



First People's Heritage, Language and Culture Council

2008/09 – 2010/11

Service Plan

January 2008

For more information about this document, contact:

Tracey Herbert
First Peoples' Heritage, Language and Culture Council (FPHLCC)
1A Boat Ramp Road
Brentwood Bay, BC V8M 1N9

Tel: (250) 652-5952
Fax: (250) 652-5953
E-mail: info@fphlcc.ca
Website: www.fphlcc.ca

Photo credits:

Troy Hunter: cover, p. 3
Archie Stocker: p. 9, 21
Todd Curran: p. 11
Christine Germano: p. 17

Library and Archives Canada Cataloguing in Publication Data

First Peoples' Heritage, Language & Culture Council.

Service plan. -2008/09 /2010-11-

Annual.

Running title: First Peoples' Heritage, Language & Culture Council government service plan.

Continues: First Peoples' Heritage, Language & Culture Council. Government service plan.

ISSN 1718-1933 = Service plan (First Peoples' Heritage, Language & Culture Council)

1. First Peoples' Heritage, Language & Culture Council - Periodicals. 2. British Columbia - Cultural policy - Periodicals. 3. Native peoples - British Columbia - Intellectual life - Periodicals. 4. Native peoples - British Columbia - Languages - Periodicals. I. Title. II. Title: First Peoples' Heritage, Language & Culture Council ... service plan. III. Title: First Peoples' Heritage, Language & Culture Council government service plan.

E78.B9F57 353.7'089970711 C2005-960267-8



Note about language usage in this document

For the purposes of this document, "First Nations" is used in reference to registered on- and off-reserve and non-status individuals and organizations original to British Columbia, while "Aboriginal" is used in reference to all indigenous peoples in Canada, including First Nations, Inuit and Métis. FPHLCC programs, with the exception of the arts program, are developed specifically to support B.C. First Nations communities.

Table of Contents

<i>Board Chair's Letter</i>	<i>4</i>
<i>Accountability Statement</i>	<i>5</i>
<i>About the First Peoples' Heritage, Language and Culture Council</i>	<i>6</i>
<i>Our Strategic Context</i>	<i>12</i>
<i>FPHLCC Goals, Strategies, Targets and Measures.....</i>	<i>14</i>
<i>Summary Financial Outlook.....</i>	<i>18</i>
<i>Appendix 1: Performance Management Systems</i>	<i>19</i>
<i>Appendix 2: Aboriginal Languages in B.C.....</i>	<i>20</i>





Board Chair's Letter

January 2008

Honourable Minister Mike de Jong
Minister of Aboriginal Relations and Reconciliation
PO Box 9042 STN Provincial Government
Victoria B.C. V8W 9E2

Dear Minister de Jong:

On behalf of the Board of Directors of the First Peoples' Heritage, Language and Culture Council, I am pleased to submit our 2008/09 - 2010/11 Service Plan.

Established in 1990, The First Peoples' Council supports British Columbia First Nations communities and organizations in revitalizing local cultures and languages, and provides leadership, support, and advice to the provincial government on how best to ensure the revitalization of B.C.'s unique and rich First Nations cultures and languages.

Our work includes administering effective funding programs, conducting research, building capacity, tools, resources and partnerships, and visioning, planning, and providing support to First Nations communities, arts and language organizations, and to government.

In the last fiscal year, one of our key successes was developing a new partnership with The New Relationship Trust. This important partnership allowed us to efficiently use language resources, reduce administrative costs, and get more dollars to communities. The partnership contributed significantly to four new initiatives: (1) the Language Nest and Immersion Program, (2) the Language and Culture Camp Program, (3) the Master-Apprentice Language Program, and (4) the support of Language Authorities and their development of long-term culture and language revitalization plans. These initiatives were further bolstered by partnership funding from the Ministry of Aboriginal Relations and Reconciliation.

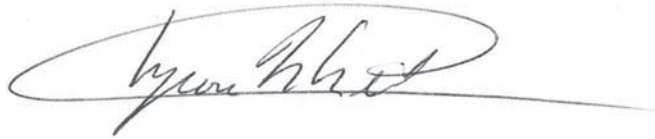
For this year—2008/09—our planning focuses on two main objectives: securing funding for program expansion so we can fully address areas of our mandate which, to date, have not been adequately addressed, and following up on last year's feasibility study by creating a business case for a First Peoples' Council building in the capital city.

Of note in our current operating environment is the recent strong interest and investment of dollars from the provincial government in Aboriginal cultural tourism initiatives. One of our identified challenges is to increase our participation in a collaborative process, so that

those important dollars are responsive to long-term community needs, providing opportunities for B.C. First Nations to access and participate in learning their own cultural history, as well as educating the public and raising the profile of B.C.'s rich First Nations heritage. Without revitalization of culture, arts and language, there is no authentic cultural product for tourism.

The good news: we have the knowledge, tools and expertise to achieve our broad mandate.

The challenge: realization of this mandate is contingent on financial resources. For example, we continue to be faced with the dilemma of a rapid and ongoing loss of fluent speakers, and insufficient funds to address the crisis. The risk is concrete and immediate: the loss of irreplaceable knowledge of languages and cultural practices. Just a month ago, four Tsartlip Band Elders who had been involved in language renewal passed away—this same scenario is playing out in our communities across the province. And while Elders pass on, B.C. still receives only 10% of federal funds for Aboriginal languages, even though the province is home to over 60% of Canada's Aboriginal languages. This funding inequity leaves B.C. struggling to support its Aboriginal languages and cultures, and puts pressure on the provincial government to address the gap.



Tyrone McNeil
Chair, FPHLCC

ACCOUNTABILITY STATEMENT

The 2008/09 – 2010/11 FPHLCC Service Plan was prepared under my direction, in accordance with the Budget Transparency and Accountability Act and the BC Reporting Principles. The plan is consistent with the government's strategic priorities. I am accountable for the contents of the plan, including the selection of performance measures and targets. All significant assumptions, policy decisions and identifiable risks (as of December 2007) have been considered in preparing the plan. The performance measures presented are consistent with FPHLCC's mandate and goals, and focus on aspects critical to the organization's performance. The performance targets in this plan have been determined based on an assessment of FPHLCC's operating environment, forecast conditions, risk assessment, and past performance.



Tyrone McNeil
Chair, FPHLCC



About FPHLCC

VISION AND MISSION

Our vision is one where “B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized, valued and embraced by all citizens in B.C.”

Our mission is to provide leadership in British Columbia for the revitalization of First Nations heritage, languages, culture and arts. Our role is to monitor the status of First Nations languages, cultures and arts, and to develop strategies which assist communities to recover and sustain their heritage. We serve our stakeholders by providing programs and initiatives for heritage, language, arts, and culture revitalization.

HISTORY AND MANDATE

FPHLCC was created by the government in 1990 with the enactment of the First Peoples Heritage, Language and Culture Act (http://www.fphlcc.ca/assets/pdf/fphlcc_act.pdf).

FPHLCC operates according to a Shareholder’s Letter of Expectations (SLE), most recently renewed in 2007, in which the government has provided FPHLCC with the following mandate:

- Preserve, restore and revitalize First Nations heritage, language, arts and culture;
- Increase understanding and sharing of knowledge, within both the First Nations and non-First Nations communities;
- Heighten the appreciation and acceptance of the wealth of cultural diversity among all British Columbians;
- Provide funding to B.C. First Nations for arts, cultural and language programs;
- Create new initiatives, programs,

resources and services related to First Nations heritage, arts, languages and culture;

- Advise government on the preservation and fostering of First Nations heritage, arts, languages and culture; and,
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and to restore fluency and literacy in First Nations languages.

ORGANIZATIONAL VALUES

Accountability. The Executive Director, Board and staff are directly accountable to our stakeholders and to First Nations in B.C.

Transparency. Program procedures and decisions will be open and transparent.

Results-based. Program delivery will be efficient and outcome-based.

Collaboration. Programs will be coordinated with other service providers and language groups to maximize benefits.

Integrity. All work will be done with an overriding focus on cultural integrity and honesty.

GOVERNANCE

Overview

Each of B.C.’s 24 Tribal Councils elects a representative to the FPHLCC Advisory Committee. Acting as liaisons, the Advisory Committee members relay information on FPHLCC programs and initiatives to their communities. The Minister of Aboriginal Relations and Reconciliation appoints FPHLCC’s 12-member Board of Directors. Nine members are recommended to the Minister by the Advisory Council and



three members are recommended to the Minister by the Board, Resourcing and Development Office (BRDO).

FPHLCC follows government's guiding principles on corporate governance for Crown agencies. Our Shareholder's Letter of Expectations describes mandate, expectations, roles, responsibilities and accountabilities. FPHLCC governance policies are reviewed annually to ensure that they continue to meet the needs of FPHLCC and are consistent with the government's guiding principles on Crown agency governance.

Board Composition

FPHLCC's twelve board members are appointed to two-year terms by The Minister of Aboriginal Relations and Reconciliation—nine recommended to the Minister by the FPHLCC Advisory Council and three recommended by the Board, Resourcing and Development Office (BRDO). In recognition of a collaborative working relationship with the First Nations Education Steering Committee (FNESC), a FNESC representative participates as an observer.

2007/08 Board

Tyrone McNeil-Bobb, Chair
Herbert Morven, Vice-President
Edna Nyce, Secretary
Keith Matthew, Treasurer
John Haugen
Violet Gellenbeck
Tamara Davidson
Chief Robert Chamberlin
Emma Donnelly
Thelma Wenman
Laurie Gowans
Clarence Louie
John Elliott

Advisory Committee

In addition to the Board of Directors, FPHLCC consults with, solicits feedback from, and reports to a 24-member Advisory Committee composed of elected representatives from each of B.C.'s 24 Tribal Councils. Advisory Committee members act as liaisons, relaying information on FPHLCC programs and initiatives to their communities. The Advisory Committee meets annually and recommends six to nine members to the Board of Council.

2007/08 Advisory Committee

Corrine Cahoose
Marlene Erickson
Tamara Davidson
Ardythe Wilson
Emma Donnelly
Don Maki
John Henderson
John Elliott
Susan James
Robert Chamberlin
Walter Paul
Bernice Garcia
Herbert Morven
John Haugen
Isadore Phillips
Wendy Gallic
Maxine Baptise
Cecelia Walkus
Keith Mathews
Thelma Wenman
Tyrone McNeil
Violet Gellebeck



About **FPHLCC**

Board Operations

FPHLCC convenes quarterly in-person Board meetings, supplemented by conference calls as needed. Committees of the Board hold regular meetings by conference call. Standing committees meet independently and report details back to the Board, with minutes sent to the Board for review. Board members have access to FPHLCC's intranet system, where they can access relevant documents, view information from committees, and communicate with other Board members. Once yearly at the October AGM, the Board reports to the Advisory Committee and hosts workshops with Advisory Committee members to hear feedback on specific needs, programs, and suggestions for improvement. This information guides the Board in setting organizational goals and strategies.

Functional Responsibilities of the Board

- Accept the mandatory elements of the corporation
- Undertake work planning at the short, intermediate and long-term levels and adopt these plans by formal resolution
- Undertake budgetary planning consistent with the work plan outlined above, and accept these budgets by formal resolution
- Develop policy designed to achieve the goals outlined in the planning processes outlined above
- Assess and evaluate performance of the corporation in light of the planning outlined above
- Modify and/or adopt plans to meet routine demands of the corporation
- Retain and manage the relationship with the Executive Director

- Record faithfully for the corporate record any minutes of their meetings
- Report back to the Advisory Committee at the AGM and report back to respective Tribal Councils

Legal Responsibilities of the Board

- Ensure that decisions are consistent with the FPHLCC Act, the guidelines and the bylaws
- Ensure that all decisions are lawful
- Ensure that all decisions are made in the best interest of the corporation

Board Authority

The Mandate of the Board of Directors is to govern the operations of the organization by setting direction and policy, providing leadership to the FPHLCC and advocating on behalf of members.

The Board is charged, by the Advisory Committee, to conduct the affairs of the FPHLCC.

The Board derives its authority from the First Peoples' Heritage, Language and Culture Act, and as established by policies and procedures.

The Board governs collectively and all decisions are made through motions at duly convened meetings of the Board of Directors or a Committee of the Board.

The Board is accountable to the membership for the success of the organization in carrying out its mission.

The Board acknowledges that its role is one of governance rather than operational.



Board Committees

Policy Committee

Conducts all high level business related to policy development and review of Board policies and administrative policies. The Policy Committee does not have authority for financial policy, which is the responsibility of the Finance Committee. Members, 2007/08: Tyrone McNeil, Laurie Gowans, Edna Nyce, Tamara Davidson.

Membership Committee

Acts as a membership monitoring group to conduct all business relating to Board membership. The Committee monitors Board meeting attendance, reviews status of Board membership, welcomes new members and issues communications to members including letters of resignation when required and notifies those members whose terms will be expiring. Members 2007/08: John Haugen, Edna Nyce, John Elliott, Herb Morven.

Finance Committee

Conducts all high level business related to finance for the Board, such as budget review, audit review and financial policy development. Members 2007/08: Violet Gellenbeck, Laurie Gowans, Keith Matthews.

Personnel Committee

Responsible for hiring and evaluating the performance of the Executive Director, and making recommendations for remuneration levels for the Executive Director. Member 2007/08: Violet Gellenbeck, Laurie Gowans, Thelma Wenman, Tamara Davidson.

Detailed descriptions of duties and Terms of Reference on the FPHLCC website at: <http://www.fphlcc.ca/Governance.aspx>

Senior Management

Tracey Herbert, Executive Director

FPHLCC STAKEHOLDERS

- B.C. First Nations communities
- B.C. First Nations artists
- B.C. First Nations arts and culture organizations
- New Relationship Trust (NRT)
- Ministry of Aboriginal Relations and Reconciliation (MARR)
- BC Arts Council

FPHLCC KEY PARTNERS

- B.C. Arts Now
- B.C. Caucus of Cultural Centres
- B.C. Government, Community and External Initiatives Branch (BCCEI)
- Canada Council
- Department of Canadian Heritage
- First Peoples' Cultural Foundation
- First Nations Education Steering Committee (FNESC)
- First Nations Technology Council
- Network B.C.
- University of Victoria
- Vancouver Opera Company



About FPHLCC

FUNDS ADMINISTERED BY FPHLCC

The BC Language Initiative (BCLI)—Provincial / 1,000,000 annually (funded through the First Citizens Fund).

Supports projects to revitalize B.C. First Nations languages through documentation, language classes, immersion programs, material and curriculum development and promotion. First Nations communities and organizations are eligible to submit proposals. *Note: The BCLI funds are also a key source of operating/administrative dollars for FPHLCC.*

The Aboriginal Languages Initiative (ALI)—Federal / \$232,000 annually to B.C. (funded by the Department of Canadian Heritage).

Funds support community and regional projects which maintain, revitalize and promote Aboriginal languages.

The Aboriginal Arts Development Awards Program (AADA)—Provincial; available funds varies—\$370,000 for 2007 (combined funds from BC Arts Council and Arts Now partners).

This year, funds are being distributed to projects that support the creative or professional development of emerging Aboriginal artists and/or the sharing of traditional arts skills and knowledge, and are focused on arts organizations.

The New Relationship Trust (NRT)—\$1,000,000 for 2007.

The NRT identified cultural and language programming as a funding priority and chose FPHLCC as its funding delivery agency. The partnership expanded in 2007 with additional investment from

the B.C. Ministry of Aboriginal Relations and Reconciliation (\$400,000), and from the First Peoples' Cultural Foundation (\$100,000*). The NRT funds, together with the additional funds, made possible the development of four new programs (identified as priorities by First Nations language stakeholders):

- Establishment of First Nations Language Authorities and creation of long-term revitalization plans;
- Language and Culture Camps where First Nations families, Elders, youth and children are immersed in their languages and culture;
- Language Nests, or immersion environments, to help preschool children and their parents become fluent in their original languages;
- Master-Apprentice Program, a three-year program partnering Elders with committed language learners.

NRT funds also supported BCLI and FirstVoices programming.

*These funds received from FPCF were a portion of the \$2,000,000 contributed to FPCF by the Ministry of Child and Family Development Services to establish an ECD Language Resources Fund.

FirstVoices—\$250,000 in 2007 (funded in 2007 by the Ministry of Labour and Citizen Services).

FirstVoices is our internationally recognized online indigenous language documentation and teaching resource. *FirstVoices* provides state-of-the-art technologies, training and technical support to community language champions.





Our Strategic Context

KEY CHALLENGES

- **An extremely limited window of opportunity for effective action.**
Due to the rapid decline in the number of fluent speakers of First Nations languages in B.C., this is the most critical and urgent challenge facing our organization. For example, in the Xaaydaa Kil language, only 30 fluent speakers remain, and their average age is 78 years.
- **Quantity and diversity of First Nations languages and cultures in B.C.**
We have 40 distinct languages in our province (out of the 60 languages in all of Canada's other provinces and territories combined). There are thousands of endangered cultural practices and traditional art forms unique to British Columbia and found nowhere else in the world.
- **Insufficient funding to meet urgent needs for language and cultural revitalization at local, language group, and provincial levels.**
From 2000 - 2007, FPHLCC received requests for \$14 million in funding, but had only \$6.3 million to disburse.
- **Inequities in allocation of federal and provincial funding for Aboriginal language initiatives.**
B.C. has over 60% of Canada's First Nations languages, but to date has received only 10% of total national funding. Provincially, we receive \$1 million in base funding for aboriginal languages (for 32 languages and 70 dialects), while French language receives \$9 million per year.
- **Other high-priority needs in First Nations communities, and limited resources.**
Socio-economic issues such as health, education and treaty issues compete with culture and language for limited human and financial resources.
- **Limited access to technology in communities.** The majority of First Nations communities do not have access to industry or business-grade internet. Only 80 of 203 communities are connected.
- **Increasing demands on FPHLCC staff and programs.** Expectations are high and being able to maintain acceptable service levels is an ongoing challenge. A second, ongoing challenge is how to balance needs for provincial administrative infrastructure and the need to distribute funds directly to communities.
- **Gaps in awareness within government about FPHLCC's mandate and capacity.** To maximize benefits for dollars spent, in matters of First Nations culture, heritage and language, FPHLCC should be consulting and collaborating with all areas of government where activities fall under FPHLCC's mandate.
- **Complexity of crown reporting for a small organization.** It is a challenge to find adequate capacity to meet reporting expectations. We administer \$4 million with an administrative staff of three.

KEY OPPORTUNITIES

- **A positive working environment for collaboration between First Nations and the B.C. government.** Premier Campbell's declared firm commitment to work with B.C. First Nations to revitalize culture and preserve languages encourages an atmosphere of trust and cooperation—the foundation for successful joint action.
- **Unanimous support by BC First Nations leadership.** Both the Union of BC Indian Chiefs and the BC Assembly of First Nations have passed resolutions of support endorsing FPHLCC as the go-to organization for First Nations arts, language and culture revitalization in British Columbia.
- **Possibilities for increased collaboration and partnerships with diverse stakeholders and partners.** FPHLCC has the experience and skills to facilitate cooperation and coordination of the many stakeholders and partners, and to provide leadership for developing long-term and comprehensive strategies for B.C. First Nations culture and language revitalization. We now have an agreement in principle to work with B.C. cultural centres to help them access funding and develop infrastructure and programming. Our recent (2007) partnership with The New Relationship Trust is an encouraging example of how much we can accomplish with leveraging funds—in this case an additional \$1 million.
- **Use of technology for recording and preserving cultural and language knowledge.** Increased usability and availability of technology (especially computers, software, and the internet) has made recording and archiving of cultural knowledge accessible and efficient for even the smallest of communities. The internet makes it possible to share cultural knowledge with community members, even if they are geographically distant.
- **Increasing numbers of First Nations individuals and organizations with skills and experience in First Nations arts, language and culture revitalization who can provide role models, leadership and technical expertise.** These individuals and organizations are our partners and can lead and support cultural and language revitalization in their communities.
- **Potential to lead at national and international levels by modeling innovation and best practices in culture and language revitalization** through continued reflection and analysis on past efforts, and through actively seeking strategic partnerships and conceiving of and delivering effective programs and resources.
- **Development of a physical building which is a home for First Nations expertise on matters of culture, heritage and language in B.C.**
Our vision is for a centre which will raise the profile of our organization and of First Nations arts, language and culture in B.C., serving, among other things, as a space for hosting and housing arts and performance, and for providing training, education, and capacity-building opportunities.

Summary

While a number of opportunities exist, increased funding is urgently needed to meet identified needs within the short window of time available for effective action. This is especially true for language revitalization, which is dependent on a knowledge transfer from Elders—already eight of B.C.'s 40 First Nations languages are extinct.



Goals, Objectives, Measures & Targets

FPHLCC's work is guided by three constant high-level goals:

GOAL 1

To provide leadership and support to assist B.C. First Nations communities in realizing their visions for the revitalization of their arts, culture and languages—so that the wealth of B.C. First Nations arts, culture and languages is preserved, accessible, recognized and valued.

GOAL 2

To establish FPHLCC as the go-to organization for government, First Nations leadership, and the public for information, services, and advice related to B.C. First Nations arts, culture and language issues.

GOAL 3

To secure sufficient and sustainable funding for the full realization of FPHLCC's mandate to revitalize First Nations arts, cultures and languages in B.C.



1 GOAL

To provide leadership and support to assist B.C. First Nations communities in realizing their visions for the revitalization of their arts, culture and languages—so that the wealth of B.C. First Nations arts, culture and languages is preserved, accessible, recognized and valued.

Objectives

- 1 Deliver arts, culture and language funding to B.C. First Nations communities and organizations.
- 2 Develop and distribute effective community development tools and resources to build community capacity and to help B.C. First Nations communities develop and implement long-term plans and programming for arts, culture and language revitalization.
- 3 Use technology to archive all B.C. First Nations languages and to create new tools for language and culture archiving and language learning.
- 4 Create a visionary First Nations arts, culture and heritage programming building in the capital city.

Performance Measure	Actual 06/07	Forecast 07/08	Target 08/09	Target 09/10	Target 10/11
Number of successful arts projects	40	40	40	40	40
Number of successful language projects	68	60	60	60	60
Increase in number of B.C. First Nations communities w/ own language resources	10%	10%	25%	30%	40%
B.C. First Nations Language Authority collaboration	consultation	program set up	support 10 Language Authorities	support 10 Language Authorities	support 10 Language Authorities
Number of new immersion programs	n/a	10	10	10	10
Number of new tools and resources	3	5	2	2	2
Number of new languages archived	2	7	5	5	5
Continued development and improvement of <i>FirstVoices</i>	songs and stories feature	servers upgraded	Language Tutor	software upgrade	downloads feature
Number of regional outreach activities	14	16	10	n/a*	n/a*
Development of new programming to meet FPHLCC's mandate in arts and culture	planning and research	consultation and mapping	identify funding	create proposals	program design
Develop plan for visionary BC First Nations arts, culture & heritage building in capital city	n/a	planning, development and consultation	vision doc complete	business plan and fundraising	fundraising
* = funding runs out; targets won't change until funds increase					

2 GOAL

To establish FPHLCC as the go-to organization for government, First Nations leadership, and the public for information, services, and advice related to B.C. First Nations arts, culture and language issues.

Objectives

- 1 Increase visibility of FPHLCC as the go-to organization in B.C. for information, services, and guidance related to First Nations arts, culture and language issues.
- 2 Research, collect, and distribute data to raise awareness about the current state of B.C. First Nations arts, culture and languages.
- 3 Promote and celebrate First Nations language, arts and culture in B.C. through collaboration, and through promotional and educational events.
- 4 Continue to develop FPHLCC as a strategic, responsive, results-based organization, and provide a supportive working environment which promotes innovation and results.

Performance Measure	Actual 06/07	Forecast 07/08	Target 08/09	Target 09/10	Target 10/11
Communications strategy development and implementation	n/a	strategy created	strategy implemented	25% active	50% active
Increase in number of contacts and requests	7%	5%	5%	7%	10%
Active promotion of FPHLCC by Advisory Committee and Board to their communities	unknown	2X	2X per year	2X per year	2X per year
B.C. First Nations Language Authority collaboration	consultation	program set up	support 10 Language Authorities	support 10 Language Authorities	support 10 Language Authorities
Percentage of online language map data complete	5%	10%	40%	100%	n/a
Usage of online tools and resources	500,000 hits	603,034 hits	500,000 hits	500,000 hits	500,000 hits
Quality, thoroughness and timeliness in reporting for contracts, contributions, MOU, and Crown agency requirements	meet or exceed expectations	meet or exceed expectations	meet or exceed expectations	meet or exceed expectations	meet or exceed expectations
Amendment to existing FPHLCC governance legislation	legal research and consultation	consultation and planning	amendment drafted	amendment tabled	n/a

3 GOAL

To secure sufficient and sustainable funding for the full realization of FPHLCC's mandate to revitalize First Nations arts, cultures and languages in B.C.

Objectives

- 1 Maximize use of limited resources through cost-sharing with strategic partners.
- 2 Continue to seek opportunities to leverage funding for community-based and regional heritage, arts, culture and language initiatives.
- 3 Seek new sources of funding to address the areas of the FPHLCC mandate in heritage, arts and culture which have not been adequately addressed to date due to lack of financial resources.

Performance Measure	Actual 06/07	Forecast 07/08	Target 08/09	Target 09/10	Target 10/11
Number of new opportunities to leverage funding identified	2	4	2	2	2
Number of cost-sharing projects with partners	5	4	2	2	2
Development of new programming to meet FPHLCC's mandate in heritage, language, arts and culture	community consultation and cultural mapping complete	research and planning	identify funding and create proposals	implement programs	implement programs





Summary Financials

	2006/07 Actual	2007/08 Forecast	2008/09 Forecast	2009/10 Forecast	2010/11 Forecast
Revenue					
2010 Legacies Now	185,741	177,000	177,000	-	-
BC Arts Council	242,000	227,500	227,500	227,500	227,500
Department of Canadian Heritage	222,076	232,470	232,000	232,000	232,000
MARR*—First Citizen's Fund†	2,000,000	1,000,000	1,000,000	1,000,000	1,000,000
MARR*—leveraged grants	-	400,000	400,000	400,000	**400,000
New Relationship Trust	-	1,000,000	1,500,000	1,500,000	-
Ministry of Labour and Citizen Services	25,000	250,000	-	-	-
First Peoples' Cultural Foundation	28,246	100,000	100,000	100,000	
Other	201,950	249,242	20,000	20,000	20,000
<i>Total Revenue</i>	<i>2,905,013</i>	<i>3,636,212</i>	<i>3,656,500</i>	<i>3,479,500</i>	<i>1,879,500</i>
Expenses					
Arts grants	295,620	270,000	270,000	170,000	170,000
Language grants	1,082,649	1,817,986	2,079,769	2,079,769	852,769
<i>FirstVoices</i>	4,375	507,500	175,000	175,000	-
Arts capacity-building and resources	191,280	195,532	168,330	91,330	91,330
Language capacity-building and resources	136,089	342,084	246,697	246,697	123,697
<i>FirstVoices</i> capacity-building and resources	200,349	279,179	216,704	216,704	141,704
Administration	445,608	560,504	450,000	463,000	467,000
Amortization of capital assets	72,185	73,733	50,000	37,000	33,000
<i>Total Expenses</i>	<i>2,428,155</i>	<i>4,046,518</i>	<i>3,656,500</i>	<i>3,379,500</i>	<i>1,879,500</i>
Excess (Deficiency) revenue over expenses	476,858	(410,307)	-	-	-
Capital asset acquisitions (net)	259,452	10,000	-	-	-
Closing net assets					
Invested in capital assets	233,023	169,290	119,290	82,290	49,290
Unrestricted	621,172	274,598	324,598	361,598	394,598
<i>Total closing net assets</i>	<i>854,195</i>	<i>443,888</i>	<i>443,888</i>	<i>443,888</i>	<i>443,888</i>
FTEs	9	9	9	9	9

* MARR = Ministry of Aboriginal Relations and Reconciliation.

† The First Citizen's Fund is administered by MARR.

** Funds anticipated, but subject to renewal.

Appendix 1

PERFORMANCE MANAGEMENT SYSTEMS



FPHLCC employs a number of strategies and tools to measure performance and to provide feedback on service delivery. These include:

Formal Program Reviews

Conducted by independent experts, using data collected from program applicants, needs assessments, focus groups, individual applicant interviews, Peer review committee recommendations and interviews and review of PRC process. Policy review committee reviews Board, administration and program policies annually.

Ongoing Feedback From FPHLCC Advisory Committee

Advisory Committee representatives from all B.C. Tribal Councils, and a representative from the FNESC meet at FPHLCC's Annual General Meeting. The Board of Directors present the FPHLCC Annual Report and the Advisory Committee members provide feedback on the administration and delivery of FPHLCC programs in their territories. The Advisory Committee also advises the Board on policy development.

Collection and Analysis of Statistics on Client Use of Services

FPHLCC collects statistics to evaluate usage and effectiveness of programming. These include funding application statistics, needs assessments, web site hits, and documentation of contacts and referrals by staff.

Focus Groups

FPHLCC seeks input from focus groups to provide feedback on new resources and on service delivery.

Online Data Collection

FPHLCC tracks usage and collects feedback online through website hits, forums and blogs. A Map of B.C. First Nations Languages in development will house data on language group statistics by the end of 2010.

Annual Performance Reviews

The FPHLCC Board reports to the FPHLCC Advisory Committee at the AGM and gathers feedback. Management and staff undergo an annual formal review process and there is an annual Board evaluation process.



Appendix 2

ABORIGINAL LANGUAGES IN B.C.

LANGUAGE FAMILY

Language Group (English name)

Language Group (own name)

ALGONQUIAN

Plains Cree
Salteau

Nēhiyawēwin
Anishnaubemowin

DENE (ATHAPASKAN)

Carrier
Babine-Witsuwit'en

Dakelh (CB⁴)
Witsuwit'en
Nedut'en

Chilcotin
Sekani
Beaver
Slavey
Kaska
Tahltan
Nicola
Tsetsaut
Tagish

Tsilhqot'in
Tse'khene
Dane-Zaa (Cᵇ ᵇ)
Dene Tha (Uᵀ ᵀ)
Danezāgé'
Tāłtān
(none recorded)
Wetalh
Den k'e

INTERIOR SALISH

Lillooet
Shushwap
Thompson
Okanagan

St'át'imc
Secwepemc
Nłeʔkepmxcín
Nsyilxcən

KTUNAXA

Kootenay

Ktunaxa

NUXALK

Bella Coola

Nuxalk



SALISHAN (COAST)

Sechelt	<i>She shashishalhem</i>
Squamish	<i>Skwxwú7mesh sníchim</i>
Comox-Sliammon	<i>Éy7á7juuthem</i>
Pentlatch	<i>Pəntl'áč</i>
Halkomelem	<i>Hul'q'umi'num'</i> <i>Hənqəminəṁ</i> <i>Stó:lō Halq'eméylem</i>
Northern Straits T'Sou-ke	<i>Lekwungen</i> <i>SENĆOŦEN</i> <i>Semiahmoo</i> <i>Malchosen</i>

TLINGIT

Tlingit	<i>Lingít</i>
Inland Tlingit	<i>Łingít</i>

TSIMSHIANIC

Coast Tsimshian	<i>Sṁalgyax</i>
Southern Tsimshian (Klemtu)	<i>Ski:xs</i>
Nisga'a	<i>Nisga'a</i>
Gitksan	<i>Gitsenimx</i>

WAKASHAN

Kwakw'ala	<i>Kwak'wala</i>
Haisla	<i>Ḳa''islaḱala (Kitimaat)</i> <i>Ḳenaksialaḱala (Kitlope)</i>
Heiltsuk	<i>Hailhzaqvla</i>
Oowekeno	<i>Oowekyala</i>
Nootka	<i>Nuučaanuṭ</i>
Nitinat	<i>Diitiid?aatx</i>

XAAYDAA KIL

Haida	<i>Ḳaaydaa Kil</i>
-------	--------------------

