ALL NATIONS
TRUST COMPANY

2027 – 2031 Strategic Plan

A Renewed Direction

ANTCO's Board of Directors and Management Team are proud to share our renewed strategic plan, a plan that reflects our shared commitment to advancing Indigenous economic strength and supporting long-term prosperity for the Indigenous peoples, Nations, and communities we serve.

Together, the Board and Management have refreshed ANTCO's Vision, Mission, and Values to honour where we come from and guide where we are going. Our Vision speaks to economic resilience, nation-building, and lasting community prosperity. Our Mission reaffirms ANTCO's role as a trusted financial partner and catalyst for Indigenous business growth. Our Values ground us in cultural integrity, accountability, partnership, innovation, and service.

This strategic plan sets out clear goals that focus our efforts and strengthen our impact. These goals give us a shared path forward, one that keeps us aligned, disciplined, and committed to delivering meaningful results for the communities we serve.

Most importantly, this plan positions ANTCO for bold, responsible growth. It strengthens our financial foundation, expands our services, deepens partnerships, and builds the internal capacity needed to support the rising aspirations of Indigenous entrepreneurs and Nations. It ensures ANTCO remains a leader in Indigenous finance and development, grounded in community and guided by a resilient, forward-looking approach.

We look forward to working with our shareholders, partners, communities, entrepreneurs, and supporters to bring this plan to life. Your trust and collaboration continue to shape the impact we create together.

VISION

Proud, self-determined, Indigenous Nations achieving prosperity for current and future generations.

MISSION

We walk with Indigenous entrepreneurs and Nations to build long-term generational wealth.

VALUES

Care
We build relationships rooted in respect and reciprocity.

Growth
We invest in people, innovation, and the sustainable success of Indigenous-owned businesses.

Integrity
We lead with ethics, good governance, transparency, and accountability.

Stewardship
We advance economic self-determination for present and future generations.

Strengthening the Business

People, Governance & Systems

Strengthening the Business focuses on building ANTCO's internal capacity as a high-performing Indigenous financial institution. This pillar ensures ANTCO has strong governance, modern systems, skilled staff, and a healthy organizational culture grounded in Indigenous values. By strengthening internal operations, from technology and processes to leadership and financial sustainability, ANTCO becomes more proactive, efficient, and resilient. A strong internal foundation enables ANTCO to deliver reliable, culturally grounded service to Indigenous entrepreneurs and communities.

Goals

1 Strengthen Governance & Accountability

Enhance governance practices, policies, and decision-making processes to support organizational effectiveness, transparency, and accountability.

2 Invest in Staff & Leadership Development

Support employee growth through training, mentorship, succession planning, and leadership development opportunities.

3 Modernize Systems & Operations

Improve internal systems, technology, and operational processes to increase efficiency, service delivery, and long-term sustainability.

4 Enhance Financial Sustainability

Strengthen financial planning, risk management, and revenue diversification to support long-term organizational stability.

5 Strengthen Organizational Culture & Relationships

Foster a collaborative, culturally grounded, values-driven workplace that supports staff wellness, trust, and strong relationships with our shareholders, Nations and partners.

Success in Practice

When this pillar is fully realized, ANTCO is strengthened from the inside out, guided by strong governance, supported by modern systems, and powered by a skilled, confident team.

Enhancing the Profile of ANTCO

Visibility, Reputation & Relationships

Enhancing ANTCO's profile increases visibility, strengthens its reputation, and deepens relationships with Indigenous communities, partners, and industry. This pillar ensures people clearly understand who ANTCO is, the value it provides, and the impact it creates. Through targeted marketing, community presence, storytelling, and stakeholder engagement, ANTCO becomes top-of-mind, trusted, and sought-after. A stronger profile attracts new clients, strengthens partnerships, and reinforces ANTCO's role as a leader in Indigenous economic growth.

Goals

1 Increase Visibility & Awareness

Ensure Indigenous communities, entrepreneurs, partners, and industry clearly understand ANTCO's role, services, and impact through new and existing communication and marketing tools.

2 Strengthen Reputation & Positive Perception

Build a strong, trusted reputation grounded in Indigenous values, client success stories, and consistent communication.

3 Deepen Relationships with Key Stakeholders

Strengthen relationships with Nations, Indigenous entrepreneurs, government, NACCA, shareholders, and industry partners.

4 Build Marketing Capacity & Modern Communication Tools

Increase internal capacity to tell ANTCO's story, reach target audiences, and support business development.

Success in Practice

Success means ANTCO is more than well-known; it is deeply trusted, standing beside Indigenous entrepreneurs and Nations as they work toward long-term prosperity for current and future generations.

Empowering the Indigenous Entrepreneur

Client Supports, Tools & Resources

Empowering Indigenous Entrepreneurs ensures that Indigenous business owners have the financial tools, knowledge, and support they need to start, grow, and sustain successful ventures. This pillar focuses on accessible financing, financial literacy, mentorship, business skills, and relationship-based service. By removing barriers and providing culturally aligned services, ANTCO strengthens the Indigenous business ecosystem and supports entrepreneurs in building long-term prosperity.

Goals

1 Improve Access to Financing & Financial Tools

Expand and streamline financial support so Indigenous entrepreneurs can access the capital, grants, and financial tools they need to succeed.

2 Strengthen Business Skills, Mentorship & Capacity Building

Provide training, coaching, and mentorship opportunities that build the capacity of Indigenous entrepreneurs and support long-term business success.

3 Build Strong, Trusted Relationships with Entrepreneurs

Deepen relationship-based service, ensuring entrepreneurs feel supported, connected, and understood, not treated as transactions.

4 Expand Pathways to Markets, Partnerships & Business Growth

Help Indigenous entrepreneurs access new markets, procurement opportunities, partnerships, and long-term growth pathways.

Success in Practice

When this pillar is realized, ANTCO's role extends beyond financing; it becomes a trusted companion supporting Indigenous entrepreneurs in building sustainable prosperity for current and future generations.

Growing the Business

Expansion, Diversification & Impact

Growing the Business expands ANTCO's reach, diversifies its financial offerings, and increases long-term economic impact. This pillar focuses on scaling successful programs, exploring new financial products and trust services, expanding into new communities, and pursuing strategic partnerships or growth opportunities. Responsible growth is guided by strong risk management and a clear understanding of ANTCO's niche. By expanding its footprint and diversifying revenue, ANTCO strengthens its sustainability and its ability to support Indigenous economic development.

Goals

1 Expand Reach & Market Presence

Grow ANTCO's footprint by serving more Indigenous communities and deepening relationships across the service area.

2 Diversify Financial Products, Services & Revenue Streams

Develop new financial products, trust services, and innovative offerings that meet the evolving needs of Indigenous entrepreneurs and Nations.

3 Strengthen Strategic Partnerships & High-Impact Opportunities

Forge targeted partnerships that unlock capital, expertise, and high-impact opportunities that accelerate Indigenous economic growth.

4 Grow Responsibly Through Strong Risk Management & Capital Strategy

Ensure growth is intentional, well-managed, and aligned with ANTCO's risk appetite and long-term sustainability.

Success in Practice

When this pillar is achieved, ANTCO's growth is purposeful and values-driven, positioning the organization as a trusted partner supporting Indigenous entrepreneurs and Nations in building lasting prosperity across generations.

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