes in favour
TO receive the annual report as information

AGM MINUTES 2023

Aafmp 2021 Annual General Meeting

Online Meeting

November 30, 2023

DESCRIPTION

MOTIONS / ACTION ITEMS

4. Reports of the representatives of AAFMP
i. Operations & registrar report

AAFMP-AGM 2023 12.07.2023 M05 Carried MOTION Lorne Carson/Chris Joly - 108 votes in favour
TO receive the operations and registrar report as information

5. Financials
i. Fiscal year financial information (2021-2022)

AAFMP-AGM 2023 11.30.2023 M06 Carried MOTION Lorne Carson/Craig Rose - 104 votes in favour, 1 opposed
TO approve the 2022-2023 financial report as presented

ii. Presentation of 2022/2023 budget and five-year budget projections
iii. Appointment of the financial reviewing body

AAFMP-AGM 2023 12.07.2023 M07 Carried MOTION Lorne Carson/Craig Rose - 98 votes in favour, 2 opposed
TO receive the budget and projections as information

6. New business

None

7. Adjournment of the meeting

AAFMP-AGM 2023 12.07.2023 M09 Carried MOTION Lorne Carson/Craig Rose - 73 votes in favour
TO adjourn the meeting at 11:48 am

Minutes approved by Al Beson (RPF), Derek Fisher (RPFT) and Carla Rhyant (recording secretary).

PUBLIC MEMBER REPORT

PUBLIC MEMBERS

Marilyn Hooper
Jack Jones

Public members of AAFMP are entrusted with ensuring that the organization's decisions reflect the best interests of the public. The role is one of stewardship and accountability, as public members bring an external perspective to uphold the standards and integrity of the forest management profession. This responsibility ensures that AAFMP remains aligned with the expectations and trust of the broader public.

Public member involvement is made more impactful by the implementation of the Policy Governance® model, which allows all of Council to contribute meaningfully without being drawn into operational decisions.

This model empowers the Council to focus on the strategic vision, keeping collective attention on high-level priorities and the future direction of the organization. With the operational responsibilities managed separately, we can ensure that Council's time and efforts are dedicated to long-term outcomes that protect the public interest and advance professional practice.

Public members see firsthand the value of this governance approach in promoting transparency, accountability, and foresight. The model supports AAFMP's goal; prioritize ethical, competent, and inclusive regulation of the profession that meet the needs of both the industry and the public. With Council's contributions focused on governance, public members are confident in AAFMP's direction and its ongoing commitment to public safety and professional excellence.

STANDING COMMITTEE REPORTS

REGISTRATION COMMITTEE

COMMITTEE MEMBERS

Chair - Carla Rhyant
Sean Ellens, Jesse Crosson, Doug Needham, Danielle Bateman, George Charlibois, Ken Greenway, Paul Ciobanu, Marc Mayhew

The registration committee was not required to meet. There were no changes to policy that required review. There were no forest technologists credential assessment reviews so the sub-committee did not meet either.

NOMINATION COMMITTEE

COMMITTEE MEMBERS

Chair - Amanda Tangedal
Lorne Carson

The Nominations Committee secured and vetted a list of nominees for the election. An electronic vote was conducted and the new Council was appointed in July 2023.

NOMINATION COMMITTEE

COMMITTEE MEMBERS

Chair - Ian Kwantes
Ken Greenway, Al Wardale

In November 2023 the Audit Committee reviewed the AAFMP financial report for operations covering the 2022-2023 fiscal year. The review and report completed by Jessica Szewczuk, CPA of the Metrix Group LLC, was found to be satisfactory and no concerns were identified in the review engagement process.

All questions the committee asked of the accountant were answered adequately, leading to the recommendation to Council to accept the report and present it at the annual meeting for approval.



COMPLAINTS INQUIRY COMMITTEE

COMMITTEE MEMBERS

Chair - Heath Schneider

The Complaint Inquiry Committee receives formal complaints & discipline in accordance with the Act.

AAFMP did not receive any formal complaints in 2023.

GOVERNANCE COMMITTEE

In 2022, AAFMP embarked on a review of its governance model to enhance the effectiveness of Council and ensure alignment with best practices for professional regulatory organization. Following the assessment, the Council chose to work with Richard Stringham, a consultant with The Governance Coach, to develop AAFMP's governance policies to align with the Carver Policy Governance® model, a proven framework that empowers the Council to focus on strategic leadership while delegating operational responsibilities. This is a critical step in building an organization that is equipped to focus on the future and remain responsive to the needs of the public and the profession.



Clear Role Distinction: The model clearly delineates the roles and responsibilities between Council and the ED, allowing the Council to focus on high-level policy and strategic outcomes while enabling the ED to manage day-to-day functions effectively.



Enhanced Focus on Outcomes: By employing Ends policies that define the outcomes AAFMP exists to achieve, the Council maintains a results-oriented focus. This helps guide decision-making towards outcomes that protect the public interest and uphold professional standards.



Improved Accountability: Policy Governance® establishes a systematic process of accountability. This structured approach enables Council to ensure that AAFMP is meeting its commitments to the public without unnecessary interference in operational matters.



Future-Orientation: The model encourages the Council to think beyond immediate operational concerns and concentrate on long-term priorities, helping AAFMP proactively address emerging challenges and maintain relevance in a rapidly evolving regulatory landscape.



Increased Transparency and Public Trust: Policy Governance® enhances transparency by prioritizing accountability and openness. This contributes to public confidence in AAFMP's role as a professional regulator.

REGISTRATIONS

Registration Statistics December 31, 2023 Regulated Registrants

RPF	568	Associate	23
RPFT	488	Non-Practicing	26
FIT	44	Retired	243
FTT	85	Student	116
(Dual*)	(4)	Honorary	5
RPF-C	2		
RPFT-C	1		
RPFT-T	1		
RPFT-T	0		
(Unemployed**)	(5)		

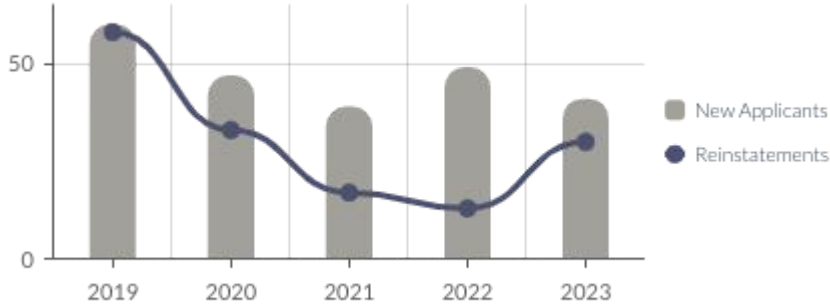
*Dual registrants are for information only as they are included in the RPF and RPFT totals.
**AAFMP continues to encourage registrants to renew practice permits when unemployed and makes provisions for quarterly payments.

1,194

Total Regulated Registrants

Regulated registrants increased 3% in 2023 over the previous year. This is the first year-to-year increase since 2016.

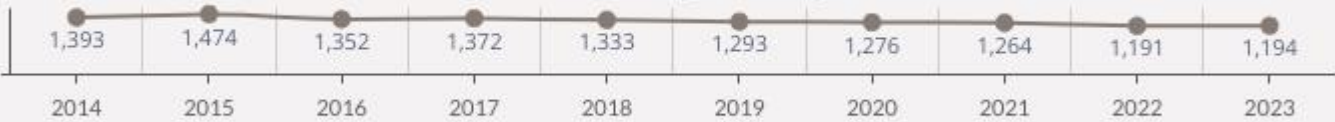
New Applicants and Reinstatements



There were 41 new applicants in 2023 (3.4% of the total registrants).

30 registrants reinstated during this period.

10 Year Trend in Total Regulated Registrants



REGISTRANT DEMOGRAPHICS

There was a shift in the age demographic between 2022 and 2023. Notably, a decline in the 36 - 45 and 56 - 65 age groups and an increase in the 46 - 55 age group.

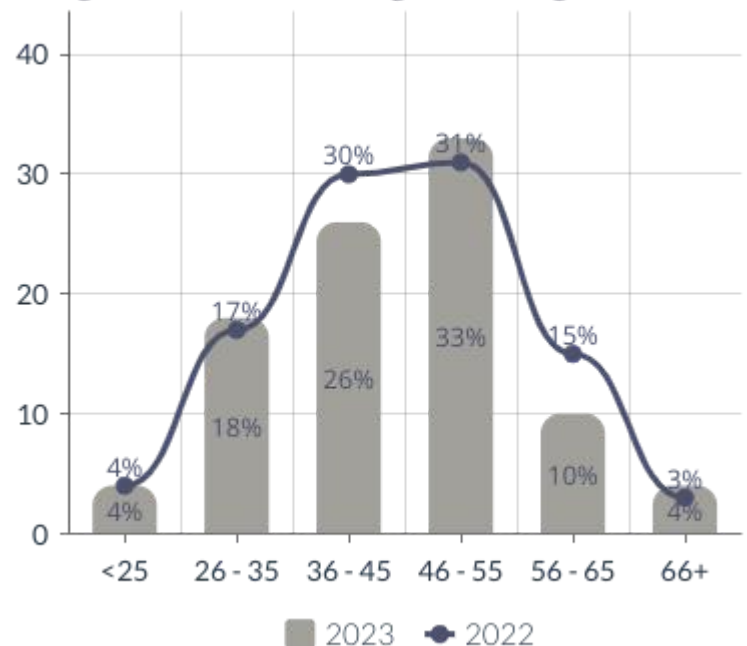
The largest group of registrants (59%) are in the intermediate stage of their career and will have gained substantial knowledge and experience in their professional practice.

21% of the cohort are new entrants and they can bring fresh perspectives and potentially contribute to the growth and innovation in forest management practices.

14% are experienced professionals and may be nearing retirement age. Their knowledge and experience can be valuable for mentoring and succession planning within the industry. Their expertise and institutional knowledge should be recognized and utilized before they retire.



Age Distribution of Regulated Registrants



PROFESSIONAL DEVELOPMENT

INITIAL PROFESSIONAL DEVELOPMENT PROGRAM

The Initial Professional Development (IPD) Program supports early career professionals in developing critical professional skills in alignment with the professional standards. Learning outcomes for this five-course curriculum were established in 2022, with course content development beginning in 2023. While the curriculum primarily targets in-training registrants, any regulated professional can benefit from these courses. The content is designed to be broadly relevant across professions, incorporating Alberta forestry-specific scenarios, case studies, and learning activities. The completion of the IPD courses will be mandatory for registrants on in-training registers moving forward.

In 2023, AAFMP has initiated the development of the Professional Skills course parts I and II, which are now open for registration.

All courses will be delivered online, asynchronous, and self-paced so learners can participate at their own convenience.

CONTINUING COMPETENCE

To support registrant's continuing competence, AAFMP will implement a professional development (PD) program. The program will primarily feature a webinar series focused on professional skills and legislative knowledge, in alignment with the objectives permitted by the Regulated Forest Management Profession Act.

In 2023 AAFMP conducted a market analysis to identify in-demand professional skills. This included a review of forestry job postings and an assessment of employment skills gaps, resulting in a curated list of professional knowledge, skills, and attitudes. These areas will become the central focus of PD topics.

Registrants can anticipate the launch of this program in mid-2024.

PROFESSIONAL EXAM RESULTS

EXAM PURPOSE

The professional exam is a registration assessment tool used to verify the jurisprudence knowledge of registrants practicing forestry in the province. AAFMP uses the exam, enabled by the Regulated Forest Management Profession Regulation, as a method of “assessing an applicant’s knowledge and understanding” to meet the legislated objective of protecting the public interest (2019).

EXAM ADMINISTRATION

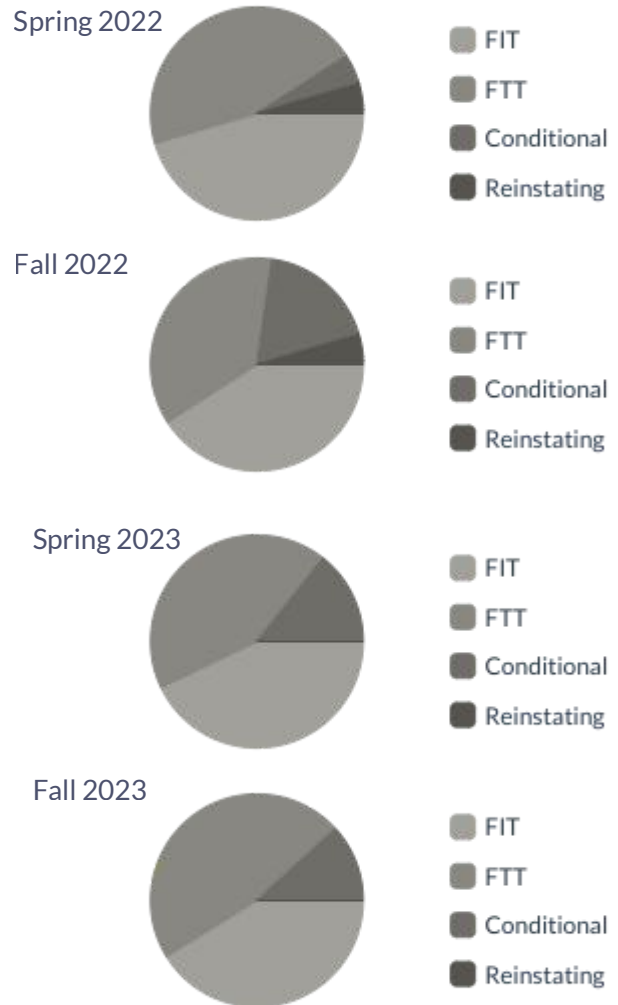
Exam administration continues while the exam modernization project is underway. The current exam has been delivered in the same format as it has been previously. Since 2020, all exam writings have been delivered at a location of the writer's choice and in alignment with AAFMP policy.

The existing exam has undergone regular maintenance and review. A set of psychometric measurements are conducted on each question following each writing and used to advise exam developers and administrators about exam efficacy and opportunities for change based on poor performing questions.

In November 2023, the current exam was enabled through the learning management system (LMS) in order to make it more accessible, and to gather some baseline data in the LMS prior to launching the new exam.

WRITER PROPORTIONALITY 2022 & 2023

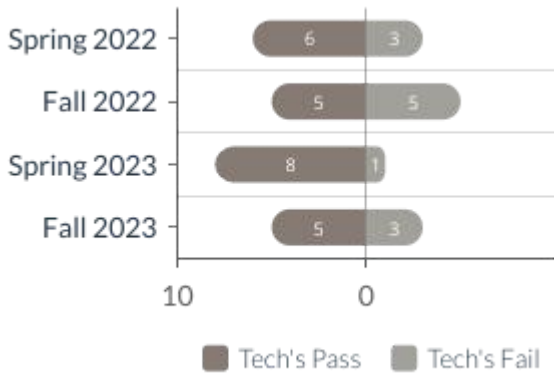
The proportion of candidates that have written the exam at each writing.



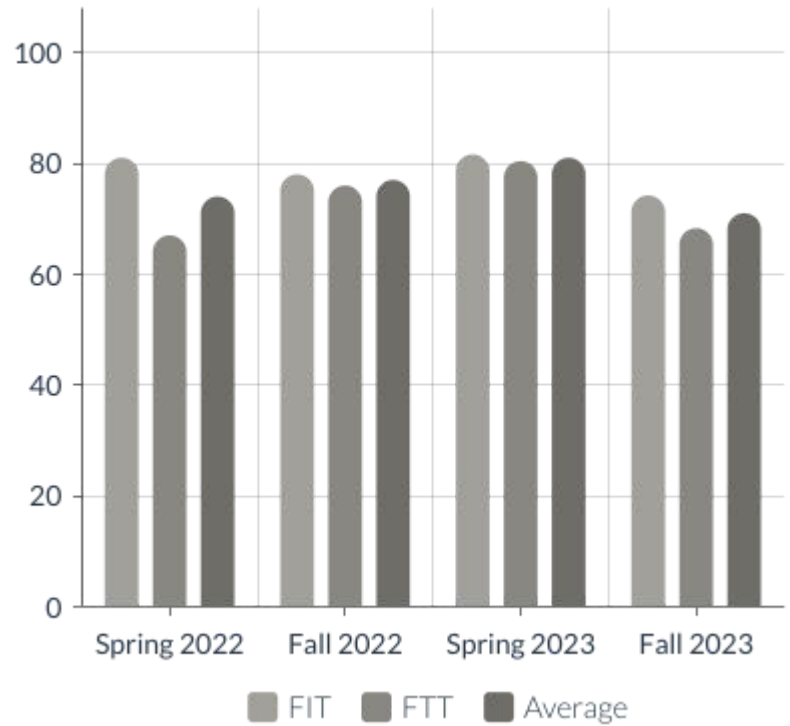
PROFESSIONAL EXAM

PROFESSIONAL EXAM PERFORMANCE

PROFESSIONAL EXAM PASS RATES



EXAM AVERAGE MARKS 2022 - 2023



Historically FTTs have registered lower marks and passing rates on the exam. This is one of many issues that AAFMP was working to address through the exam modernization project.

The fall 2023 marks are more aligned than historically observed. But, the fail proportionality increased in this writing. This was the final writing of the current exam.

CONTINUING COMPETENCE

In regulated professions, it's widely understood that staying current in knowledge, skills, and industry standards is essential because what's required to practice effectively evolves over time.

A continuing competence program sets requirements for professionals to engage in ongoing learning, ensuring they keep up with new developments and evolve their skills over time.

The main goal of a continuing competence program is to protect the public. By encouraging professionals to regularly update their knowledge and uphold high standards of ethical conduct, the program helps safeguard the interests and well-being of those who rely on their expertise.

When professionals actively refresh and enhance their skills, they're better able to deliver accurate, evidence-based, and safe services. This commitment to lifelong learning not only reduces the risk of mistakes but also

leads to better outcomes and helps build public trust in the profession. In this way, continuing competence programs play a key role in promoting both public confidence and the overall quality of services provided by regulated professionals.

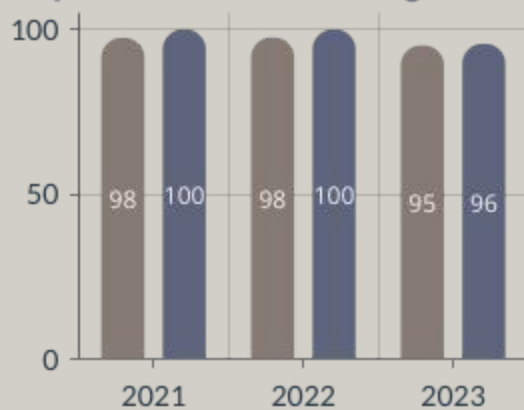
Each AAFMP regulated registrant must record their learning activities within their registrant portal. Mandatory minimums of 15 hours per year and 75 hours over the three-year reporting period are required to be reported.

For the purpose of program auditing, required reporting hours are based on six-month intervals for anyone registered for less than three years of the reporting period.

Failure to submit the annual minimum hours results in a notice of non-compliance with a requirement for the submission for an action plan to address the deficiencies.

CC ANNUAL COMPLIANCE RATES

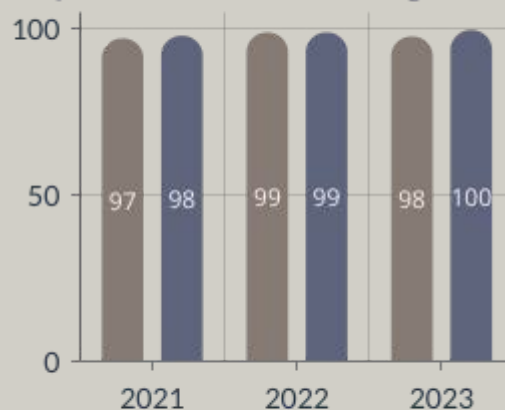
In-training Registrant Compliance with CC Program



Designations

■ FTT ■ FIT

Professional Registrant Compliance with CC Program



Designations

■ RPFT ■ RPF

NATIONAL DAY FOR TRUTH & RECONCILIATION

AAFMP supports the National Day for Truth & Reconciliation. A resource list was compiled and distributed to regulated professionals to assess should they choose to recognize and participate in the National Day For Truth and Reconciliation on September 30th.

RESOURCE LIST



CALL TO ACTION

One of the 94 calls to action from the Truth and Reconciliation Commission is for the "corporate sector in Canada to provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism."



ACTION

AAFMP participated in the National Day For Truth and Reconciliation by participating in self-exploratory education to learn more about the residential school system, colonialism in Canada, and modern Indigenous communities. AAFMP has, as a part of its training initiatives, been offering more content relating to Indigenous people and their sovereign rights as Canadians. Indigenous training, as it relates to the practice of the profession, is being built into the new



COMMITMENT

AAFMP is committed to improving diversity, equity and inclusion practices in the delivery of its quality assurance programs. AAFMP recognizes the constitutional rights of Indigenous people in Canada and that registrants require critical professional skills to include Indigenous people in meaningful consultation.

FOREST PROFESSIONAL REGULATORS OF CANADA



The Forest Professional Regulators of Canada (FPRC) is an advisory group composed of representatives of forest professional regulatory organizations across Canada and the Canadian Institute of Forestry (which represents those jurisdictions in which forestry is not a regulated profession). AAFMP maintains an active membership in FPRC and Carla Rhyant was the chair for 2023.

MISSION

To provide coordination of programs and services enabling transparent, impartial and procedurally fair registration practices of forest professionals by regulators in Canada.

MANDATE

- Promote consistency where mutually beneficial between Regulators in each province,
- Coordinate and communicate collectively on issues that affect the regulation of forest professionals,
- Enable the movement of forest professional between jurisdictions through compliance with federal and provincial labour mobility agreements,
- Develop and maintain competency-based academic and work experience certification standards for approval by each Regulator, and
- Define and maintain accreditation standards to assess and accredit Canadian post-secondary forestry programs.

FPRC completed its work in defining the national professional forest technologists standards in partnership with post-secondary institutions. External interest groups were invited to provide input into the semi-final draft and the recommendations were thoroughly reviewed and applied as seemed fitting.

The national professional standards were adopted at the end of 2023 national and this will aid in creating consistency between the provinces and better enabling labour mobility. The standards will be adopted and implemented by BC, Alberta, and Saskatchewan as the provincial regulators who regulate forest technologists.

Next steps are to develop an online pre-screening tool (2024) and amend the accreditation assessments (2024) and credential assessment processes (2025) to include the forest technologist programs.

FPRC continues to deliver the forester credential assessment process on behalf of the Canadian regulatory organizations.

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT



INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of Association of Alberta Forest Management Professionals

We have reviewed the accompanying financial statements of Association of Alberta Forest Management Professionals (the Association) that comprise the statement of financial position as at June 30, 2023, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Association of Alberta Forest Management Professionals as at June 30, 2023, and the results of its operations and its cash flows for the year then ended in accordance with ASNPO.

METRIX GROUP LLP

Chartered Professional Accountants

Edmonton, Alberta
September 1, 2023

FINANCIAL STATEMENTS

ASSOCIATION OF ALBERTA FOREST MANAGEMENT PROFESSIONALS

Statement of Financial Position

As at June 30, 2023

	2023	2022
ASSETS		
CURRENT		
Cash and cash equivalents	\$ 582,403	\$ 469,222
Accounts receivable (Note 2)	1,035	4,640
Goods and Services Tax recoverable	224	1,528
Prepaid expenses	6,377	12,713
	<u>590,039</u>	<u>488,103</u>
TANGIBLE CAPITAL ASSETS (Note 3)	18,865	28,348
INVESTMENT (Note 4)	1,273,826	1,217,329
	<u>1,291,730</u>	<u>1,723,780</u>
	\$ 1,882,730	\$ 1,733,780
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 10,036	\$ 10,906
Vacation payable	21,423	17,027
Deferred contributions (Note 5)	602,328	587,435
Due to Forest Professional Regulators of Canada (Note 6)	918	4,812
	<u>634,705</u>	<u>620,180</u>
NET ASSETS		
Unrestricted net assets	179,160	(132,077)
Invested intangible capital assets	18,865	28,348
Internally restricted net assets	1,050,000	1,217,329
	<u>1,248,025</u>	<u>1,113,600</u>
	\$ 1,882,730	\$ 1,733,780

FINANCIAL STATEMENTS

ASSOCIATION OF ALBERTA FOREST MANAGEMENT PROFESSIONALS

Statement of Revenues and Expenditures

For the Year Ended June 30, 2023

	2023	2022
REVENUE		
Membership dues	\$ 647,750	\$ 631,085
Investment income	56,497	15,707
Other income (Note 7)	42,520	42,898
Annual conference and workshops	-	54,368
	<u>746,767</u>	<u>744,058</u>
EXPENSES		
Employment expenses	420,359	529,409
Office	127,327	84,109
Professional fees	46,555	32,203
Amortization of tangible capital assets	9,320	11,212
Councilor and committee expenses	4,879	6,945
Students, awards and recognition	3,700	9,834
Events and meetings	74	67,144
	<u>612,214</u>	<u>740,856</u>
EXCESS OF REVENUE OVER EXPENSES FROM OPERATIONS	134,553	3,202
OTHER EXPENSES		
Loss on disposal of tangible capital assets	128	-
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 134,425</u>	<u>\$ 3,202</u>

BUDGET 2023-24



REVENUES

Dues & Fees	
Regulated dues	613,118
Non-regulated dues	3,000
Service Fees	36,224
Other income	
Investments	54,000
Advertising	24,200
Programs	10,200
Reserve funds*	149,707
Total Revenue	890,449

* funds allocated for special projects

EXPENSES

General & administrative expenses	105,731
Employee expenses	421,752
Professional fees	210,175
Other services / programs	2,573
Governance	37,900
Student awards & volunteer recognition	5,000
Total Expenses	783,131

NET **107,318**

ACKNOWLEDGMENTS

AAFMP would like to recognize and thank the volunteers, staff, and contractors that contribute to the success AAFMP's regulatory obligations.

Association of Alberta Forest Management Professionals

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Phone: (780) 761-8733 (TREE)

E-mail: info@aafmp.ca

Website: www.aafmp.ca



**Association of Alberta
Forest Management
Professionals**