

First Peoples' Cultural Council

2024/25 – 2026/27 Service Plan

February 2024



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Board Chair's Accountability Statement



The 2024/25 – 2026/27 First Peoples' Cultural Council Service Plan was prepared under the Board's direction in accordance with the *Budget Transparency and Accountability Act*. This plan is consistent with government's strategic priorities and fiscal plan. The Board is accountable for the contents of this plan and is responsible for the validity and reliability of the information presented.

All significant assumptions, policy decisions, events and identified risks, as of January 2024 have been considered in preparing the plan.

The performance measures presented are consistent with the *Budget Transparency and Accountability Act*, First Peoples' Cultural Council's mandate and goals, and focus on aspects critical to the organization's performance. The targets in this plan have been determined based on an assessment of First Peoples' Cultural Council's operating environment, forecast conditions, risk assessment and past performance.

Signed on behalf of the Board by:

A handwritten signature in cursive script that reads "Carla Lewis".

Carla Lewis
Board Chair, First Peoples' Cultural Council
January 24, 2024

Table of Contents

Board Chair's Accountability Statement	3
Strategic Direction.....	5
Purpose of the Organization and Alignment with Government Priorities.....	5
Operating Environment	6
Performance Planning	8
Financial Plan	17
Appendix: Mandate Letter from the Minister Responsible	19

Strategic Direction

In 2024/25, public sector organizations will remain focused on providing the services and infrastructure that people depend on to build a good life. Public sector organizations will continue to support Government in delivering results that matter to British Columbians including helping people with costs, attainable and affordable housing, strengthened health care, safer communities, and a secure, clean and fair economy. Public sector organizations will also continue to work closely with Government as it works collaboratively with Indigenous Peoples to implement the Action Plan for the Declaration on the Rights of Indigenous Peoples Act and delivers initiatives that advance reconciliation in ways that make a difference in communities throughout the province.

This 2024/25 service plan outlines how First Peoples' Cultural Council will support the government's priorities and selected action items identified in the most recent First Peoples' Cultural Council [Mandate Letter](#).

Purpose of the Organization and Alignment with Government Priorities

The First Peoples' Cultural Council (FPCC) supports First Nations people Indigenous to B.C. in their efforts to revitalize languages, arts, cultures and heritage.

FPCC's mandate is to serve 204 First Nations in B.C., 35 languages, over 90 language dialects and many First Nations arts, culture and heritage organizations.

As stated in the [First Peoples' Heritage, Language and Culture Act](#), FPCC's legislated mandate is to:

- Protect, revitalize and enhance First Nations heritage, language, culture and arts.
- Increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities.
- Heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians.

FPCC is aligned with government priorities, in particular advancing meaningful reconciliation with Indigenous Peoples, and the [Declaration on the Rights of Indigenous Peoples Act](#).

FPCC's vision is one where First Nations languages, arts, cultures and heritage in B.C. are thriving. The knowledge and worldviews expressed through First Nations languages, arts, cultures and heritage are valued as essential to our collective well-being and human rights.

FPCC's mission is to provide leadership to strengthen and rebuild First Nations knowledge systems disrupted by cultural genocide by supporting the revitalization of First Nations languages, arts, cultures and heritage.

FPCC applies a community development approach. It supports self-determination by providing funding, training, resources, coaching, expertise, and curation and control of First Nations language data to assist First Nations people indigenous to B.C. in reaching their revitalization goals.

Operating Environment

FPCC begins the 2024/25 fiscal year with a strong foundation of progress due to investments over the past five years, during which the Government of Canada's [Indigenous Languages Act](#), the [United Nations Declaration on the Rights of Indigenous Peoples Act](#) and British Columbia's commitment to meaningful reconciliation, including the [Truth and Reconciliation Commission Calls to Action](#) and the [Declaration on the Rights of Indigenous Peoples Act](#), prompted increased funding commitments. These commitments continue to enable significant growth of the cultural revitalization sector and internal capacity of First Nations communities in B.C.

FPCC receives funding for community grants from multiple partners, including the Provincial and Federal Governments who are responsible for providing long-term, sustainable funding. The Provincial Government, through the Ministry of Indigenous Relations and Reconciliation, allocates funding to support operations (salaries, benefits, rent, training, etc.), and in Budget 2023 the Province committed to a permanent uplift in operational funding for FPCC. The Province also provides funding to support grants to communities. The Federal Government provides language program funding under the [Indigenous Languages Act](#). Federal language funding includes ongoing funding from Federal Budget 2019, as well as three years of funding from Federal Budget 2021. Canadian Heritage is seeking to renew these funds but if not successful they will sunset on March 31, 2024.

This is important context as changes to funding have impacts on strategies and targets outlined in this Service Plan.

Ongoing, permanent operational funding that pays for costs such as salaries, benefits, and rent, has had a significant positive impact. In 2024/25 FPCC will improve structures, systems, communications, and technologies. It will pilot new projects and assist communities to engage in long-term planning, reduce administrative burden and enhance the impacts of cultural revitalization work. Increased funding has supported enhanced community readiness for work that will extend the impacts of prior investments. Based on the current trajectory, FPCC expects the planning period will continue to be defined by high demand for FPCC funding and services. FPCC continues to see an increase in requests for funding from diverse organizations that support Indigenous cultural revitalization. In response, reflecting its mandate and, given that it is not able to meet the demand for grants to communities, FPCC is continuing to strengthen its focus to ensure investments specifically benefit First Nations in B.C.

FPCC is supporting work to address language funding needs collaboratively with the BC Assembly of First Nations and the Assembly of First Nations. Additionally, FPCC, the Province and the Department of Canadian Heritage are working together towards long-term sustainable funding, as opposed to one-time or year-to-year investments for grants to

communities to support the reclamation, revitalization and maintenance of First Nations languages, cultural heritage, and arts in British Columbia.

FPCC is engaged with communities to address the potential impacts of reduced funding for grants. Due to the timing of receiving federal funding for languages in the third quarter of 2023/24, FPCC anticipates that, should a reduction in language funding occur, it would most significantly impact communities in 2025/26. Projections for 2025/26 reflect current federal language funding commitments and do not take into account potential future Provincial funding or Federal investments.

Other factors that will impact FPCC operations for the planning period include economic and environmental challenges and declining numbers of First Nations Knowledge Keepers and speakers, all of which create challenges for First Nations communities engaged in cultural revitalization work.

Economic factors, including inflation and high interest rates, place significant pressures on First Nations individuals, families, communities, infrastructure, and governance systems. High travel costs place limitations on projects that involve community collaboration or take place in remote areas.

Human resource capacity continues to be a significant challenge for First Nations communities wishing to undertake cultural heritage work. The challenge of recruiting qualified staff in a competitive job market impacts both FPCC and First Nations communities. In addition, increasing focus on diversity, equity and inclusion has led to widespread demand for Indigenous staff, making an already competitive job market even more challenging. Although the value of First Nations employees is increasingly recognized, the economy continues to undervalue First Nations artists, cultural, and language workers.

Meanwhile, a shrinking population of fluent speakers (2.4%) is supporting a growing population of language learners, as identified in the [Report on the Status of B.C. First Nations Languages](#). The aging population of Knowledge Keepers creates challenges in transferring vital arts and heritage knowledge to community members. This situation is creating additional pressures on First Nations communities and the urgency of this work has never been greater.

The changing impacts of technology will also impact cultural revitalization work. There is increasing demand to digitize B.C. First Nations arts and create digital language and heritage resources. New and innovative technologies related to mapping, knowledge sharing, digitizing, and archiving, drone technology and artificial intelligence may hold new opportunities for cultural revitalization work. These technologies may also pose risks if access is not equitable or if they are used to de-value or appropriate First Nations knowledge. Through a new FirstVoices website, FPCC will continue to provide a secure, central, online platform for language revitalization that is free for First Nations communities in B.C. and enables communities to own their data and have full control over management. FPCC offers training and support for curated searchable community sites that assist people to learn their language.

The impacts of climate change will continue to have devastating impacts on First Nations communities in the coming years. Wildfires, flooding, and other weather events leave communities without homes, cultural infrastructure, or access to community resources. These events create disruption and trauma which interfere with the continuation of cultural revitalization work. As the climate changes, access to traditional land-based resources and heritage sites will impact artists and cultural workers, creating urgency to mitigate impacts to sensitive cultural landscapes.

While there are many challenges in the coming years, there continues to be positive support for First Nations cultural revitalization. The Federal and Provincial Governments are increasingly committed to reconciliation across all sectors. For example, FPCC is participating in the [Heritage Conservation Act](#) Transformation Project led by the Ministry of Forests, which involves the co-development of options to bring the [Heritage Conservation Act](#) (HCA) into alignment with the [United Nations Declaration on the Rights of Indigenous Peoples](#) (UN Declaration) and to transform the HCA and its administration to better meet the needs of all British Columbians. It is expected to change and revise provincial heritage management legislation, regulations, and policy in line with UN Declaration principles. Recent investments in the reclamation of First Nations languages, arts and cultures impacted by generations of colonization have been a true expression of reconciliation and increasing government investments have led to remarkable progress in the past few years.

Performance Planning

Goal 1: First Nations languages, arts, cultures and heritage in B.C. are thriving

This goal reflects the FPCC vision and the desired outcome that First Nations throughout B.C. will be fully supported in reaching their revitalization goals. FPCC will assist communities with training and resources, as well as assist people to digitize community language resources and with materials that support communities with repatriation efforts.

Objective 1.1: Increase the number of people from First Nations in B.C. who are speaking and transferring knowledge of their languages, arts and heritage

The number of Knowledge Keepers and fluent speakers of First Nations languages continues to decline. Increasing the number of speakers and number of people who are transferring knowledge is critical to revitalization.

Key Strategies

- Fund a variety of community-led language immersion, arts, and heritage projects, and support these projects to develop effective programs, resources, documentation and future planning.

- Increase participation of communities and demographics that are under-accessing FPCC services, including youth and B.C. First Nations people who live away from their home communities.
- Support youth in the [Youth Empowered Speakers Program](#) to continue pursuing language learning, alongside post-secondary education to become certified teachers or Early Childhood Education workers so they can pass their language on.

Discussion

With increased grant funding, significant progress has been made in recent years in increasing the number of people from First Nations in B.C. who are transferring knowledge of their languages, arts, and heritage. In 2024/25 FPCC language revitalization programs will move towards becoming more intertwined with the arts and heritage programs. This shift enables a more holistic focus on cultural revitalization with an inter-disciplinary approach tailored to community needs.

In addition to providing grant funding to communities, funding for operations enables FPCC to provide a robust suite of supports to develop technical expertise within communities for effective language, arts, and heritage revitalization work. These supports are essential in ensuring program success and increasing community readiness and proficiency to deliver impactful programming. Over the coming years, webinars, and virtual gatherings on a variety of knowledge and tools will allow for increased digital access for more participation among First Nation communities in B.C. In-person training will bring communities together to share and enhance best practices.

Language revitalization requires increasing the number of speakers and expanding the areas of life where language is used. FPCC is a global leader in language revitalization and offers a comprehensive community development approach with programs that include skills-based training, professional development, resources, and grant funding.

One key strategy to pass on cultural knowledge is to engage young people and develop the next generation of cultural revitalization workers. To increase the number of youth accessing cultural revitalization opportunities, the arts program will pilot a First Nations Youth Arts residency program with funding from the [First Peoples' Cultural Foundation](#). The language program will increase support for youth in the [Youth Empowered Speakers Program](#) and promote opportunities for language revitalization in post-secondary educational settings. These programs increase engagement of youth accessing language revitalization and build capacity in the cultural revitalization sector.

Work towards this objective may face challenges with reduced funding for grants, however, FPCC is working to sustain key activities such as coaching for grant recipients and digital and in-person access to FPCC training and resources over the 2024/25 fiscal year and beyond.

FPCC's [Mentor-Apprentice Program](#) and the [Youth Empowered Speakers Program](#) are priorities that FPCC will strive to maintain with reduced grant funding as one-on-one immersion has proven to be highly successful in creating new language speakers.

FPCC will measure progress to achieve this objective by the number of people receiving FPCC training and the number of resources it produces. Annually it will track the number of communities creating multi-year language plans, developing resources, and accessing language immersion opportunities.

One way that FPCC monitors outcomes to support this objective is through the [Report on the Status of B.C. First Nations Languages](#), a significant study which FPCC produces every four years. It includes details on the number of First Nations language learners and speakers in B.C. Similar research is in development to quantify the vitality of arts and heritage.

Objective 1.2: Increase opportunities for people from First Nations in B.C. to revitalize arts and heritage

The rich diversity of cultures and aging Knowledge Keepers create increasing urgency for larger and longer-term investments in arts and heritage.

Key Strategies

- Increase outreach to First Nations in B.C. individuals and communities who are not yet connected with FPCC's services and programs through targeted communication strategies.
- Launch pilot projects to support First Nations in B.C. to undertake repatriation research, policy, and protocol development.
- Increase engagement with Indigenous and settler-led music and arts festivals, to build profile for FPCC art program participants.
- Host Storyteller's Retreat to provide professional development and networking exchanges for First Nations artists in B.C.

Discussion

In 2024/25, FPCC will increase the number of First Nations engaged in arts and heritage projects and support capacity building in communities.

To increase the engagement with Indigenous-led and settler-led music and arts festivals, FPCC's arts program will shift its approach in 2024/25 for the successful Indigenous music festival, Indigifest. Instead of hosting Indigifest, FPCC is now partnering with music festivals, in particular Indigenous-led festivals, to showcase musicians who take part in the FPCC music program. FPCC will also launch a Storyteller's Retreat. FPCC's increased partnership and engagement with music programs and events, art residencies and internships are key activities that support the targets for this objective. Expanding participation will increase the number of people involved in FPCC programming and accessing FPCC grant opportunities.

In 2024/25 FPCC will launch a pilot project to support First Nations in B.C. undertaking research and policy development based on traditional laws and protocols. To assist communities with heritage stewardship and repatriation, FPCC will also develop new learning

resources, including a resource featuring Indigenous repatriation experts speaking to their knowledge and experience in undertaking various repatriation projects throughout B.C.

This work will be supported by repatriation research including the scoping of a repatriation database that will identify museums which hold First Nations cultural belongings and ancestors, providing a starting point for communities engaging in repatriation efforts.

Additionally, FPCC will launch a new cycle of the Heritage Infrastructure Program, Heritage Stewardship Program and Braided Knowledge Grant in 2024/25, which will fund projects and resource development related to heritage revitalization.

In 2024/25, FPCC will implement new strategies to reach First Nations people who are less aware of or connected to FPCC, creating increased opportunities for greater engagement with FPCC and cultural revitalization work. Progress to achieve this objective will be assessed through the FPCC application and reporting process.

Performance Measures

Performance Measure	2023/24 Forecast	2024/25 Target	2025/26 Target	2026/27 Target
[1a] Number of people participating in language immersion opportunities funded by FPCC	3,500	3,800	1,150	1,760

Data source: Reporting data is from the FPCC Grant Portal, using data supplied through applications and final reports.

Discussion

This performance measure includes the number of language learners participating in immersion programs funded by FPCC. Immersion opportunities are critical to language acquisition and have been shown to be effective in creating language fluency. The targets for immersion programs are based on FPCC's ability to fund these programs as well as factors such as community and FPCC capacity and community demographics. The reporting figure includes the number of apprentices in Mentor-Apprentice Programs, the number of children participating in language nests as well as other community immersion programs.

Current targets reflect historic spending patterns and currently anticipated reductions in grant funding for communities as outlined in the financial summary and may evolve.

Reporting data can include reporting errors that are difficult to identify however, FPCC staff review applications and final reports to ensure completeness and that project deliverables are met. Achieving targets is also affected by the amount of grant funding available as well as the timing of receiving committed funds.

Performance Measure	2023/24 Forecast	2024/25 Target	2025/26 Target	2026/27 Target
[1b] Number of people involved in FPCC arts and heritage funding opportunities.	2,500	2,400	1,700	1,700

Data source: Reporting data is from the FPCC Grant Portal, using data supplied through applications and final reports. Targets reflect new strategies for 2024/25 and committed funding.

Discussion

Increasing the number of individuals involved in arts and heritage projects supports knowledge sharing and helps to sustain arts and heritage vitality.

Arts programming is funded in part through strong, longstanding relationships with BC Arts Council and Creative BC.

Factors that impact targets include the amount of funding available to support grants to communities, community capacity and the nature of the projects that receive funding. FPCC staff review applications and final reports to ensure completeness and to ensure that project deliverables are met. Targets are based on funding commitments as outlined in the financial summary and may evolve if additional grant funding for communities is confirmed.

Reporting data is currently gathered through a question in final reports from grant recipients which asks, “how many people will be involved in this project.” The figure includes, as examples, the number of people attending arts workshops, or the number of people involved in the development of a community heritage plan.

Reporting data can include reporting errors that are difficult to identify, however FPCC staff review applications and final reports to ensure completeness and that project deliverables are met.

Goal 2: First Nations’ rights to their languages, arts, cultures and heritage are recognized, upheld and valued in B.C.

This goal is key to revitalization and reflects the Province’s commitment to implement the UN Declaration, including the goal in the [Declaration Act Action Plan](#) that states: “Indigenous Peoples in B.C. fully enjoy and exercise their distinct rights to maintain, control, develop, protect and transmit their cultural heritage, traditional knowledge, languages, food systems, sciences and technologies.”

Objective 2.1: Increase support for FPCC's work to implement a long-term strategic approach to community revitalization efforts

This objective is important to enable FPCC and communities to take a long-term, strategic approach to revitalization of languages, arts, cultures, and heritage. A long-term strategic approach is required to create systems-level changes and produce sustainable results.

Key Strategies

- Develop research and policy papers to support First Nations rights related to repatriation and ownership of cultural belongings and ancestral remains.
- Increase support to communities for the development of language revitalization plans.
- Initiate support to First Nations communities for long-term community planning across language, arts, and heritage programs.
- Develop regional coaching services to support arts and heritage projects.

Discussion

Governments recognize First Nations' inherent rights to their languages, arts, cultures, and heritage. These rights are upheld internationally in the UN Declaration, nationally in the [Indigenous Languages Act](#) and provincially in the Declaration Act Action Plan. FPCC works collaboratively with government and communities to support the implementation of these rights, including through the development and sharing of research and policy papers.

FPCC will continue to participate in dialogues related to the [Heritage Conservation Act Transformation Project](#), national engagements on repatriation policy and new proposed heritage legislation. FPCC will complete a Repatriation Cost Analysis and Scoping study in 2024/25 that will support First Nations' rights related to repatriation. FPCC is also working with a wide variety of partnerships to address repatriation work in B.C. and ongoing efforts to safeguard First Nations Heritage.

FPCC's coaches will expand their efforts to support communities with planning for arts and heritage in 2024/25, potentially leading to an amalgamated cultural revitalization planning approach and funding streams. The Heritage Stewardship Toolkit pilot program will be complete in 2024 and community feedback from the pilot will address gaps and refine the toolkit.

Progress will be measured by the amount of funding delivered to communities, and the number of long-term partnerships and collaborations between FPCC and its partners.

Objective 2.2: Support the economic value of cultural revitalization

While there is growing awareness of the urgency and importance of revitalizing First Nations languages, arts and heritage in B.C., the work also has an economic impact. Through this objective, FPCC is working to enhance the economic benefits of cultural revitalization.

Key Strategies

- Continue collaboration with Provincial and Federal governments to secure long-term, predictable, and sustainable funding that meets community needs and addresses long-term revitalization goals to support the UN Declaration and the [Declaration Act Action Plan](#).
- Conduct research to gather quantitative economic data supporting the case for investment in First Nations cultural heritage in B.C.
- Support the development of First Nations heritage infrastructure, which includes as examples, cultural spaces, cultural facilities, and culturally important sites, such as historic trails as well as archives and collections.
- Provide training to develop skills required to support the revitalization of languages, arts, and heritage.

Discussion

First Nations communities in B.C. rely on the partnership between FPCC and the federal and provincial governments for support that equips them with funding as well as resources, knowledge, best practices, and tools for leading cultural revitalization in their communities. FPCC understands the wide diversity of First Nations communities in B.C. and consults with them to create programming to assist them in achieving their revitalization goals.

FPCC will continue to work collaboratively with the federal and provincial governments towards securing long-term, sustainable funding as a priority in the coming year. Such funding will secure the impacts of recent investments and strengthen communities, enabling more effective cultural revitalization work to address the urgent needs created through the harmful impacts of colonization.

The number of individuals employed as a result of FPCC programming is one reflection of the economic value that government places on First Nations rights to access and revitalize their languages, arts and heritage.

For cultural revitalization to become sustainable, First Nations people need to be adequately compensated so that they can devote sufficient time, effort, and expertise to the work. In 2024/25, the Heritage Program will initiate research on the economic value of revitalization in First Nations communities.

FPCC aims to increase the number of First Nations individuals who are employed in languages, arts, and heritage revitalization and to support the development of a sustainable labour pool. FPCC is supporting the growth of systems and structures for the revitalization of languages, arts, and heritage, including community-led plans, infrastructure, trained staff, tools and resources. These systems and structures will support valuable jobs in First Nations communities and lead to more young people pursuing a career in cultural revitalization.

Building economic capital includes hiring and sustaining skilled jobs which support cultural heritage revitalization, and human resource capacity remains a significant challenge for First Nations communities wishing to undertake cultural heritage work.

FPCC offers a strong suite of training opportunities related to cultural revitalization that build valuable skills linked to technology, community engagement, planning, and education. FPCC offers direct training as well as funding of mentorships, internships and scholarships for arts and language revitalization.

However, there is a need to expand access to professional development and skills training for people in community to support project success. FPCC anticipates that new training needs may be identified through repatriation research and through arts and heritage vitality research, which is assessing vitality across B.C.

Factors that impact work to enhance the economic benefits of cultural revitalization include the amount of funding that FPCC can attract, as well as the growing demand for First Nations people to support cultural knowledge and cultural capacity in government and corporate sectors. FPCC will monitor progress through tracking employment and researching the economic impact of its investments, including an arts vitality study which is due to be complete by 2025/26.

Performance Measure	2022/23 Baseline	2023/24 Forecast	2024/25 Target	2025/26 Target	2026/27 Target
[2a] Total amount of funding delivered to communities	\$30.7 M	\$47 M	\$37.2 M	\$15 M	\$17 M

Data source: Reporting is provided through audited financial statements. Forecasts are estimates that reflect current funding commitments.

Discussion

The amount of grant funding delivered to communities is an indicator of societal support and recognition of the importance of FPCC's work to implement Indigenous rights through the revitalization First Nations languages, arts, cultures, and heritage. It also offers a measure of economic impact.

The targets are based on committed funding only. They reflect commitments from the federal Department of Canadian Heritage for language revitalization and \$25 million in program funding the Ministry of Indigenous Relations and Reconciliation provided to support grants to communities from 2022/23 to the end of the 2024/25 fiscal year. Forecasts also reflect commitments from the B.C. Arts Council and Creative BC for the planning period as well as funding from the Ministry of Post Secondary Education and Future Skills, which has provided funding to support the Youth Empowered Speakers Program to the end of 2024/25.

Performance Measure	2023/24 Forecast	2024/25 Target	2025/26 Target	2026/27 Target
[2b] The total number of jobs supported as a result of FPCC programming.	4,700	4,200	1,270	1,460

Data source: Targets are estimates that consider previous results and committed funding. In future service plans, targets will draw on application data linked to the question, "Provide an estimate of the total of number of combined temporary, seasonal, casual, part-time and regular full-time jobs created by your project."

Discussion

The number of individuals employed because of FPCC programming reflects the economic impact of revitalization of First Nations languages, arts, cultures, and heritage. The current projections reflect information gathered through grant applications and final reports and the revenue projections that are included in the financial summary.

Reporting data can include reporting errors that are difficult to identify; however, FPCC staff review applications and final reports to ensure completeness and that project deliverables are met.

Performance Measure	2023/24 Forecast	2024/25 Target	2025/26 Target	2026/27 Target
[2c] Number of people receiving training through FPCC to support revitalization of language, arts and heritage.	900	700	300	340

Data source: Data source: FPCC program managers. FPCC tracks the number of attendees at training events. Forecasts for 2024/25 onward are calculated with consideration for current funding commitments.

Discussion

This performance measure includes the number of individuals who receive skill-based training from FPCC, either through program-based or event-based training. It includes participants in programs, such as the Summer Learning Series and the FPCC music retreat. Information is tracked by each department internally.

This performance measure appeared under Goal 1 in the previous service plan and was moved to in response to feedback and reflects the fact that training, like funding and jobs, all reflect economic value.

Results are affected by large FPCC events, which are not held annually, as well as factors such as the amount of grant funding FPCC has available and staff capacity. For example, the 2024/25 target is lower than that for 2023/24 partly due to the Summer Learning Series FPCC hosted in the summer of 2023. In future years, it is anticipated that new arts and heritage training will be developed in response to findings from vitality research. Reporting data is gathered as events occur and fact-checked for accuracy.

Financial Plan

Financial Summary

[\$000s]	2023/24 Forecast	2024/25 Budget	2025/26 Plan	2026/27 Plan
Revenues				
MIRR	6,590	6,750	7,170	7,170
BCAC	1,725	1,725	1,725	1,725
Other provincial ministries	500	500	500	500
Grants from federal government	25,666	15,900 ¹	13,974 ¹	15,900 ¹
Grants from Non-Governmental Organizations	12,320	10,000	0,000	0,000
Deferred revenue	11,373	11,690	0,000	0,000
Interest and other	0,000	101	0,000	0,000
Total Revenue	58,174	46,666	23,369	25,295
Expenses				
Language	28,403	26,279	13,177	15,010
FirstVoices	6,174	0,000	0,000	0,000
Arts	5,934	4,500	2,225	2,225
Heritage	9,791	7,958	0,000	0,000
Administration and governance ²	5,905	6,032	5,826	5,871
Amortization	321	329	349	357
Other operating	1,647	1,568	1,792	1,832
Total Expenses	58,175	46,666	23,369	25,295
Annual Surplus (Deficit)	0,000	0,000	0,000	0,000
Total Debt	0,000	0,000	0,000	0,000
Accumulated Surplus (Deficit)	384	384	384	384
Capital Expenditures	0,000	0,000	0,000	0,000

Note: The above financial information was prepared based on current Generally Accepted Accounting Principles.

¹ Based on federal Budget 2019 only. Subject to appropriation and based on the allocation methodology as of Nov, 4 2022

² This includes expenses related to administration including salaries, benefits, training and other costs.

Key Forecast Assumptions, Risks and Sensitivities

As FPCC is subject to year-to-year fluctuations in funding for grants from funding sources, revenue cannot always be accurately anticipated.

Management's Perspective on Financial Outlook

In 2024/25, FPCC will continue to engage in efforts toward sustainable, long-term funding for the languages, arts and heritage revitalization work of First Nations in B.C. In 2022, First Peoples' Cultural Foundation received \$25 million in funding through the Ministry of Indigenous Relations and Reconciliation to support programs of which 2024/2025 will be the final year.

FPCC has initiated research to determine the state of arts and heritage vitality and the funding requirements of communities. FPCC will continue to raise awareness and develop partnerships to address the devastating impacts of colonial genocide by supporting the important work of First Nations-led cultural resurgence. As FPCC works to increase funding available for grants, it will also focus on recruitment, retention and capacity building both within the organization and in community.

In 2023, FPCC developed a [written submission for the federal pre-budget consultations](#) and began to work collaboratively with the Province, the federal government and other organizations with the aim to secure long-term sustainable funding to protect, revitalize and enhance First Nations heritage, language, culture and arts in order to meet community needs. Developing funding partnerships is this organization's priority for the period covered by this service plan.

Appendix: Mandate Letter from the Minister Responsible



June 20, 2023

Carla Lewis, Board Chair
First Peoples' Cultural Council
1A Boat Ramp Road
Brentwood Bay BC V8M 1N9

Dear Carla Lewis:

On behalf of Premier Eby and the Executive Council, I would like to extend my thanks to you, your board members, and your organization's leadership for your dedication, expertise, and service to the people of British Columbia.

Public sector organizations – including Crowns, Health Authorities and Post Secondary Institution Boards – support British Columbians by delivering vital public services and are accountable to the public through their responsible Minister. Your leadership in advancing and protecting the public interest strengthens trust in public institutions.

You are serving British Columbians at a time when people in our province continue to recover from and respond to the upheaval caused by the COVID-19 pandemic, an ongoing toxic drug crisis, climate-related natural disasters, and while global inflation is driving up costs. Now more than ever, we need to focus on building a prosperous, low-carbon, sustainable economy, and a province where everyone can find a good home – in rural areas, in cities, and in Indigenous communities.

This mandate letter, which I am sending in my capacity as Minister responsible for the First Peoples' Cultural Council, sets out overarching principles relevant to the entire public sector and specific direction on priorities and expectations for your organization for the remainder of Government's term.

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Government and public sector organizations must continue to advance results that people can see and feel in these key areas: strengthened health care, safer communities, attainable and secure housing, and a clean and fair economy that delivers affordability and prosperity.

In doing so, you will continue working towards lasting and meaningful Reconciliation by supporting opportunities for Indigenous Peoples to be full partners in the province we are building together, and delivering on specific commitments as outlined in the *Declaration on the Rights of Indigenous Peoples Act* action plan.

As required by the *Climate Change Accountability Act*, please ensure your organization implements targets and strategies for minimizing greenhouse gas emissions and managing climate risk, including achieving carbon neutrality each year and aligning with the CleanBC target of a 50% reduction in public sector building emissions and a 40% reduction in public sector fleet emissions by 2030. Your organization is expected to work with government to report out on these plans and activities as required by legislation.

Our province's history, identity and strength are rooted in its diverse population. Yet racialized and marginalized people face historic and present-day barriers that limit their full participation in their communities, workplaces, government and their lives. The public sector has a moral and ethical responsibility to tackle systemic discrimination in all its forms – and every public sector organization has a role in this work. As part of this work, your organization is expected to adopt the Gender-Based Analysis Plus (GBA+) lens to ensure gender equity is reflected in your operations and programs.

British Columbians expect that public sector organizations operate in a responsible manner to deliver quality services equitably in all regions of the province. This requires strategic stewardship of planning, operations, and policies in the areas of financial, risk, and human resource management including information security and privacy protection.

The protection of government data and networks is a priority, especially where it concerns personal information of British Columbians. Public sector organizations must maintain up to date systems and effective cybersecurity practices, including maintaining current information management and cybersecurity policies, guidelines and standards; evaluating your organization against industry standards; and maintaining appropriate security and privacy practices. The Office of the Chief Information Officer within the Ministry of Citizens Services is available to support and offer guidance to your organization in any of these areas.

Public sector organizations must also implement and maintain an effective fraud risk management strategy. The Office of the Comptroller General and the Risk Management Branch in the Ministry of Finance is available for consultation.

The Crown Agencies Secretariat (CAS) in the Ministry of Finance supports public sector organizations to operate effectively, in the public interest, and aligned with government's strategic direction and priorities. Within CAS, the Crown Agencies and Board Resourcing Office (CABRO) will continue to support you and your board on recruitment, appointments and professional development, as well ensuring Board composition and governance reflects the diversity of our province. CAS can support you in public sector governance best practices, policy and planning.

In addition to continuing to make progress on your [2021 mandate letter](#), I expect you to ensure the important priorities and areas of focus listed in this letter are incorporated into the practices of your organization and develop plans to address the following new priorities within your approved budget:

- Collaborate with B.C. and Canada to advance discussions that support long term sustainable and predictable funding related to revitalization of languages, arts and heritage.

Each board member is asked to sign this letter to acknowledge this direction from government to your organization. The signed letter is to be posted publicly on your website by summer 2023.

I look forward to continuing to work with you and your Board colleagues to meet the high standards set for us by all British Columbians.

Sincerely,



Honourable Murray Rankin
Minister of Indigenous Relations and Reconciliation

Enclosure

cc: Honourable David Eby, KC
Premier

Shannon Salter, Deputy Minister to the Premier,
Cabinet Secretary and Head of the BC Public Service

Heather Wood, Deputy Minister and Secretary to Treasury Board
Ministry of Finance

Mary Sue Maloughney, Associate Deputy Minister,
Crown Agencies Secretariat Ministry of Finance

Tom McCarthy, Deputy Minister
Ministry of Indigenous Relations and Reconciliation



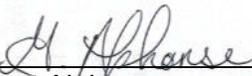
Carla Lewis
Board Chair
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



Málágius Gerald Lawson
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



Grant Alphonse
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



Connie Linda Watts
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



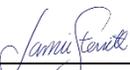
Etimot Sharlene Frank
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



Tamara J. Goddard
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



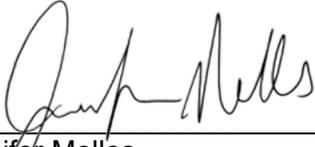
William James Sterritt
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



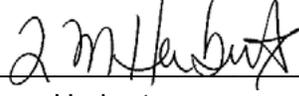
Addie Pryce
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



Jennifer Melles
Board Member
First Peoples' Cultural Council

Date: __ June 28, 2023 _____



Tracey Herbert
Chief Executive Officer
First Peoples' Cultural Council

Date: __ June 28,
2023 _____