

First Peoples' Cultural Council

2018/19
ANNUAL SERVICE PLAN REPORT

July 2019



For more information on the First Peoples' Cultural Council contact:

Tracey Herbert
1A Boat Ramp Road, Brentwood Bay
B.C. V8M 1N9
Tel: (250) 652-5952
Fax: (250) 652-5953

info@fpcc.ca

or visit our website at
<http://www.fpcc.ca/>

Board Chair's Accountability Statement



The *First Peoples' Cultural Council 2018/19 Annual Service Plan Report* compares the corporation's actual results to the expected results identified in the *2018/19 - 2020/21 Service Plan* created in February 2018. I am accountable for those results as reported.

A handwritten signature in black ink, appearing to read 'CJ Fisk'.

Cynthia Jensen Fisk
FPCC Board Chair

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Chair/CEO Report Letter

On behalf of the Board of Directors and First Peoples' Cultural Council (FPCC) staff, we are pleased to submit our *2018/19 Annual Service Plan Report*.

This report highlights our achievements over the past fiscal year and discusses the opportunities and challenges that arose throughout the year. This has been a year of tremendous growth and transition for FPCC. It is an exciting and complex time for the revitalization of Indigenous arts, languages and cultural heritage. Indigenous people are simultaneously working on three things: healing from the traumas of colonization, re-building our capacity and self-governance, and delivering programs and services to support the needs in our communities. The work of cultural revitalization is tied up with healing and capacity building, and therefore requires skills training, collaboration and mindful approaches to ensure successful outcomes.

In the midst of this complex environment, FPCC has been experiencing unprecedented growth. B.C. is an international leader in Indigenous language revitalization, and its leadership was demonstrated by a 2018 investment of \$50 million in Indigenous languages by the provincial government. Due to this investment, we were able to access a greater amount of funding to support languages, and we ramped up quickly to deliver grants to communities and provide the support needed to make language programming successful.

This year, we delivered \$11.4 million in grants to communities, almost three times last year's amount. We are a community-driven organization with a First Nations-led governance structure (our board and advisory committee are made up of representatives from each B.C. First Nations language) and a model that relies on extensive outreach to communities and partnerships with Indigenous leadership. As such, this increased funding and capacity has allowed us to be more responsive to the needs of communities and provide more of the services that they count on.

Providing the infrastructure for language revitalization was a major focus in 2018/2019. We trained 814 people in specific skills associated with language revitalization. We also implemented important upgrades to the FirstVoices.com website, which documents First Nations languages so they can be passed on to future generations.

In addition to growth in the language department, we were able to successfully advocate for greater investment in the revitalization of Indigenous arts, which allowed us to increase the number of arts grants provided to Indigenous communities, offer new grant streams to artists and music industry professionals and increase the maximum funding cap so that these grants approach equity with funding stream limits at non-Indigenous organizations. We hired our first ever Indigenous heritage manager and developed an Indigenous heritage strategy and a policy paper on Indigenous cultural heritage, which is the first paper produced by and for Indigenous people that describes what cultural heritage means in an Indigenous context. We also began seeking funding for cultural heritage, an important component of our mandate.

FPCC continues to be a major leader in language and cultural revitalization federally and internationally. In 2018/2019 we worked with Canada and First Nations governments and communities to drive Indigenous languages legislation, which will create an ongoing commitment for

Canada to mitigate their interruption of Indigenous languages. We hosted engagement sessions around the province and developed policy papers and briefs to support this process. Internationally, we have been involved in both the Endangered Languages Project (an international effort to document Indigenous languages) and the UNESCO (United Nations Educational, Scientific and Cultural Organization) Year of Indigenous Languages. In 2018/2019 we began the planning process to host an international Indigenous Languages conference in B.C.

The rapid pace of change we experienced this year has not been without its challenges. Recruiting skilled staff at the same time as our workload was increasing put pressures on our organization. Also, as public awareness of the importance of truth and reconciliation grows, we are finding that we are increasingly requested to support non-Indigenous agencies with reconciliation – something that is challenging to achieve given our current capacity and rate of growth.

Internally, we have been strengthening our governance and communication with our partner ministry, the Ministry of Indigenous Relations and Reconciliation (MIRR). Our board underwent training in 2018/2019, and we have been bringing on new members and creating a training plan for board development, as well as making plans to update and Indigenize board policies and procedures. We have been working closely with MIRR, collaborating on the government Estimates process and shared communication activities, such as press releases. The Assistant Deputy Minister of Strategic Partnerships and Initiatives at MIRR holds a non-voting position on the FPCC board of directors, which has been extremely valuable in strengthening our relationship and ensuring our board is aware of the B.C. government's strategic direction and priorities.

Our work is guided by our mandate letter from MIRR and we work closely with the Ministry to ensure we are aligning with B.C. government priorities, such as “providing services people count on,” implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action.

With this report, we confirm our commitment to our values of public accountability, transparency and result-based programming by openly sharing the impacts of our programs and services. We are grateful to the First Nations communities, Indigenous leaders, government, funders and others who have supported us in achieving our mandate in 2018/19.



Cynthia Jensen Fisk
Board Chair



Tracey Herbert
Chief Executive Officer

Purpose of the Annual Service Plan Report

The Annual Service Plan Report (ASPR) is designed to meet the requirements of the *Budget Transparency and Accountability Act* (BTAA), which sets out the legislative framework for planning, reporting and accountability for Government organizations. Under the BTAA, the Crown Corporation's Board is required to report on the actual results of the Crown's performance related to the forecasted targets documented in the previous year's service plan.

Purpose of the Organization

The First Peoples' Cultural Council (FPCC) is a First Nations-run crown corporation that was created in 1990 to administer the [*First Peoples' Heritage, Language and Culture Act*](#).¹ FPCC's purpose, as laid out in the Act, is to provide leadership for the revitalization of Indigenous languages, culture, heritage and arts in B.C.² We have a First Nations-led governance structure, as our board and advisory committee are made up of representatives from each B.C. First Nations language, and we work in close partnership with Indigenous communities to understand and respond to their needs. Grant funding decisions are made using a peer-review model, in which independent committees of Indigenous language revitalization experts and artists are in charge of approving proposals for funding.

FPCC is uniquely aligned with the government's commitment to fully adopt and implement UNDRIP and the TRC Calls to Action. The TRC confirmed the impact that Canada's history of colonization and residential schools has had on Indigenous people. The inter-generational impacts of removing opportunities to live according to traditional ways of being and knowing have resulted in the devastation of Indigenous languages and cultures. This year we completed a third [*Report on the Status of B.C. First Nations Languages*](#), which demonstrated both the increasing urgency of Indigenous language revitalization (as the number of fluent speakers decline) and the increasing demand to learn Indigenous languages, especially amongst youth, has grown.

FPCC works on behalf of 203 First Nations in B.C., which together have 34 languages and 90+ language dialects. The following are the key activities of the organization:

- Supporting Indigenous people and communities to revitalize, restore and enhance First Nations languages, arts and cultural heritage.
- Working in partnership with First Nations communities in B.C. to restore fluency in B.C. First Nations languages.
- Providing opportunities for Indigenous people, First Nations, and communities in B.C. to receive funding for language, arts and cultural heritage projects.
- Developing and delivering training programs and resources to support the reclamation of B.C. First Nations languages, arts, and cultural heritage.
- Supporting Indigenous communities to revitalize and maintain their cultural heritage through funding, training, advocacy, research, policy development and building professional networks.

¹ To view the *First Peoples' Heritage, Language and Culture Act*, see: <http://www.fpcc.ca/files/PDF/fphlcc-act-2011.pdf>

² In this report, we use both the terms "Indigenous" and "First Nations." Our language programs fund programs specifically for B.C. First Nations, and our partners are B.C. First Nations communities. Our arts programs fund Indigenous artists, including First Nations, Métis, and Inuit artists who reside in B.C.

- Advising government on issues related to B.C. First Nations languages, arts and cultural heritage and sharing information with British Columbians.
- Monitoring the status of B.C. First Nations languages, arts and cultural heritage.
- Advocating for B.C. First Nations languages, arts and cultural heritage.

In 2018/19, FPCC was directed through its [Mandate Letter](#) from the B.C. government to:

- Support Indigenous communities to build capacity to access and deliver successful language, arts and culture programs by providing funding grants, staff support, resources and training.
- Strengthen the relationship with the B.C. government and fulfill the mandated advisory role to government and other bodies on the actions required to revitalize Indigenous languages, arts, heritage and culture.
- Design and implement Indigenous language, culture and arts programming that will most effectively transmit cultural knowledge to new generations and achieve this mandate.
- Continue to raise the profile of the importance of protecting, revitalizing and enhancing Indigenous languages, arts and cultures in B.C. by promoting the work of FPCC, community partners and other stakeholders around the province and across Canada.

Strategic Direction

The strategic direction set by the Government in 2017/18 and expanded upon in the [Mandate Letter](#) from the Minister Responsible in 2018 shaped the [2018/19 Service Plan](#) and the results reported in this Annual Service Plan Report.

The following table highlights the key goals, objectives or strategies that support the key priorities of the B.C. Government as identified in the 2018/19 FPCC Service Plan:

Government Priorities	FPCC Aligns with These Priorities By:
Delivering the services people count on	<ul style="list-style-type: none"> • Support B.C. First Nations communities to implement successful language revitalization programs within their communities. (Goal 1) • Ensure that every First Nations language in B.C. is documented and that every First Nations person has access to their language via FirstVoices.com. (Objective 1.1) • Support programs that create fluent speakers of First Nations languages in communities across B.C. (Objective 1.2) • Directly support communities to strengthen their ability to deliver successful programs by developing high quality resources, tools and training to support programs. (Objective 1.3) • Support the vitality of Indigenous arts and culture, including the rejuvenation, practice and ongoing development of classical and traditional art forms. (Goal 2) • Provide funding to First Nations communities and Indigenous organizations and individuals in B.C. to support their arts projects. (Objective 2.1)

	<ul style="list-style-type: none"> • Support community-based projects to be successful by providing training and information about FPCC arts programs. (Objective 2.2)
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Perhaps less visible or direct, FPCC's work is contributing to the B.C. government priority of building a strong, sustainable, innovative economy that works for everyone. For example, as language learners gain knowledge and fluency, new job opportunities can open up for them as teachers, in the tourism sector, or within their communities as ceremonial speakers and leaders. For now, however, it remains a challenge for FPCC to meaningfully and accurately assign strategies or performance measures to track these contributions at a provincial scale.

Operating Environment

As an organization dependent on grant funding, partnerships, and community support, FPCC is subject to many impacts from external factors. In 2018/2019, some of the significant impacts were:

Increased funding for arts and languages: We received higher than anticipated funds for both arts and languages in 2018/2019. The language department was significantly impacted by increased funding from the First Peoples' Cultural Foundation (FPCF)³, and the arts department saw increases from BC Arts Council and new funding from Creative BC. This allowed us to deliver more programs and services than anticipated.

Opportunities and challenges associated with organizational growth: FPCC experienced rapid growth in 2018/2019, primarily as a result of increased funding from FPCF. While we were able to surpass all our targets and provide funding to support a significantly increased number of high-quality, community-based initiatives, this expansion did come with some challenges. One of the primary challenges is the current labour market for skilled Indigenous employees, and/or non-Indigenous employees with high levels of cultural awareness. There is a high demand for these individuals, and it has sometimes been difficult to fill the positions needed to grow our capacity. This has led to a high workload for current staff and shortages in some areas. To address this risk, we have explored innovative strategies for recruitment and when necessary contracted services to deliver work.

This situation also extends to the Indigenous communities we work with, who rely on a limited number of individuals to deliver language revitalization programming in communities. These positions require skills in program management administration, a high level of cultural sensitivity and trauma-informed practice, and relationships within the community. FPCC is addressing this need by providing specialized training to support community members to deliver successful programming and overcome barriers and challenges. We are also providing opportunities to increase collaboration and professional networks through language gatherings.

Working towards sufficient and long-term funding: Research and costing models have indicated that the total cost to revitalize Indigenous languages, arts, and cultural heritage in B.C. is approximately \$200 million per year, and as such there is a strong need for additional funding. In 2018/2019 we continued to focus on increasing funding levels. One impact of FPCC receiving \$50

³ In March 2018, \$50 million was granted to FPCC by the Province of B.C. Between February and March of 2018, FPCC made grants to the First Peoples' Cultural Foundation (FPCF), an independent society, in the amount of \$50,752,102. FPCC applies annually for funding from FPCF.

million from the Province in March of 2018 was that a number of other FPCC funders decided to reduce or eliminate funding to FPCC. This resulted in a decrease in our total number of funding partners. We have been working hard to build relationships with new funders and to educate our funders about the true costs associated with meeting our mandate, so that they recognize that a high need for funding remains. In 2018/2019 we also continued working closely with First Nations communities, leadership and federal agencies to create long-term funding stability through the development and implementation of federal Indigenous languages legislation.

Increased interest in reconciliation: As public awareness of reconciliation grows nationally, we have been getting many more requests for participation on committees, advisory groups, conferences and events, and consultations. We have also been asked to identify individuals outside our organization (such as local Indigenous artists) to support reconciliation processes across B.C. While part of our mandate is to raise public awareness about the revitalization of Indigenous languages, arts and cultural heritage, the majority of our funding is earmarked to support Indigenous communities directly with this work. As such, these additional requests have stretched our capacity to support non-Indigenous agencies that are working towards reconciliation.

Report on Performance

FPCC completed one of its busiest years in 2018/2019 and surpassed many of the anticipated targets set out in the [2018/19 Service Plan](#). The difference between the targets outlined in the the 2018/19 Service Plan and the actuals included in this report can primarily be linked to increases in funding. As a community-driven organization, our primary focus in 2018/2019 was on delivering increased funding to communities and supporting them to implement their programming with high quality-training, outreach, partnership building and collaboration, technological innovation and hands-on support for community-based initiatives.

The increases in language funding allowed FPCC to greatly expand our existing language programs as well as deliver new programs in response to community needs. While on a smaller scale than the funding increases that impacted the language programs, additional arts funds allowed us to surpass our expectations for arts and music grants to communities, provide higher grant limits to communities and conduct additional outreach and training. As a result of these increases in both arts and languages, we delivered \$11.4 million in grants-to-communities, a much higher result than the target of \$2.4 million. We also trained 814 people (our target was 200), delivered 386 arts, language and culture programs (the target was 189), and attended 123 events (the target was 25). Additional funding required us to ramp up very quickly and to transition our staff and community partners to a wider scope of work; to do this we built on our strong relationships and established expertise.

We also worked toward our mandate by playing a national and international leadership role in the revitalization of Indigenous arts, language and cultural heritage. FPCC has had a huge impact nationally because of our dedicated efforts to develop and support federal Indigenous languages legislation informed by input from First Nations people. Internationally, we have supported the Endangered Languages Project (ELP), a collaborative online initiative that brings together language champions, linguistic scholars and the public to strengthen the world's Indigenous and endangered languages. With FPCC support, ELP brought language training to more than 450 language champions and allies from over 60 countries; launched a new logo; increased their social media following by more than 40%; and built partnerships with community, academic and public-sector organizations.

FPCC has also brought international attention to Indigenous languages in B.C. through involvement with the International Year of Indigenous Languages, which included developing plans to co-host an international language revitalization conference in June 2019 with the FPCF.

Finally, it is important to note that in 2018, we embarked on a process to develop a monitoring and evaluation plan. That plan is underway, but has not been completed, as it involves in-depth engagement with staff, our board of directors and advisory committee. However, initial work on this plan has supported us to adjust and strengthen a number of our performance measures, and new measures have been introduced in the [2019/2020 Service Plan](#). As a result of this work, many of the measures included in this report have been discontinued for future years.

Goals, Objectives, Measures and Targets

Goal 1: Support B.C. First Nations communities to implement successful language revitalization programs within their communities.

Objective 1.1. Ensure every First Nations language in B.C. is documented and every Indigenous person has access to their language via FirstVoices.com.

Key Highlights:

- Technology improvements to the FirstVoices.com website have made it faster, more stable and more secure.
- Upgrades have made it easier for communities to document their languages and use FirstVoices to support language learning, resulting in increased archiving of language data and use of the site.
- Outreach, manuals and video conferencing support were used to guide communities in how to archive languages on FirstVoices.com.

Performance Measure(s)	2016/17 Actuals	2017/18 Actuals	2018/19 Target	2018/19 Actuals	2019/20 Target	2020/21 Target
1.1a Percentage of B.C. First Nations languages and dialects archived on FirstVoices.com ¹	9.4%	9.83%	15%	15.7%	n/a	n/a

Data Source: FirstVoices department, FPCC

¹ FirstVoices is FPCC's online language archiving website. FirstVoices currently hosts 38 archives of B.C. First Nations languages and dialects. Communities upload and own their own content. This number was calculated by multiplying the average words in a language's lexicon (based on 20,000 words and phrases) by 34 languages in B.C. and then comparing the number of entries archived at FirstVoices.com to that total.

Discussion

Tracking the First Nations languages archived on FirstVoices.com is an important indicator of the progress we have made toward digitally documenting First Nations languages. As communities lose fluent speakers, digital archiving of their languages is a critical resource for language learners.

In 2018/2019, we are excited to report that we saw a significant increase in the percentage of B.C. First Nations languages and dialects archived on FirstVoices.com, from 9.8% to 15.7%. There were a number of factors that contributed to this increase. FPCC implemented a series of improvements to the FirstVoices website, based on community feedback, that made it easier to upload data and increased the usability of the site. Communities are now able to upload large batches of data more quickly. In addition, FPCC has invested in training and outreach, including providing video conferencing to support communities to upload data. This means that many communities (not only those that are current recipients of FirstVoices grants) are using the website to document words and phrases from their languages.

In future years, we will no longer measure the percentage of B.C. First Nations languages and dialects archived on FirstVoices.com, as further research has led us to understand that this measure was problematic. This is because it was based on the concept that all languages have an average number of words (lexicon), which is not the case for B.C. First Nations languages. In the 2018/2019 FPCC Service Plan, we have replaced this with a new measure, the number of new data points added to FirstVoices.com each year, which is a more accurate indicator of increases in language documentation.

Objective 1.2: Support programs that create fluent speakers of First Nations languages in communities across B.C.

Key Highlights:

- More than doubled the number of grants to support language revitalization, from 112 in 2017/2018 to 246 in 2018/2019.
- Increased maximum funding levels for many grant streams, allowing communities to undertake more impactful and/or longer-term projects.
- Conducted outreach about FPCC programs and provided support for the proposal development process, leading to an increased number of applicants and high-quality projects.

Performance Measure(s)	2016/17 Actuals	2017/18 Actuals	2018/19 Target	2018/19 Actuals	2019/20 Target	2020/21 Target
1.2a Number of Mentor-Apprentice Teams	26	27	27	66	n/a	n/a
1.2b Number of active Language Nests	12	14	10	22	n/a	n/a
1.2c Number of language and cultural projects funded ¹	78	71	62	158	n/a	n/a

Data Source: Language and FirstVoices departments, FPCC

¹This measure includes the Aboriginal Languages Initiative, B.C. Language Initiative, Language Revitalization Planning Program and Reclaiming My Language. The Mentor-Apprentice Program and Language Nest programs are immersion programs that are being tracked in 1.2a and 1.2b, so are not included in this total.

Discussion

1.2a The Mentor-Apprentice Program pairs adult language learners one-on-one with fluent speakers to learn in an immersion environment at home and on the land. This highly structured program

includes 300 hours of language immersion work over the course of a year and has proven to be extremely successful in leading to language fluency. Teams may apply to complete a second and third year of the program, which are also 300 hours each. As the mentor-apprentice is a multi-year program, this performance measure tracks new teams as well as returning teams.

In 2018/2019, FPCC increased the number Mentor-Apprentice teams by 244%, from 27 in 2017/2018 to 66. This included 44 new teams, 16 returning teams and 6 graduating teams. The demand for the program was higher than ever (102 teams applied in 2018/19, compared to 71 teams in 2017/2018), due to the program's reputation as a highly effective way of learning a First Nations language that aligns with traditional approaches to education, such as mentorship and learning from Elders and Knowledge Keepers. The completion rate has been steadily increasing and this year was 92%, an extremely high number given the rigors and demands of this intensive immersion program. The growth and strong demand for this program is a clear indicator of the impact of increased funding for the revitalization of Indigenous languages.

This measure has been adjusted for future years and will be replaced with a new measure: The increase in language proficiency for the Mentor-Apprentice Program's participants. This new measure is intended to be a more accurate reflection of FPCC's impact in revitalizing Indigenous languages and will provide a more direct assessment of the efficacy of the program. We will also be reporting on another new measure: The number of language immersion opportunities funded by FPCC. This measure will allow us to assess progress toward the objective of increasing the number of fluent speakers of B.C. First Nations languages.

1.2b The Language Nest Program is a unique language learning approach that offers a full language immersion environment for children 0–5 years old. The purpose of the program is to provide opportunities for children to learn their language at the time in their lives when their brains are most open to language acquisition.

The number of Language Nest projects also increased significantly this year, from 14 in 2017/2018 to 22. The program had 34 applicants, compared to 19 in 2017/2018. The FPCC language team conducted expanded outreach to communities, including the addition of two regional language revitalization coaches who led workshops across the province. This outreach and increased communications activity have resulted in increased demand and participation in FPCC language programs.

Similar to 1.2a, this measure has been discontinued for future years as it is primarily linked to FPCC's level of funding rather than the impact of the program.

1.2c. This measure includes FPCC's other language and culture programs: The Aboriginal Languages Initiative, B.C. Language Initiative, Language Revitalization Planning and the new Reclaiming My Language Program, which was piloted with five communities in 2018/2019. Overall, 158 projects were funded – a significant increase from the expected target of 62 projects. This increase was due to additional funding from FPCF. In addition, FPCC's increased capacity to do direct outreach to communities increased the number of grant applicants. In 2017/18, there were 218 applications for funding through these grant streams, compared to 361 in 2018/2019.

Grants for the B.C. Language Initiative and Language Revitalization Planning programs also increased significantly. The B.C. Language Initiative funded 8 projects in 2017/2018, and 62 this year. The Language Revitalization Planning program funded 10 projects in 2017/2018, and 42 this year. In addition to funding more projects, the amount of funding per project was notably increased. For example, in 2017/2018, the B.C. Language Initiative provided \$15,000 per project. In 2018/2019, the project maximum was \$100,000, and the average funding per project was \$76,821.

The Aboriginal Languages Initiative grants increased from about \$1.3 million in grants to \$2 million due to an increase in funding from the Department of Canadian Heritage (DCH). The five pilot sites for the Reclaiming My Language Program demonstrated the project's success, and in 2019/2020 this initiative has been launched as a new grant stream.

This performance measure has been discontinued for future years and replaced with a new measure that links more directly with the objective of increasing the number of fluent speakers: The number of language immersion opportunities provided by FPCC through all language programs. This new measure counts the number of people involved in language immersion opportunities through the Mentor-Apprentice Program, Language Nest, and open strategy programs (B.C. Language Initiative and Aboriginal Language Initiatives), which focus on language immersion.

The table below provides specific information on grants for each program. As with many of the programs FPCC offers, the demand is very high, demonstrating the strong need for and interest in language revitalization among First Nations communities in B.C. Applications are reviewed by an independent peer review committee of language revitalization experts from B.C. to ensure high-quality programming (see page 82). Applicants are offered tailored support during the process and feedback to strengthen their applications. For a comprehensive listing of all grant recipients, see Appendix B.

FPCC Language Programs – Funding Awarded in 2018/19

Category	# of Applicants	Total Requested	# of Successful Applicants	Total Awarded ⁴	Funding Partner
Aboriginal Languages Initiative	67	\$3,093,966	47	\$2,075,270.64	DCH
B.C. Language Initiative	98	\$7,622,077	62	\$4,787,916.00	FPCF
Pre-school Language Nest	34	\$1,700,000	22	\$1,028,045.41	FPCF
Mentor-Apprentice	86 new 16 returning	\$1,489,200	66	\$854,896.27	FPCF/Aboriginal Neighbors
Language Revitalization Planning	41	\$534,900	42	\$530,413.44	FPCF
Reclaiming My Language	15	\$375,000	5	\$103,513.00	FPCF
Special Language Grants ⁵	2	\$250,000	2	\$250,000.00	FPCF/MIRR
Total for Language Programs⁶	359	\$15,065,143	246	\$9,630,054.76	

Objective 1.3: Directly support communities to strengthen their ability to deliver successful programs by developing high-quality resources, tools and training to support programs.

Key Highlights:

- Published comprehensive *2018 Report on the Status of B.C. First Nations Languages*, which includes the most up-to-date information about the status of First Nations languages across the province.
- Trained over five times as many people as last year, in training sessions across B.C.
- Developed new training models to support communities with language planning.
- Hired regional language revitalization coaches to work directly with communities.

⁴ Total awarded indicates the net amount for each program (the amount granted in 2018/19, minus any grants for 2017/18 that were returned to FPCC)

⁵ Special language grants were provided to the University of Hawai'i and the Royal BC Museum to promote initiatives which raise awareness about Indigenous languages.

⁶ FirstVoices grants are not included in this table, as they were paid by FPCF, but administered by FPCC.

Performance Measure(s)	2016/17 Actuals	2017/18 Actuals	2018/19 Target	2018/19 Actuals	2019/20 Target	2020/21 Target
1.3a New tools and resources to support language projects	9	35	10	4	n/a	n/a
1.3b Number of participants and non-participants being trained by FPCC	228	145	200	814	550	550

Data Source: Language department, FPCC

Discussion

1.3a FPCC supports language revitalization through the development of tools and resources that provide communities with information needed to deliver successful language projects. These resources include research, best practices to support language learning, tools for language planning and more. This year FPCC produced the following four resources to support language revitalization:

- *Language for Life: Nourishing Indigenous Languages in the Home*
- *2018 Report on the Status of B.C. First Nations Languages*
- Stabilizing Indigenous Languages Symposium publication: *Language Planning: Planning a Future for Your Language*
- *FirstVoices Ideas for the Classroom*

While this fell short of the target of 10 resources, each of these resources involved considerable development time and will provide communities with useful information to guide their programming. Capacity to develop language resources was lower than expected this year due to the increased efforts of the language department to conduct outreach and deliver grants. As the language team has increased capacity in 2018/2019, we aim to increase the number of resources developed in future years.

In the *2019/2020 Service Plan*, this measure has been replaced with a new measure, which is the number of new tools and resources to support language, arts, culture and heritage revitalization. This change was made in order to account for the resources created by other FPCC departments, and in recognition of the fact that some resources address language, arts and cultural heritage. The target for the total number of resources in 2019/20 is 24, a significant portion of which will be language related.

1.3b This measure tracks the number of participants attending FPCC language training workshops for strategies such as the Mentor-Apprentice, Language Nest, Language Planning and FirstVoices programs. It also includes workshops related to grant writing and reporting for language programs, engaging youth in language revitalization and language revitalization in general. The participants in these workshops may be FPCC grant recipients receiving training associated with their grant, or they may be non-participants who are undertaking the training independently. This measure is an indicator of FPCC's success in transferring knowledge about language revitalization.

This year, FPCC greatly surpassed the target of 200, providing training to 814 people. This is over five times the amount of people trained in 2017/2018. This increase was due to additional funding available for language revitalization in B.C., which allowed FPCC to deliver more grants and training workshops. In total, workshops were delivered in over 30 communities around the province.

In the 2019/2020 Service Plan, this measure has been renamed “Number of individuals receiving language training from FPCC.” The target of 550 was based on an anticipated increase from last year’s actual (145). In future years we may consider increasing the target to reflect our growing capacity to deliver training.

Goal 2: Support the vitality of Indigenous arts and culture, including the rejuvenation, practice and ongoing development of classical and traditional art forms.

Objective 2.1: Provide funding to First Nations communities and Indigenous organizations and individuals in B.C. to support their arts projects.

Key Highlights:

- Overall grant funding for arts projects increased from approximately \$1 million to approximately \$1.8 million.
- Three new grant streams were added, including micro-grants to support artists with immediate needs, and two music industry grant streams.
- Increased the maximum amounts for many grants, bringing them closer to equity with arts grants from non-Indigenous organizations.
- Demand for grants increased as a result of FPCC’s direct outreach to communities.

Performance Measure(s)	2016/17 Actuals	2017/18 Actuals	2018/19 Target	2018/19 Actuals	2019/20 Target	2020/21 Target
2.1a Number of arts projects funded	75	87	90	140	n/a	n/a

Data Source: Arts department, FPCC

Discussion

This performance measure tracks the total number of arts grants provided by FPCC to Indigenous artists and organizations in B.C. These grants include visual arts, performance arts and music projects. The total number of grants increased from 87 in 2017/2018 to 140 this year. The total amount of funding also increased, from \$1,006,110 in 2017/2018 to \$1,801,705 in 2018/2019.

The number of arts grants increased this year due to a modest increase in funding from the BC Arts Council (BCAC) and new music programs, which were funded by Creative BC. BCAC also allowed greater flexibility so that FPCC could move funding between grant streams to provide funding where it was most needed. In addition, we were able to raise the maximum grant cap from \$5,000 to \$10,000, making it more worthwhile to apply for funding.

We offered three new grant streams this year: Micro-Grants, Emerging Music Industry Professionals, and Expanding Capacity in the Indigenous Music Recording Industry. These programs have been in increasing demand and have led to successful results. For example, music recording industry

professionals who have been funded by FPCC to develop full-fledged recording studios are now: recording fluent speakers to document Indigenous languages; recording traditional Indigenous music; recording music made by youth and teaching youth to be recording engineers, and; attracting nationally-known Indigenous artists to come record in First Nations communities.

As in previous years, the demand for the arts programs is greater than can be supported with current funding (204 applicants applied this year, compared to 140 funded). Increased outreach by the arts department led to a higher number of applicants than in previous years (in 2017/2018, 144 applicants requested funding). The quality of the programs funded is very high, representing a wide range of traditional and contemporary arts, and diverse cultures and regions of B.C.

In future years, we are discontinuing this performance measure as it is more an indicator of FPCC's fundraising abilities than the impact of the arts programs. It will be replaced by a new measure: The number of individuals involved in FPCC arts projects. This measure will more directly assess FPCC's impacts in supporting the vitality of Indigenous arts and culture.

FPCC Arts Programs – Funding Awarded in 2018/19

Program	# of Applicants	Total requested	# of Grants Awarded	Total Awarded ⁷	Funding Partner
Individual Artists	88	\$791,503	45	\$408,318	BCAC
Sharing Traditional Arts Across Generations	31	\$370,714	26	\$292,910	BCAC and MACP
Micro-grants	17	\$16,973	10	\$9,193	BCAC
Organizations and Collectives	29	\$638,115	17	\$353,060	BCAC and MACP
Arts Administrator Internships	10	\$285,410	8	\$206,315	BCAC and MACP
Aboriginal Youth Engaged in the Arts	17	\$202,901	15	\$180,000	BCAC
Emerging Indigenous Music Industry Profess	5	\$48,000	9	\$76,001	Creative BC
Expanding Capacity in the Indigenous Music Recording Industry	7	\$186,168	10	\$275,908	Creative BC
Total for Arts Programs	204	\$2,539,784	140	\$1,801,705	

⁷ Total awarded indicates the net amount for each program (the amount granted in 2018/19, minus any grants for 2017/18 that were returned to FPCC).

Objective 2.2: Support community-based arts projects to be successful by providing training and information about FPCC arts programs.

Key Strategies:

- Hosted a highly successful music retreat and a music workshop for youth that promoted skill development, language revitalization through the arts, and professional networks.
- Reached a wider range of geographic areas, with increased outreach to the north of B.C.
- Hired a researcher who is studying the vitality of Indigenous art forms and will develop a plan to revitalize endangered traditional arts.
- Undertook development of an Indigenous arts policy manual to help support artists to be successful.

Performance Measure(s)	2016/17 Actuals	2017/18 Actuals	2018/19 Target	2018/19 Actuals	2019/20 Target	2020/21 Target
2.2a Number of professional practices workshops delivered in communities to support artists and organizations ¹	n/a	n/a	15	17	n/a	n/a

Data Source: Arts department, FPCC

¹No data exists for 2016/17 and 2017/18 as this was a new measure introduced in 2018.

Discussion

This performance measure tracks the number of workshops provided to support communities with grant writing and reporting for arts programs. These workshops are always very well received, and lead to a direct increase in grant applicants. For example, FPCC provided a workshop on music grants to 21 participants, and out of those participants, 10 applied for grants and all 10 were approved for funding by an independent peer-review committee. These workshops build relationships with potential applicants and support applicants to develop high-quality project proposals.

In future years, we are adjusting this performance measure to track the number of participants in FPCC arts workshops, rather than the number of workshops. In 2019/20 we have set a target to provide training to 90 individuals, and in 2020/21 the target is 180. This will allow us to more accurately measure our progress towards the objective of providing training and information.

Goal 3: Build awareness and appreciation for the rich cultural diversity and position of FPCC as the go-to for information services and advice related to Indigenous arts, culture and language.

Objective 3.1: Raise the profile of the organization and the work of community partners in Indigenous language, arts and culture through specific communications channels.

Key Highlights:

- Hired a social media strategist to increase use of social media through more posts that encourage views and interaction, such as video.
- Developed a number of new communication products, which we distributed directly to communities and at conferences and events, leading to increased awareness of FPCC's work.
- Refined key messages and branding to support more impactful communication tools.
- Increased the number of outreach events, allowing FPCC to build and strengthen relationships with more communities and partners in order to promote our mandate.

Performance Measure(s)	2016/17 Actuals	2017/18 Actuals	2018/19 Target	2018/19 Actuals	2019/20 Target	2020/21 Target
3.1a Social media reach	14,070	15,388	15,500	17,517	17,700	18,400
3.1b Website traffic and mobile app downloads ^{1,2}	1,005,907 visits; 21,546 downloads	1,102,684 visits; 42,635 downloads	1,200,000 visits; 105,000 downloads	260,829 visits; 69,076 downloads	350,000 visits	360,000 visits
3.1c Promotion of FPCC and relationship building with stakeholders via events, conferences, presentations and project monitoring visits to communities	50	42	25	123	50	52

Data Source: Data for social media reach was calculated using Facebook Insights, Twitter Analytics and YouTube stats. Data for website traffic was calculated using Mamoto and Google Analytics (GA). Data for app downloads was calculated using iTunes (Apple) and Play Store (Android). Number of promotional events was based on information from FPCC Language, FirstVoices, Arts, Communications, Heritage and Administration departments.

¹Includes combined visits to fpcc.ca, FirstVoices.com, and the FPCC arts and language maps.

²Represents all FPCC app downloads up to March 31, 2019, including new app downloads and updates to existing apps.

Discussion

3.1a This measure helps us to assess progress towards the goal of sharing information with the public about Indigenous languages, arts and culture in B.C. Expanding our social media reach helps to increase awareness of our programs and services and reach potential clients, funders, researchers, journalists, and the general public both in Canada and internationally. Social media is also used to promote grant and training opportunities to Indigenous communities.

Our social media followers in 2018/19 were as follows:

- Facebook: 7,451 followers (up from 5,663)

- Twitter: 9,894 followers (up from 9,571)
- YouTube: 172 subscribers (up from 154)
- **Total: 17,517**

Our total was higher than last year's number of followers and our target for this year. This can be attributed to increased face-to-face outreach conducted by FPCC staff – including training, presentations, and attending events and conferences – which raised awareness about FPCC. In addition, social media was used to promote calls for proposals, and as there were additional grant intake opportunities this year, the number of social media posts increased. We also hired a social media strategist this year who has been focusing on increasing the reach of FPCC's social media using a variety of tools such as video posts, tools to boost the views of posts, and posts that draw users to FPCC's websites.

31.b This measure is a useful indicator of the resources and online tools that FPCC shares via our website and apps. The number of website visits includes all of the websites that we produce, including FirstVoices.com, the FPCC main website, and the language and arts map websites.

FPCC is one of the world's foremost experts in digital documentation of Indigenous languages and is an international leader in using technology to protect endangered languages. We provide numerous tools and public education resources on our website, making fpcc.ca a primary provider of information about Indigenous languages, arts and cultural heritage.

In 2018/19, traffic to our websites was as follows (website visits):

- FirstVoices.com⁸: 131,460 (Mamoto Analytics)
- Fpcc.ca (FPCC main website): 75,273 (GA)
- Maps.fpcc.ca (Language Map): 46,126 (GA)
- First Peoples' Arts Map: 7,970 (GA)
- **Total: 260,929**

It is difficult to compare the 2018/2019 actuals to previous years or this year's target, because we have adopted improved technology to measure the number of visits to our websites. This year we are using Mamoto Analytics and Google Analytics (GA) to monitor website traffic. The previous tools we used for tracking web statistics unfortunately did not filter out malicious traffic, search engine indexing traffic and other traffic that doesn't represent actual individuals accessing the site. Modern analytics systems have become better at excluding non-human, malicious or internal traffic, and therefore, show lower but more reliable metrics.

For websites where we used the same analytics tool as last year, we can see an increase in traffic. For example, for the main FPCC website (fpcc.ca) we measured 54,827 visits with Google Analytics in 2017/2018, and 75,273 visits this year. It is likely that this increase is influenced by our expanded outreach, which has led to growing interest in First Nations language revitalization and a higher awareness of our organization amongst Indigenous communities and the general public.

⁸ FirstVoices.com statistics include FirstVoices.com members website and FirstVoices Kids.

Our future targets for website traffic are taken from the *2019/2020 Service Plan*, as they are based on the new website analytics tools and are therefore more accurate than the targets from the 2018/2019 Service Plan.

The number of app downloads increased from 2017/2018 (42,635 to 69,076), which means that 26,441 apps were downloaded in 2018/2019. However, the actual fell short of the target of 105,000 downloads. This year the FirstVoices team focused primarily on upgrades to the FirstVoices.com website, which allowed First Nations communities to upload large batches of language data more quickly, supporting our goal of documenting endangered First Nations languages. As a result of the focus on FirstVoices upgrades, we had less capacity than anticipated to build new apps and promote existing ones. It is also challenging to find app developers (due to competitive salaries in the booming technology sector), and maintaining apps involves expensive overhead. We are working to make it easier for individuals and communities to securely access FirstVoices.com data so that they can create their own customized language apps, games and learning tools.

We will not be continuing to track the number of app downloads as the tracking tools are not highly accurate (for example, they count updates to new apps as well as downloads of existing apps). Therefore, we have not included targets for the number of app downloads in 2019/2020 and 2020/2021.

3.1c This performance measure tracks outreach by FPCC at language, culture and arts events and conferences, presentations to key stakeholders (including government, partners, current and potential funders), community visits, workshops and webinars.

In 2018/2019 we greatly expanded our outreach, for a total of 123 outreach activities. In contrast, last year we participated in 42 outreach events, and our target for this year was 25. Of the 123 events, 80 were outreach activities, conferences and presentations and 43 were visits to communities that currently have FPCC projects or are interested in applying for FPCC projects.

Outreach is a powerful tool to achieve FPCC's goals, as face-to-face contact and relationship development supports all of our objectives. The impacts of this increased outreach are evident in the higher number of grant applicants, increased visits to FPCC's website and social media use, and increased funding from a number of partners in 2018/2019.

Additional outreach activities were made possible by an increase in FPCC staff, which now includes two regional language coaches and several other regional staff (such as our language researcher and heritage department manager), as well as more staff in our central office. This was an extremely busy year, leading up to the United Nations 2019 International Year of Indigenous Languages, and also Canada's imminent Indigenous languages legislation, for which FPCC conducted a number of regional engagement sessions.

Our new heritage manager participated in 18 events between joining FPCC in November 2018 and March 2019, ensuring that FPCC has a greater presence at tables with organizations such as Parks Canada, National Archives, as well as federal and provincial working groups on Indigenous heritage, and other heritage networks. Our CEO also participated in over 30 outreach events, meeting with

federal and provincial ministers, high-level committees, advisory groups, First Nations Chiefs and international language revitalization bodies such as UNESCO.

The targets for 2019/2020 and 2020/2021 are taken from the FPCC's *2019/2020 Service Plan* and are lower than this year's actual because they were based on previous years' expectations for outreach events. As we surpassed our expectations for this measure (our *2019/2020 Service Plan* forecasted 46 events), we may consider adjusting targets in future years.

Goal 4: Create a sustainable organization attracting investment from a diverse base of funders.

Objective 4.1: Cultivate relationships with provincial government ministries, the federal government, foundations and private sector partners, to support key priorities and programs.

Key Highlights:

- Delivered the highest amount of funding to communities in our 29-year history.
- Added two new funding partners: The National Research Council and Canada Council for the Arts.
- Met with high-level dignitaries, ambassadors and Indigenous language leaders from around the world to support the launch of the 2019 International Year of Indigenous Languages.

Performance Measure(s)	2016/17 Actuals	2017/18 Actuals	2018/19 Target	2018/19 Actuals	2019/20 Target	2020/21 Target
4.1a Number of active and ongoing partnerships	11	11	11	9	n/a	n/a
4.1b Grants delivered to communities	\$2.9M	\$4M	\$2.4M	\$11.4M	\$16M	\$17M

Data Source: FPCC Finance department

Discussion

4.1a The number of active and ongoing partnerships includes the number of agencies that provide funding to FPCC. While our overall amount of funding increased greatly in 2018/2019, the number of funding partners we have has decreased.

As discussed previously, we lost several funders because they determined that their funding was no longer needed due to FPCC having access to increased funding to support language revitalization. Some funders misunderstood that the new funding was earmarked exclusively for languages. As such, we have been continuing to work hard to communicate the true costs of meeting our mandate (which is linked to the mandates of a number of provincial ministries), and the need for additional funders to address the true cost of revitalization of Indigenous languages, arts, and cultural heritage.

In the *2019/2020 Service Plan*, we have updated this measure to include the “number of collaborative partnerships for FPCC,” which will include both funders and other collaborative partners. We work with a growing number of organizations and provincial and federal government ministries on

initiatives to support the revitalization of Indigenous arts, culture, language and heritage, and these collaborative partnerships are mutually beneficial to both enable our mandate and provide expertise to our partner organizations. We will also be measuring the “number of funding partners in arts and heritage,” as it is a priority for us to increase funding in these areas in order to provide more substantive and stable programming.

4.1b This performance measure tracks the amount of funding that goes directly to First Nations and Indigenous communities and individuals in B.C. to support arts, languages and cultural grants. This continues to be an important indicator of the level of support we provide to communities. Due to increased funding for languages in B.C., we were able to greatly surpass our target for 2018/2019, delivering an increased number of grants as well as larger and more multi-year grants. This has allowed us to respond to the needs of First Nations communities for more sustainable and impactful funding to revitalize Indigenous languages. The grants from FPCC to communities include \$9,630,055 in language grants and \$1,801,705 in arts grants.

This measure indicates that FPCC is a responsive and results-based organization that uses funds to benefit Indigenous people and communities. We have a strong infrastructure to deliver funding, including established relationships with funders and communities, and were therefore able to almost triple the amount of funding we deliver to communities in a very short timeframe.

The impacts of this funding includes increased fluency for language learners, more First Nations words and phrases archived on FirstVoices, strong community plans for language revitalization, and the growth of flourishing Indigenous arts and music programs and industries, which are vital to the transmission of language, culture and arts to future generations.

In addition to grants to communities, we also allocate funding to developing learning models and resources; to attending events such as conferences and showcases that promote Indigenous languages, arts and cultural heritage; for community support, such as coaching and training; and policy, networking and advocacy to attain increased funding. These costs are not covered in this performance measure, but they still deliver direct and impactful benefits to communities.

Financial Report

Discussion of Results

FPCC receives funding from the Province of British Columbia (MIRR), the First Peoples' Cultural Foundation, the Government of Canada, the BC Arts Council, Creative BC and various non-governmental agencies. These funds are used for the provision of FPCC programs and services. FPCC closed the year ending on March 31st, 2019 with a balanced budget; net income from operations was \$nil. This year, FPCC continued with past practice and did not carry any debt.

FPCC's revenues and expenditures were greater than in any previous year. We budgeted for \$3.8 million, and our actual was \$15.3 million. This was due to:

- An investment of \$50 million by the Province of B.C. made in March of 2018, which was granted to FPCF to address the urgent need to protect and revitalize First Nations languages in B.C.⁹ FPCC works closely with FPCF on shared language revitalization goals, although FPCF is an independent organization with a separate Board of Directors. This investment meant that FPCC had the opportunity to access increased funding for language revitalization by applying to FPCF.
- Fundraising and relationship building by the FPCC arts department generated increased revenues. We spent approximately \$1.8 million on arts grants to communities, as opposed to just over \$1 million in 2017/2018. Increased funding came from BCAC and Creative BC.

While 2018/2019 was a highly successful year for FPCC, we also experienced some challenges with funding:

- A number of funders chose to reduce or not extend their funding to FPCC, based on an assumption that FPCC does not require additional funding. In reality, the research and costing models we've developed have indicated that the annual cost to address our mandate is approximately \$200 million per year. In addition, the high number of applicants to all of our programs shows that the demand for programs continues to surpass the funds currently available.
- Funding decisions from the Government of Canada came very late in the fiscal year. As we operate on a balanced budget and are required to spend all of our funds by March 31st, 2019, we were not able to accept some funding that was offered in March of 2019.

In 2018/2019, our main source of expenditures was grants to communities. These grants provided for all of our language, arts and culture programs. The costs to support these grants (including training in specific language revitalization skills, in-person support for language planning, grant writing workshops, peer-reviewed juries to make independent funding decisions, training and outreach, and development of tools and resources) also increased.

Other costs such as salaries and office overhead have remained a relatively low proportion of our funding, although these costs did increase this year as we grew our capacity to deliver the programs and specialized supports that communities count on. Our expanding scope of programs and services

⁹ In March 2018, \$50 million was granted to FPCC by the Province of B.C. Between February and March of 2018, FPCC made grants to the First Peoples' Cultural Foundation (FPCF), an independent society, in the amount of \$50,752,102. FPCC applies annually for funding from FPCF.

necessitated more office space and equipment, infrastructure such as data storage, additional staff and contracted services.

The Financial Resource Summary Table (page 28) provides a summary of operating results for the year ending March 31st, 2019, as well as the prior fiscal year. Financial information for FPCC was prepared based on current Canadian Generally Accepted Accounting Principles (GAAP). [Audited Financial Statements](#) are available on the FPCC website.

Highlights

FPCC is well-positioned to continue providing leading programs and services for the protection and revitalization of Indigenous languages, arts and cultural heritage in a rapidly evolving business and policy environment. The following factors have impacted our financial performance and will continue to do so in the years to come.

Business Environment

- Increased investments by the Province of B.C. and some of our non-profit partners have led to increased funding and rapid growth of our organization.
- Demand from B.C. First Nations and Indigenous people for language, arts and cultural heritage programs and expertise continues to grow as does the urgency to meet this demand.
- Despite significant investment by the provincial government in First Nations languages, providing greater certainty for the next three years, we still have limited funds available for arts and cultural heritage programming, and increasing revenue for these important programs will continue to be a priority for us.
- We face long-term funding uncertainty, as we do not have a guaranteed source of funding.
- The amount of funding we receive from many of our funders varies year-to-year, and funding is typically allocated on a one-year (fiscal year) basis. This means that FPCC needs to focus on revenue generation in order to achieve its program and service goals. This also means that cash flow continues to be unpredictable, and funding delays or reductions can significantly impact our programs and services to communities.
- The funding environment continues to remain highly competitive and uncertainties in the Canadian and global economies, and political climate will continue to shape funder investment decisions.

Policy Environment

- The Province of B.C. is showing strong leadership in the revitalization of Indigenous languages, arts and cultural heritage. The provincial commitment to implement UNDRIP and the TRC's Calls to Action supported the allocation of \$50 million to help revitalize Indigenous languages in British Columbia. In addition, there was a modest increase in funding from BCAC compared to last year. These investments have allowed FPCC to deliver more grants to communities to enact their goals with regards to the revitalization of Indigenous languages, arts and cultural heritage.

- Unlike many Crown corporations, achieving our mandate requires support from a number of B.C. government ministries, as we are responsible for Indigenous languages, arts and cultural heritage. Strong inter-ministry partnerships and a cross-government commitment to the revitalization of Indigenous languages, arts and cultural heritage are critical to our work.
- The federal government has also expressed support for the implementation of UNDRIP and the TRC's Calls to Action and has been working with FPCC and First Nations leaders across Canada to develop federal Indigenous languages legislation. This legislation will create an opportunity for the Government of Canada to address the significant disruption of Indigenous languages by providing greater stability in federal support to protect and promote Indigenous languages.
- We are also working with the federal government to bring greater awareness to the unique situation of B.C., which is home to more than 50% of the Indigenous languages in Canada, and we have been engaging in research to explore language diversity. It is our hope that a better understanding of this rich diversity will support greater funding by the federal government to protect these languages before they are lost.
- FPCC continues to work with the British Columbia Assembly of First Nations on issues related to our mandate and is a technician on the National Assembly of First Nations Chiefs' Committee on Languages.
- Awareness of Indigenous issues is growing, particularly with the continued focus on reconciliation. This has led to more public awareness, understanding, and requests for guidance and support from FPCC. However, there is a continued lack of awareness in the wider community about the importance of Indigenous languages, arts and cultural heritage, and part of our mandate is to raise awareness and understanding about their value.

Resource Summary

Financial Resource Summary Table				
	2017/18 Actual	2018/19 Budget	2018/19 Actual	2018/19 Variance
Operating Revenue				
Ministry of Indigenous Relations & Reconciliation	51,751	1,051	1,051	0
New Relationship Trust	535	500	0	(500)
BC Arts Council	835	735	1,500	765
Other Provincial Ministries	70	0	0	0
Grants from Federal Ministries	2,727	820	2,606	1,786
Grants from Non-Governmental Organizations	836	545	9,972	9,427
Deferred Revenue	(168)	(7)	120	127
Interest and Other	67	84	80	(4)
Office overhead recoveries	85	80	56	(24)
Total revenue	56,738	3,808	15,385	11,577
Operating Expenses				
Grants	54,805	2,412	11,433	(9,021)
Salaries and Benefits	876	803	1,606	(803)
Community Resources, R & D and Jury Costs	169	129	448	(319)
Purchased Services	282	12	644	(632)
Professional Fees	195	113	433	(320)
Facilities rent, heating and maintenance	58	57	90	(33)
Office overhead and operating costs	267	220	476	(256)
Amortization of Capital Assets	24	19	175	(156)
Board and Advisory	62	43	80	(37)
Total Expenses	56,738	3,808	15,385	(11,577)
Net Income (Loss) from Operations	0	0	0	0
Capital Expenditure	15	15	743	(728)
Total Debt	0.00	0.00	0.00	0
Accumulated Surplus	384	384	384	

Note 1: The above financial information was prepared based on current Generally Accepted Accounting Principles.

Note 2: All figures are in thousands (000's).

Variance and Trend Analysis

The following commentary reflects the dollar values reported in the Financial Resource Summary Table and will only comment on material variances that are over 1% (or \$15,385) of the total gross budget for 2018/19.

There are often additional resources brought into the organization from non-core funding sources and variances are common due to the fluid nature of the funding priorities of outside organizations. FPCC acts as a non-profit and applies for funding by writing proposals throughout the fiscal year, relying on its partnerships with other organizations for revenue for grants and program delivery. This funding is often one-time (or soft funding) and as a result, FPCC frequently encounters variances in its budget when funding is accessed after the service plan has been approved. FPCC employs a system of close monitoring and forecasting to ensure a balanced budget is maintained.

Operating Revenues:	2018/19 Budget Variance (all numbers are in thousands)
Ministry of Indigenous Relations and Reconciliation	No variance.
New Relationship Trust	New Relationship Trust withdrew anticipated funding creating a variance (-\$500).
BC Arts Council	Additional funding (\$765) contributed to program delivery (\$79), wages and benefits (\$90) and grants (\$596).
Grants from Federal Ministries	Additional funding agreements (\$1,786) with DCH for the Aboriginal Languages Initiative.
Grants from Non-Governmental Organizations	<p>The primary variance in this category was additional funding received from FPCF, in the amount of \$9,089. This was not budgeted for as the announcement of the Province's investment in Indigenous language revitalization occurred after the budget was created.</p> <p>Other funding in this category is primarily from non-core sources and budget variances are a result of the difference between estimates used in the budget planning cycle and what was realized after the budget planning cycle has completed for the year. These variances include a combination of Aboriginal Neighbours (\$35), MACP (-\$62), and Creative BC (\$364).</p>
Deferred Revenue	<p>Deferred revenue results from timing differences between when revenue is received vs expenditures on multi-year funding agreements.</p> <p>The budget variance for 2018/19 resulted from additional cash flows from MACP not anticipated when the service plan was prepared (\$107), and funding from Creative BC (\$101) received late in the fiscal year.</p>

Operating expenses in general will be subject to variations in funding, as described in the variance analysis for operating revenues, and increase in accordance with the additional funding streams.

Most of the expenditures related to these soft-funded projects will typically relate to additional grant programs, salaries and benefits to support the additional activities, community support and contracted services. The Service Plan estimates will often not include these items due to uncertainty around whether funding will be provided and accordingly there are typically variances in these areas.

Operating Expenses:	2018/19 Budget Variance
Grants	<p>Overall grant expenses increased throughout the year as a result of additional funding from FPCF, Aboriginal Neighbors, BCAC and Creative BC. Funding from MACP and NRT was less than budgeted for. Funding from DCH was increased for the Aboriginal Languages Initiative and decreased for FirstVoices.</p> <p>The variances by grant stream were: Aboriginal Languages Initiative (\$1,346), BCAC grants (\$596), B.C. Language Initiative (\$4,669), Creative BC music grants (\$352), Endangered Languages Project (\$50), Language Nest Program (\$829), Language Revitalizations and Planning Program (\$403), MACP arts grants (\$17), Mentor-Apprentice Program (\$535), NRT funding for the Aboriginal Arts Development Awards (-\$80), Silent Speaker (\$104), and two one-time grants paid out of the administrative budget (\$200).</p>
Salaries and Benefits	Salaries and benefits costs increased due to hiring additional program delivery staff required to administer increased funding. The total variance was \$803.
Community Resources, R&D and Jury	This category was underspent by \$319 due to the fact that some of the planned training was not delivered.
Purchased Services	<p>Purchased services are direct program/project delivery costs that are contracted out and variances result from a combination of new projects funded during the year that were not anticipated at the time the service plan was prepared, as well as internal re-profiling of resources.</p> <p>The budget variance for 2018/19 was a result of increased funding and program delivery costs and totaled \$632.</p>
Professional Fees	<p>Professional fees are contracted services for accounting, audit, legal, communications and information technology.</p> <p>The budget variance of \$320 in 2018/19 resulted from a number of additional contracts for communications and language programs, as well as increased financial management costs such as the audit, legal and accounting fees.</p>

Facilities, Rent, Heating and Maintenance	The variance of \$33 was due to the need for expanded office space to accommodate additional staff, which increased facilities costs. See audited statements for more detail.
Office Overhead and Operating Costs	The budget variance of \$256 resulted from increased travel to promote programs and services and conduct training, increased software licensing costs, cloud data hosting, and advertising and promotion.
Amortization of Capital Assets	Amortization was higher than budgeted due to a heavy investment in capital assets including substantial leasehold improvement, equaling a variance of \$156.
Board and Advisory	Advisory Committee travel costs were \$2 higher, board honoraria were approximately \$9 higher and board travel was \$26 higher due to additional meetings and additional training.
Capital Expenditures	The variance of \$728 was due to the need for expanded office space and equipment to accommodate additional staff.

Risks and Uncertainties

As FPCC is reliant on grant funding to carry out our mandate, the risks and uncertainties we face are closely linked to the business and policy environment, and as such are explored in greater depth in the financial highlights section of this report. In summary, these risks include:

- No guaranteed provincial or federal investment in Indigenous languages beyond March 2021.
- Need for additional funding to meet our mandate.
- Funding often provided on a year-to-year basis and funding amounts often aren't confirmed until late in the year.
- Limited number of funding opportunities due to our status as a Crown agency
- Fluctuation in funder priorities make it challenging to plan.

To manage these risks, FPCC has undertaken the following risk mitigation actions:

- FPCC operates like a non-profit organization, leveraging partnership funding and managing its budget by growing capacity and grant expenditures in accordance with funding available.
- FPCC does not carry any debt, which reduces its financial exposure.
- FPCC manages potential risk to revenue through a diversified approach that includes cultivating strong relationships with a diverse group of funders.
- FPCC has been working to educate governments and funders about the importance of working directly with Indigenous organizations; the true costs of Indigenous language, arts, and culture revitalization; and the need for an ongoing source of guaranteed funding for the revitalization of Indigenous languages in Canada.

Appendix A – Additional Information

Corporate Governance

The First Peoples' Cultural Council (FPCC) is governed by a [Board of Directors](#), comprising up to 13 members. In 2018, Cynthia Jensen Fisk, of the Fireweed clan, from the house of Geel of the Gitx'san Nation became Chair of the Board of Directors.

The work of the Board is supported by three sub-committees: Governance, Finance and Audit, and Human Resources and Compensation. In addition, the Board is supported by a 34-member Advisory Committee, with one representative for each of the First Nations language groups in B.C.

FPCC's governing legislation was amended in 2011 to include representation from all B.C. First Nations language groups on our [Advisory Committee](#). It offers more flexibility, which is consistent with contemporary best practices that allow crown corporations to determine their own structure and governance processes. As a result, it is possible for each language group to have a cultural representative to provide advice to the FPCC Board and staff.

Membership for both the Advisory Committee and the Board of Directors is sought through an open application process, which is managed by the Board's Governance Committee. This open application process means that any B.C. First Nations and Indigenous individual, organization or community can nominate someone or apply for membership.

The Advisory Committee and 10 of the 13 Board members are all recommended for appointment by the Board's Governance Committee (and then appointed by the Minister), in addition to the three Board members directly appointed by the Minister.

Organizational Overview

FPCC's mandate is to assist B.C. First Nations and Indigenous people in their efforts to revitalize their languages, arts, heritage and cultures. Since 1990, FPCC has successfully distributed over \$60 million to B.C.'s Indigenous communities for language, arts and culture projects.

FPCC serves 203 B.C. First Nations, 34 languages, over 90 language dialects and a number of First Nations and Indigenous arts, culture and educational organizations. More details about FPCC's mandate, vision, mission, who we serve and key partners are available on the organization's [About Us](#) page.

Report on the Status of B.C. First Nations Languages

FPCC reports on the status of B.C. First Nations languages every four years. We have so far produced three reports – one in 2010, a second in 2014, and a third in 2018. According to the [2018 Report on the Status of B.C. First Nations Languages](#):

- Fluent speakers of a First Nations language make up 3.0% of the total B.C. First Nations population, a decrease of 1.1% from 2014.
- Just over half (51.9%) of fluent First Nations language speakers are aged 65 and over. The passing of fluent Elders is the main reason why fluent speakers are declining.

- There are 13,997 language learners as of 2018. This includes an increase of 2,135 (9.1%) active learners since 2014.
- 98.4% of semi-fluent speakers are under age 65.
- 78.1% of learners are 24 years old or younger.
- First Nations language learners comprise 10.2% of the total provincial First Nations population, an increase since 2014.
- 24 out of 34 First Nations languages have an archive of their language on FirstVoices.com.

Contact Information and Links

Section	Hyperlink
<u>Organizational Overview</u> Mission, vision and values Legislation and mandate Overall benefit or service Principal partners and stakeholders How services are delivered	www.fpcc.ca/about-us
<u>Programs and Special Projects</u> Language programs Arts programs Culture & heritage programs FirstVoices Endangered Languages Project Our Living Languages Exhibition FPCC mapping projects Language Revitalization Coaching	www.fpcc.ca/language/Programs www.fpcc.ca/arts/Programs www.fpcc.ca/culture/projects www.fpcc.ca/language/FirstVoices www.fpcc.ca/language/ELP www.fpcc.ca/language/Exhibition www.fpcc.ca/language/language-map http://www.fpcc.ca/language/coaching/
<u>Corporate Governance</u> Board of Directors Advisory Committee Board Committees Senior Management Governance Principles	www.fpcc.ca/about-us/board www.fpcc.ca/about-us/advisory www.fpcc.ca/about-us/performance www.fpcc.ca/about-us/governance
First Peoples' Cultural Institute	www.fpcc.ca/culture/institute
List of First Nations Languages in British Columbia	www.fpcc.ca/files/pdf/fpcc_language_dialect_list_2013.pdf
Status of Language Report	www.fpcc.ca/language/status-report/

Appendix B – Individuals and Communities Funded

FPCC's Language Programs

Language Nest

The Language Nest Program creates new language speakers by funding language and cultural immersion environments for pre-school children and their parents to become fluent in their First Nations languages. In Language Nests, young children are immersed in the language, parents are encouraged to participate, and staff, volunteers and Elders carry out daily activities in the language with the children.

LANGUAGE	RECIPIENT	GRANT
Dakelh (C B ʰ)	Nadleh Whut'en Indian Band	\$39,922.67
Dakelh (C B ʰ)	Stellat'en First Nation Band	\$54,604.57
Éy7á7juuthem	Homalco First Nation	\$50,526.42
Gitsenimx̱	Gitanyow Independent School Society	\$52,021.59
Gitsenimx̱	Gitwangak Education Society	\$54,130.53
Hul'q'umi'num'	Cowichan Tribes	\$45,596.10
Hul'q'umi'num'	Hulq'umi'num' Language & Culture Collective Society	\$50,384.00
Kwakwala	Campbell River Indian Band	\$51,550.59
Kwakwala	Kwakiutl Band Council	\$52,496.40
Kwakwala	Hase' Language Revitalization Society	\$26,848.78
Nsyilxcən	Okanagan Indian Band	\$52,597.24
Nsyilxcən	Outma Sqilx'w Cultural School	\$52,774.43
Secwepemctsin	Adams Lake Indian Band	\$51,479.70
Secwepemctsin	Little Shuswap Lake Indian Band	\$44,800.00
Secwepemctsin	Tk'emlups te Secwepemc	\$44,375.51
SENĆOŦEN	Tsawout First Nation	\$50,104.88
Státimcets	Lilwat Nation	\$50,810.05
Tāltān	Tahltan Central Government	\$54,186.81
Tsilhqot'in	Yunesit'in Government	\$53,417.69
Witsuwit'en	Kyah Wiget Education Society	\$51,022.69
Xaaydaa Kil	Skidegate Haida Immersion Program (SHIP)	\$44,761.11
Nsyilxcen	Paul Creek Language Association	\$ 2,018.00
Returned grants from 2017/2018		-2,384.35
TOTAL		\$1,028,045.41

The Language Nest Program is funded by FPCF

Language Revitalization Planning Program

In this program, all communities sharing a language are asked to come together to collaborate, coming together through geographical challenges, and dialect, and political and community differences. Communities are asked to work as a team to share resources, knowledge, funding, resource people, infrastructure and expertise to develop strategic language plans.

LANGUAGE	RECIPIENT	GRANT
Cree, Dane-Zaa (ᑕ ᑯ ᑭ)	West Moberly First Nations	\$2,500
Halq'eméylem	Seabird Island Community School	\$15,000
Kwakwala	Hase' Language Revitalization Society	\$14,700
Kwakwala	Musgamagw Dzawada'enuxw	\$11,920
Dakelh (ᑕ ᑭ ᑭ)	Tl'azt'en Nation	\$15,000
Státimcets	T'it'q'et Administration	\$9,143.65
Gitsenimx̱	Lax Skiik Connection Society	\$12,000
Nuučaanuł	Mowachaht/Muchalaht First Nation	\$7,225
Hul'q'umi'num'	Penelakut Island Elementary School	\$14,330
Halq'eméylem	Sto:lo Service Agency	\$15,000
Státimcets	Pa'La7Wit Society	\$12,978
Éy7á7juuthem	Homalco First Nation	\$15,000
Ktunaxa	Ktunaxa Nation Council	\$15,000
Nsyilxcən	Syilx Language House Association	\$15,000
Státimcets	Lilwat7ul Cultural Centre	\$15,000
Nleʔkepmxcín	Sxwexmx Child and Family Services Society	\$ 8,050
Dakelh (ᑕ ᑭ ᑭ)	Quesnel Dakelh Education & Employment Society	\$10,972
Hailhzaqvla	Heiltsuk Integrated Resource Management Department	\$15,000
Heiltsuk	Heiltsuk Tribal Council	\$7,874.34
Hul'q'umi'num'	Hul'q'umi'num' Language & Culture Collective Society	\$1,238.16
Nisga'a	Nisga'a Lisims Government	\$15,000
Kwakwala	Nuyumbalees Cultural Centre	\$15,000
S̓malgyax	Nanaimo Aboriginal Centre	\$7,566
Nuučaanuł	Aboriginal Neighbours	\$15,000
Nleʔkepmxcín	piyeʔwiʔx kt Language Foundation Society	\$14,000
N/A (multiple)	Aboriginal Life in Vancouver Enhancement Society	\$15,000
Gitsenimx̱	Gitksan Wet'suwet'en Education Society	\$15,000
Secwepemctsin	Shuswap Nation Tribal Council	\$15,000
S̓malgyax	'Na Aksa Gyilak'yoo School	\$15,000
Tse'khene	McLeod Lake Indian Band	\$15,000
hənqəminəm	Kwantlen First Nation	\$15,000
Dane-Zaa (ᑕ ᑯ ᑭ)	Doig River First Nation	\$6,000
Xaaydaa Kil, Xaad Kil	Skidegate Haida Immersion Program	\$30,000
Nsyilxcən	Ntamtqen Snm'aʔm'ayaʔtn	\$11,495

LANGUAGE	RECIPIENT	GRANT
N/A (multiple)	Kermode Friendship Society	\$15,000
Diitiid?aatx	Lake Cowichan First Nation	\$15,000
Nsyilxcən	Okanagan Indian Band	\$15,000
Diitiid?aatx	Ditidaht Community School	\$13,860
Dakelh (C B ʰ)	Burns Lake Band	\$10,530.88
Haida	Aboriginal Life in Vancouver Enhancement Society	\$11,650
Kwakwala	WheLaLaU Area Council Society	\$15,000
Dakelh (C B ʰ)	Nadleh Whut'en Indian Band	\$5,000
Returned grants from 2017/2018		-7,619.59
TOTAL		\$530,413.44

The Language Revitalization Planning Program is funded by FPCF

Mentor-Apprentice Program

The Mentor-Apprentice Program facilitates the development of adult fluent speakers of B.C. First Nations languages. A "mentor" (a fluent speaker of a language) is paired with an "apprentice" (learner). The mentor and apprentice spend 300 hours per year together doing everyday activities using the language at all times. This highly effective program is designed in accordance with traditional Indigenous approaches to learning, such as mentorship and learning from Elders and Knowledge Keepers.

LANGUAGE	TEAMS	GRANT
Dakelh (C B ʰ)	Cheryl Schweizer / Rose Thomas / Nellie Prince	\$15,777.27
Xaaydaa Kil	Melody Gravelle / Harvey Williams	\$17,651.18
Nl̓eʔkepmxcín	Yvonne Joe / Amelia Washington	\$9,691.62
Nisga'a	Gail Tait / Verna Williams	\$16,281.64
Nedut'en	Rosalie MacDonald / Brian MacDonald / Louise Lacerte	\$14,600.00
Secwepemctsin	Cody William / Alice Jane (Jean) William	\$15,003.76
Nsyilxcən	Sheri Ann Stelkia / Theresa Ann Terbasket	\$14,638.02
Nuučaan̓uł	Tsimka Martin / Levi Martin	\$17,312.23
Gitsenim̓x	Darlene Clayton / Bill Blackwater	\$16,413.63
Nsyilxcən	Krystal Lezard / Wildred Barnes	\$14,280.32
Witsuwit'en	Jessica Creyke / Catherine Michell	\$15,233.24
Tāltān	Judy Thompson / Jenny Quock (TCG)	\$15,841.91
Kwakwala	Natasha Green / John Speck (LKSTS)	\$15,535.06
Witsuwit'en	Chantel Michell / Shirley Cook	\$15,663.92
Tāltān	Carolyn Doody / Ryan Dennis	\$16,504.86
Kwakwala	Collette Child / Mildred Child	\$6,950.00
Diitiidʔaatx̓	Sarah Edgar / Christine Edgar	\$15,515.56
Nl̓eʔkepmxcín	Leona Dumont / Jim Toodlican / Martha Aspinall	\$14,817.06
Dakelh (C B ʰ)	Margaret Mattess / Ronald Mattess	\$15,731.04
Hul'q'umi'num'	Lillian Morton / Gary Manson	\$15,358.06
Xaaydaa Kil	Aaron Grant / Rita Hutchingson	\$14,914.64
Gitsenim̓x	Carmen Turner / Melvin Turner	\$16,406.02
Tsilhqot'in	Blaine Grinder / Paul Grinder / Patricia Grinder	\$15,541.42
Nl̓eʔkepmxcín	Nikita Jack / Trudine Dunstan	\$14,266.64
Státimcets	Daryn Scotchman / Linda Redan	\$15,021.40
Éy7á7juuthem	Brenda Hanson / Rose Hanson	\$15,710.74
Kwakwala	Gina Coates / Rita Barnes	\$14,984.40
Nuxalk	Jerrel Nelson / Clyde Tallio	\$11,066.12
Halq'eméylem	Christina Williams / Vivian Williams	\$15,123.46
Nuučaan̓uł	Joshua Shaw / Julia Lucas	\$15,612.74
Hul'q'umi'num'	Alexandra Charlie / Violet George	\$15,370.04

LANGUAGE	TEAMS	GRANT
Nl̓eʔkepmxcín	Jenelle McMillan / Charon Spinks	\$15,066.74
Gitsenim̓x	Ambrose Wright / Norman Weget Sr.	\$15,840.76
Sk̓wxwú7mesh sníchim	Chantel Newman / Rebecca Duncan (Squamish Nation)	\$15,052.96
Hul'q'umi'num'	Jerome Crocker / Mabel Mitchell	\$15,456.56
Nsyilxcən	Donna Mae Good Water / John Louie / Johnny Bonneau / William Marchand	\$14,788.62
Nuučaan̓uł	Janet Webster / John Webster	\$15,453.72
Nsyilxcən	Rachel Marchand / Pauline Gregoire	\$14,767.32
Secwepemctsin	Rosalind Williams / Emmeline Felix	\$14,742.26
Hul'q'umi'num'	Pearl Harris / Theresa Rice	\$14,821.00
Nsyilxcən	Tracey Bonneau / Christopher Eneas	\$14,748.10
Nsyilxcən	Sheilah Marsden / Sarah Peterson	\$14,833.78
Gitsenim̓x	Melida Argueta / Irene Derrick	\$16,042.76
Sk̓wxwú7mesh sníchim	Kirsten Baker Williams / Vanessa Williams / Aaron Williams	\$14,312.58
Nsyilxcən	Krista Allison / Diane Louis	\$14,770.04
Dakelh (C B ʰ)	Desiree Louie / Vivian Cahoose	\$15,715.60
Secwepemctsin	Ashley Michel / Flora Sampson	\$14,873.22
Nsyilxcən	Maryssa Bonneau / Jeannette Armstrong	\$14,791.20
Dakelh (C B ʰ)	Troy Findlay / Arthur Pierre	\$16,066.75
Sk̓wxwú7mesh sníchim	Caroline Chandler / Rebecca Duncan (Squamish Nation)	\$15,167.80
Sk̓wxwú7mesh sníchim	Kaiya Williams / Rebecca Duncan (Squamish Nation)	\$16,362.01
Secwepemctsin	Colleen Seymour / Loretta Seymour	\$14,694.20
Gitsenim̓x	Jennifer Zyp / Yvonne Lattie	\$16,371.12
Witsuwit'en	Charmayne Nikal / Lillian Morris	\$16,661.87
SENĆOŦEN	Lorelei McEvay / Linda Elliott	\$15,457.67
Hul'q'umi'num'	Margaret Seymour / Bernard David	\$15,353.38
Kwakwala	Rejean Child / Florence Vesey	\$1,861.90
Dakelh (C B ʰ)	Alana (Niky) Tevely / Irene French	\$1,473.64
Hul'q'umi'num'	Gina-Mae Harris / Ray Harris	\$730.22
Kwakwala	Joshua Nelson / Flora Wallas	\$1,284.10
Witsuwit'en	Molly Wickham / Mabel Forsythe	\$1,913.66*
Secwepemctsin	Sarah Michel / Anne Michel	\$264.52*
Kwakwala	Melanie Chickite (LKTTS)	\$964.61*
Nsyilxcən	Kara Ross	\$110.32*
Gitsenim̓x	Cheyenne Gwa'amuuk	\$999.82*

LANGUAGE	TEAMS	GRANT
Secwepemctsin	Craig Adams / Lucy William	\$263.46*
TOTAL		\$ 854,896.27

The Mentor-Apprentice Program is funded by FPCF and AN.

**Teams that participated in the program in 17/18 and were provided with a small amount of funding for a graduation event.*

B.C. Language Initiative (BCLI)

The B.C. Language Initiative (BCLI) supports projects to revitalize B.C. First Nations languages through documentation, immersion programs, materials and curriculum development, traditional and cultural programming, and community collaboration. First Nations communities and organizations are eligible to submit proposals for this grant stream.

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
Cree	Victoria Native Friendship Centre	Urban (Cree)	Victoria	This project engaged and supported fluent speakers through Peer Learning and Immersion	\$100,000
Diitiid?aatx	Pacheedaht First Nation	Pacheedaht	Port Renfrew	This project documented audio and video of elder speakers for archive	\$48,100
Halq'eméylem	Sto:lo Shxwell Halq'emeylem Language Program	Sto:lo	Chilliwack	This project is a Community Immersion Pilot Program, using archived Elders, and last Fluent Elder	\$95,760
Halq'eméylem	Sts'ailes Band	Sts'ailes	Agassiz	The Talk the Talk project was completed in a classroom setting.	\$16,057
Lekwungen	Songhees Nation	Songhees	Victoria	This project successfully completed language immersion classes, continuing Songhees Nation Plan	\$63,315
Nisga'a	Gitmaxmak'ay	Urban (Nisga'a)	Prince	This project	\$38,989

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
	Nisga'a Prince Rupert/Port Edward Society		Rupert	developed participants into conversational Nisga'a speakers	
Nla'kepmxcin	Scwexmx Child and Family Service Society	Lower Nicola Indian Band	Merritt	This project is a Language Nest using Chief Atahm model	\$60,000
Nle?kepmxcin	Stein Valley Nlakapamux School Society	Lytton First Nation	Lytton	This project is an Integrated K4 immersion program to include parents mentoring their children	\$99,200
Nuučaan̓uł	Aboriginal Neighbours	Urban (Nuuchahnulth)	Victoria	This project was named 'Revitalization of the Box of Treasures' and it digitized and archived tapes	\$55,775
Nuučaan̓uł	Ditidaht Community School	Ditidaht	Port Alberni	This project built capacity, as well as continued digitization of standalone textbooks	\$100,000
Nuučaan̓uł	Ehattesaht Tribe	Nuuchahnulth	Zeballos	This project finished 100 hours of immersion classes, using Mentor Apprentice Technique	\$83,200
Nuučaan̓uł	Hesquiaht Language Program	Urban (Nuuchahnulth)	Port Alberni	This project is a Mentor Apprentice	\$97,680

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				Program, with 4 Mentors and 4 new speakers	
Nuučaan̓uł	Mowachaht/Muchalaht First Nations	Nuuchahnulth	Gold River	This project completed family focused language immersion classes including TPR method	\$43,010
Nuučaan̓uł	NuuChahNulth Tribal Council	Nuuchahnulth	Port Alberni	This project supported Nuu-chah-nulth Education Workers in immersion programming catalogue	\$100,000
Nuučaan̓uł	Port Alberni Friendship Centre	Urban (Nuuchahnulth)	Port Alberni	This project is called ?iihmisuk taatna? and is a Language Nest	\$100,000
Nuxalk	WKNTC	Kitasoo/Nuxalk	Bella Coola	This project documented language, focusing on semantic knowledge, using archived vocabulary resulting in dictionary	\$100,000
SENĆOTEN and Lekwungen	W̱SÁNEĆ School Board	W̱SÁNEĆ	Victoria	This project is a Language Nest with professional development	\$100,000

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				for teachers and digitization of Lekwungen	
Sgüüxs	Kitasoo Band Council	Kitasoo	Klemtu	This project added archived recordings, and transcriptions to existing database	\$33,000
Sk̓w̓x̓wú7mesh sníchim	Kwi Awt Stelmexw	Urban (Squamish)	Vancouver	This project advanced new tools and resources for current immersion speakers	\$100,000
Sk̓w̓x̓wú7mesh sníchim	Squamish Nation	Squamish	Squamish	This project is a Mentor Apprentice Program, with teachers of preschool-grade 5	\$100,000
Sk̓w̓x̓wú7mesh sníchim	Tsleil-Waututh Nation	Tsleil-Waututh	North Vancouver	This project involved curriculum development, language research and teacher training	\$99,000
S̓malgyax	Gitxaala Environmental Monitoring	Gitxaala	Prince Rupert	This project completed Language Teaching and Curriculum development, through immersion classes	\$54,840

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
Sm'alg̱yax	Ts'm̱s̱y̱cn Sm'alg̱yax Language Authority	Metlakatla First Nation, Hartley Bay, Gitga'a Nation	Prince Rupert	This project created 30 additional lessons in Sm'alg̱yax App	\$81,950
Státim̱cets	Lilwat Cultural Centre	Lilwat First Nation	Mount Currie	This project involved professional Development for teachers over summer months through language immersion	\$100,000
Státim̱cets	Tit'q̱et Administration	T'it'q̱'et	Lillooet	This project created a language Teaching program using TIP (Total Immersion Plus) methodologies	\$81,415
Tāltān	Tahltan Central Government	Talhtan Iskut First Nation	Dease Lake	This project recorded fluent speakers, developed curriculum and a dictionary and Teaching Grammar	\$100,000
Tsilhq̱ot'in	Yunesit'in Government	Tsilhq̱ot'in	Hanceville	This project is a Mentor Apprentice and Curriculum Resource Development program	\$45,150
Witsuwit'en	Witsuwit'en Language and Culture Society	Witset First Nation	Smithers	This project involved adult language	\$100,000

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				teaching workshops to further support children language development	
X̱aaydaa Kil	Haida Gwaii	Haida Gwaii	Skidegate	This project involved a Mentor Apprentice program using FPCC Handbook	\$100,000
Dakelh (C B ᵁ)	Burns Lake Band	Burns Lake Band	Burns Lake	This project completed Immersion classes, including translation and oral history	\$40,150
Dakelh (C B ᵁ)	Saikuz First Nation	Saikuz First Nation	Vanderhoof	This project taught parents the language to support their children's language learning early on	\$75,886
Éy7á7juuthem	Homalco First Nation	Homalco First Nation	Campbell River	This project involved data entry into First Voices, and 6 Tiny Books were published	\$50,644
Éy7á7juuthem	Tla'amin	Tla'amin Nation	Powell River	This project involved an apprentice healer program using	\$40,300

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				traditional language, medicine and methods	
Gitsenim̓	Anspayxw Three Crests Society	Kispiox Band Council	Kispiox	This project recorded and Transcribed origin stories, and 11 points of interest	\$40,000
Gitsenim̓	Gitxsan Health Society	Gitxsan	Hazelton	This project implemented language into Traditional Parenting Material and Parent-Child Assistance	\$100,000
Hailhzaqvla	Heiltsuk Tribal Council	Heiltsuk	Bella Bella	This project developed a 5-year Strategic plan using a Language Coordinator	\$100,000
Hul'q'umi'num'	Cowichan Tribes	Cowichan Tribes	Duncan	This project involved a comprehensive Immersion Program, it serviced a cohort of children through 3 years of curriculum.	\$88,825
Hul'q'umi'num'	Coast Salish Employment	Cowichan Tribes	Nanaimo	This project led a captured	\$62,152

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
	and Training Society			audience of youth and adults toward fluency, through language lessons	
Hul'q'umi'num'	Hulquminum Language and Culture Collective	Cowichan Tribes	Duncan	This project offered Language mentoring for experienced instructors that was documented and archived	\$82,200
Hul'q'umi'num	Lake Cowichan First Nation	Lake Cowichan	Lake Cowichan	This project offered Language mentoring for experienced instructors that was documented and archived	\$90,420
Hul'q'umi'num'	Snuneymuxw First Nation	Snuneymuxw First Nation	Nanaimo	This project developed language immersion programming including curriculum and materials	\$100,000
Hul'q'umi'num'	Stz'uminus	Ladysmith	Chemainus	This project developed a Language Action Plan with the	\$98,262

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				assistance of Language Coordinator and instated a Committee	
Hul'q'umi'num' and Kwakwala	Intertribal Health Authority	Urban (Hulquminum and Kwakwala)	Nanaimo	This project developed curriculum and teaching methodologies, using songs, books, and video productions	\$40,608
Ktunaxa	?Aqam Band	Ktunaxa	Cranbrook	This project developed work plans for ongoing immersion classes, including resource materials	\$31,191
Ktunaxa	Lower Kootenay Band	Lower Kootenay Band	Creston	This project produced year-long calendar to engage families in language learning classes	\$83,400
Kwakwala	Gwa'sala-Nakwaxda'xw School	Gwa'sala-Nakwaxda'xw Nations	Port Hardy	This project built a toolkit of materials to support grammar and sentence structure in	\$100,000

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				curriculum	
Kwakwaka	Laich Kwil Tach Treaty Society	Campbell River	Campbell River	This project involved five Mentor-Apprentice teams over three years, and developed pre-school curriculum	\$100,000
Kwakwaka	Namgis First Nation	Namgis First Nation	Alert Bay	This project developed digital library of audio and video with Elder language clips to offer lessons	\$95,550
Kwakwaka	Sacred Wolf Friendship Centre	Urban (Kwakwaka)	Port Hardy	This project established a Society to support Language Revitalization Initiatives, including resource materials and training	\$68,580
Cree	Métis Nation of Greater Victoria	Urban (Cree)	Victoria	This project developed language material kits to distribute to regional	\$40,798

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				communities	
Nsyilxcən	Enowkin Centre	Urban (Cree)	Penticton	This project documented audio/visual of fluent speakers in variety of everyday contexts	\$97,995
Nsyilxcən	Okanagan Indian Band	Pacheedaht	Vernon	This project generated a new cohort of future language teachers, using WAYK	\$100,000
Nsyilxcən	Syilx Language House Association	Sto:lo	Penticton	This project was adult language immersion based, in addition to recording and publishing Elders	\$100,000
Nsyilxcən	Westbank First Nation	Sts'ailes	West Kelowna	This project created a Language House modeled after the Syilx Language House	\$100,000
Cree and Ojibwe	Pacific Association of First Nations Women	Songhees	Vancouver	This project created resource materials, including counting books, colors, picture books, and basic conversation books	\$99,924

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
Secwepemctsin	Chief Atahm School	Urban (Nisga'a)	Chase	This project edited and shared language resources on the schools' website, using Elders expertise to audit	\$78,144
Secwepemctsin	Neqweyqelsten School	Lower Nicola Indian Band		This project is training new language teachers, and development of resource materials including 10 children's books	\$55,174
Secwepemctsin	Skeetchestn Indian Band	Lytton First Nation		This project engaged and supported fluent speakers through Peer Learning and Immersion	\$100,000
Secwepemctsin	Spi7uy Squqluts Language & Culture Society	Urban (Nuuchahnulth)	Williams Lake	This project documented audio and video of elder speakers for archive	\$100,000
Secwepemctsin	Tk'emlups de Secwepemc	Ditidaht	Kamloops	This project is a Community Immersion Pilot Program, using archived Elders, and last Fluent Elder	\$64,072

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
Nuučaan̓ł	Ucluelet	Urban (Nuuchahnulth)	Ucluelet	This project successfully completed language immersion classes, continuing Songhees Nation Plan	\$42,200
Dane-Zaa	Blueberry River	Blueberry River First Nation	Buick	Language Camp: this project supported an immersion language and culture camp for youth.	\$25,000
TOTAL					\$4,787,916

The B.C. Language Initiative is funded by FPCF

Aboriginal Languages Initiative (ALI)

The Aboriginal Languages Initiative (ALI) is a federal program funded by the DCH. Program objectives are to support projects that maintain, revitalize and promote provincial First Nations/Aboriginal languages.

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
Nuučaan̓uł	Ahousaht Education Society	Ahousaht	Ahousaht	This project was a language immersion-based program	\$35,000
Łingít	Axh Toowu At Wudikein Association	Taku River Tlingit First Nation	Whitehorse, YT	This project was Language Immersion and Materials Development	\$50,000
Nedut'en & Witsuwit'en	Carrier Sekani Family Services	Lake Babine Nation, Nee Tahi Buhn Band, Yekooche First Nation, Skin Tyee Nation, Takla Lake First Nation, Wet'suwet'en, Stelat'en First Nation, Saik'uz First Nation, Burns Lake Band, Cheslatta Carrier Nation, Nadleh Whut'en	Prince George	Language and Culture Camp	\$25,000
Secwepemctsin	Chief Atahm School	Adams Lake Indian Band	Chase	This project was web-based digital/audio files for use in home (pod casts), materials development	\$50,000
Wakashan - Diitiid?aatx̣	Ditidaht Community School	Pacheedaht, Ditidaht	Port Alberni	This project was Language immersion classes, First	\$39,500

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				Voices, Materials Development	
Gitsenim̓	Gitksan Wet'suwet'en Education Society	Gitksan	Hazelton	Documentation and archiving, materials development	\$50,000
Tsimshian/ Gitsenim̓	Gitwangak Education Society	Gitksen	Kitwanga	Language Immersion, Language Camp, documentation and archiving	\$46,025
Sm̓algyax	Gitxaala Nation	Gitxaala Nation	Kitkatla	Adult language immersion, ceremonial translation, and creation of interactive tools using a smartboard and other custom hand on tools	\$49,750
Gitsenim̓	Gitxan Treaty Society	Gitksan	Hazelton	Language and Culture Camp open to all ages	\$25,000
Éy7á7juuthem – Klahoose	Klahoose First Nation	Klahoose First Nation	Squirrel Cove	Documentation and/or archiving and material development focusing on children, youth and adults	\$33,420
Halq'eméylem, hənqəminəm	Kwantlen First Nation	Kwantlen First Nation	Fort Langley	Community language classes, Documentation, FV, Materials	\$36,513

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				Development, Resources	
Nl̓eʔkepmxcín (Interior Salish)	Lower Nicola Indian Band	Lower Nicola Indian Band	Merritt	Language Immersion, Materials Development	\$50,000
Dakelh (C̓ B̓ ʔ)	Nak'azdli Whut'en	Nak'azdli Whut'en	Fort St. James	Language and Culture Camp, Documentation and Archiving	\$50,000.
Lik'wala	Nuyumbalees Cultural Centre	We Wai Kai	Quathiaski Cove	Cultural activities, documentation, materials development	\$49,994
Nsyilxcən	Osoyoos Indian Band	Osoyoos Indian Band	Oliver	Community Language classes, documentation, video	\$50,000
Dane-Zaa (C̓ ɔ̓ ʔ)	Prophet River First Nation	Prophet River First Nation	Fort Nelson	Documentation and archiving, materials development, translations	\$48,246
Secwepemctsin	Simpw First Nation	Simpw First Nation	Barriere	Documentation and/or archiving and material development focusing on youth and adults	\$49,584
Salishan (Eastern Secwepemctsin)	Splatsin Tsm7aksaltn	Splatsin	Enderby	This project involved Song performances, and production of DVD	\$48,500
Tāltān	Tahltan Central Government	Tahltan Band, Iskut First Nation	Dease Lake	This project was Language Nest and Adult Immersion	\$50,000
Dene	Tl'azt'en	Tl'azt'en	Fort St.	This project	\$50,000

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
(Athabascan)	Nation	Nation	James	involved documentation, video & database creation	
Nsyilxcən	Upper Nicola Indian Band	Upper Nicola Indian Band	Merritt	This project was based on Materials Development	\$38,500
Inerior Salish - Státimcets	Upper St'at'imc Language, Culture, & Education Society	Lillooet Tribal Council; Northern St'át'imc communities of Xwísten (Bridge River), Sek'wel'wás (Cayoose Creek), T'ít'q'et (Lillooet), Xaxl'ip (Fountain), Ts'kw'áylaxw (Pavilion), Tsal'álh (Seton Lake) bands	Lillooet	Cultural teachings and basic intermediate and advanced language teachings for all ages, and Materials Development	\$33,674
Cree and Dane-Zaa (ᑕᑕᑕ)	West Moberly First Nation	West Moberly First Nation	Moberly Lake	Language Culture Camp for all ages	\$25,000
SENĆOTEN & Lekwungen	W̱SÁNEĆ School Board	W̱SÁNEĆ Nation	Brentwood Bay	Language Immersion, documentation, First Voices and materials development	\$50,000
Nuxalk	Wuikinuxv Kitasoo Nuxalk Tribal Council		Bella Coola	Language and Culture Camp, Documentation and Archiving	\$50,000
Nuučaanuł	Yuulu?il?ath Government -	Yuulu?il?ath Government -	Ucluelet	Language immersion for	\$50,000

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
	Ucluelet First Nation	Ucluelet First Nation		children, and Materials Development	
Nuučaan̓uł	Ehattesaht Tribe	Ehattesaht First Nation	Zeballos	Documentation and archiving, materials development	\$50,000
Nisga'a	Gitmaxmak'ay	Nisga'a Nation (Nisga'a Lisims Government)	Prince Rupert	Language and Culture Camp	\$25,000
Gitsenim̓x	Gitsegukla Education School Board	Gitsegukla Band, Gitxsan Nation	Gitsegukla	Language Immersion for adults, materials development	\$47,725
Nuučaan̓uł	Hesquiaht Language Program	Hesquiaht First Nation (Nuu-chah-nulth)	Victoria	Intergenerational Language Immersion classes & camps	\$25,000
Sgüüxs/Xai'xais	Kitasoo Band Council	Kitasoo/Xai'xais First Nation	Klemtu	Documentation and/or archiving, material development, language revitalization project, and leadership capacity building	\$50,000
Skwxwú7mesh sníchim	Kwi Awt Stelmexw	Squamish Nation	Vancouver	Adult Immersion, Documentation, Materials Development	\$42,000
Státimcets	Lilwat7ul Culture Centre	Lilwat Nation	Mount Currie	Documentation and archiving, materials development	\$50,000
Kwakwala	ʼNamgis First Nation	ʼNamgis First Nation	Alert Bay	Language Immersion (Nest), materials	\$47,463.60

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
				development	
Interior Salish - Nsyilxcən	Okanagan Indian Band	Okanagan Indian Band	Vernon	Language immersion for children, youth, and adults.	\$50,000
Nuučaanuł	Port Alberni Friendship Centre	Hesquiaht	Port Alberni	Language Nest - ongoing since 2016 through FPCC funding	\$50,000
Secwepemctsin	Skeetchestn Indian Band	Skeetchestn Indian Band	Savona	Language Immersion, Camp, MAP, Documentation Dictionary Enhancement	\$50,000
Xaayda Kil	Skidegate Haida Immersion Program	Skidegate Band Council	Skidegate	Language Immersion, Documentation and archiving and Materials Development	\$50,000
Ucwalmicwts	Southern St'atl'imx Health Society	Skatin & Xa'xtsa First Nations	Mt. Currie	Documentation & Materials Development	\$49,893
Secwepemctsin	Spi7uy Squqluts Language & Culture Society	Williams Lake Indian Band, Soda Creek Indian Band, Canim Lake Indian Band, Stswecém\Xgát tem First Nation, Eskétemc First Nation	Williams Lake	MAP for intermediate language learners	\$50,000
Halq'eméylem	Sts'ailes Band	Sts'ailes	Agassiz	Community cultural/recreational events in the language, materials development	\$50,000
Nsyilxcən	Syilx Language House	Syilx (Okanagan)	Penticton	Immersion programs,	\$51,264.

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
		Nation, Okanagan Nation Alliance, Penticton Indian Band, Westbank First Nation, Osoyoos Indian Band, Okanagan Indian Band, Upper Nicola Indian Band, Lower Similkameen Indian Band		MAP, Documentation and Archiving, Materials development, Language Planning	32
Sm'algyax	Ts'msyen Sm'algyax Language Authority	Metlakatla First Nation, Hartley Bay/Gitga'at Nation	Prince Rupert	Language Immersion for adults, documentation and archiving	\$50,000
Witsuwit'en	Witsuwit'en Language & Culture Society	Witset First Nation (formerly Moricetown Band)	Smithers	Literacy Training, Documentation and archiving	\$50,000
Tsilhqot'in	Yunešit'in Government	Yunešit'in Government	Hanceville	Adult Immersion (year 1), Language Camp (Year 2), resources (both)	\$50,000
Tsilhqot'in	Tsilhqot'in National Government	Tsilhqot'in	Williams Lake	Resource development, Documentation and archiving	\$50,000
Dene K'e	Chalo Independent School	Fort Nelson First Nation	Fort Nelson	This project is an immersion based cultural Language program	\$25,000
Returned					-\$21,781.36

LANGUAGE	RECIPIENT	COMMUNITY OR AFFILIATION	LOCATION	PROJECT BRIEF	GRANT
grants from 2017/2018					
TOTAL					\$2,075,270.64

The Aboriginal Languages Initiative is funded by DCH

FirstVoices*

FirstVoices is our internationally recognized online Indigenous language archiving and teaching resource that allows Indigenous communities to document their language for future generations. FirstVoices provides state-of-the-art technologies, training and technical support to community language champions. Teams of fluent Elders and technically savvy youth upload dictionaries, alphabets, songs, stories, words and phrases as well as audio and video to their community archives.

LANGUAGE	COMMUNITY OR AFFILIATION	GRANT
Tāltān	Tahltan Central Government	\$50,000
Hailhzaqvla	Heiltsuk Tribal Council	\$50,000
Tla'amin	Sliammon First Nation	\$50,000
Xai'xais	Kitasoo Band Council	\$29,700
Dakelh (C B ʷ)	Nadleh Whu'ten Indian Band	\$50,000
TOTAL		\$229,700

*FirstVoices programs were funded directly by the First Peoples' Cultural Foundation, with programs administered by FPCC. Therefore, these grants are not included in the totals in performance measure 1.2c.

Reclaiming My Language

The Reclaiming My Language program is based on a successful course that has been developed in Sweden and Norway by and for the Sami, the Indigenous peoples of that territory. The course uses Cognitive Behavioural Therapy (CBT) to support silent speakers (people who know the language but do not use it) to overcome barriers to using their Indigenous language in their communities.

LANGUAGE	COMMUNITY OR AFFILIATION	GRANT
Secwepemetsin	Stswecemc Xgattem First Nation	\$22,500
Kwakwala	Kwakiutl Band	\$22,500
Hul'q'umi'num'	Stz'uminus	\$22,500
Nuučaanuł	Quuquutsa Language Society	\$13,513
Dakelh (C B ʔ)	Nadleh Whuten Indian Band	\$22,500
TOTAL		\$103,513

The Reclaiming My Language Program is funded by FPCF

Special Language Grants

These grants were provided on a one-time basis to partners working to raise awareness about Indigenous languages.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
University of Hawai'i	Fund technical support and a help desk for those working in the area of language revitalization	Endangered Languages Project	\$150,000
Royal BC Museum	Support the "Our Living Languages" exhibition to travel throughout B.C. to raise the profile of Indigenous languages and encourage communities to add content to the exhibition.	Our Living Languages Exhibit	\$100,000
TOTAL			\$250,000

Special Language Grants were funded by FPCF

FPCC's Arts Program

Sharing Traditional Arts Across Generations

The Sharing Traditional Arts Across Generations program is intended to assist with projects that have the transmission of traditional arts skills and knowledge as their primary focus.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Sqilxw Apna Society	Deliver eight weaving workshops that include protocol, material care and processing.	Okanagan Syilx First Nations	\$12,000
Margaret Briere	Apprentice with Dylan Thomas for six months.	Lyackson	\$12,000
Pansy Collison	Teach 10 First Nations participants in Prince Rupert how to make traditional regalia, which includes a button blanket, vest or tunic and traditional drum.	Haida	\$12,000
Lindsay Delaronde	Be mentored by Iroquois regalia maker Teka Everetz and Nuuchah-nulth cedar weaver Genevieve Mack to create regalia that encompasses both traditional art forms.	Iroquois, Mohawk Nation	\$11,800
En'owkin Centre	Host (Re)connection of Land to Water Traditional Transport and Skinning the Canoe workshops.	Syilx - Penticton Indian Band	\$12,000
David Fierro	Offer three two-day drum making workshops.	Westbank First Nation	\$12,000
Janice George	Transfer knowledge of weaving techniques of Salish Weaving, Coast Salish Spirituality associated when weaving and utilizing a woven garment as well as customs of the Coast Salish Peoples and how weavings are revered in Squamish culture.	Squamish First Nation	\$12,000
Sua Cultural Program	Offer a wide variety of cultural arts activities for community members of all ages.	Kitasoo/Xai'xais Nation	\$12,000
Lil'wat7ul Culture Centre	Carve a canoe that will serve as a permanent interpretive display piece.	Lil'wat7ul	\$12,000
Julia Joseph	Host Storytelling through Cedar Weaving and Sharp Grass Harvesting workshops in traditional territories across multiple generations, using the Ditidaht Language.	Ditidaht First Nation	\$10,340
Lynette La Fontaine	Pass on the traditional knowledge of hide tanning to a small group of dedicated individuals in a camp setting and captured with videography.	Métis	\$12,000

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Mary Ann & James Lawson	Preserve our sacred traditional cedar bark use and host a harvesting, cleaning, stripping, soaking and weaving workshop.	Heiltsuk Nation	\$12,000
Splatsin Tsm7aksaltn	Practice the art of collecting and making from the land.	First Nations	\$12,000
Wilp Wilxo'oskwhl Nisga'a Institute	Host a Nisga'a traditional drum making workshop with cultural and artistic knowledge shared across generations.	Nisga'a	\$8,870
Cowichan Valley Métis Association	Create a visual display reflecting Métis culture using multi-media.	Métis	\$12,000
Bertha Paull	Teach students how to make a Nuuchah-nulth whalers basket, along with harvesting materials.	Tseshaht	\$12,000
Coreylee Philbrick	Teach how to dye, sort quills, embroidery "zig zag" quill work.	Shushwap	\$6,000
Nancy Saddleman	Teach seven adults how to make Buckskin Gloves.	Okanagan Nation	\$10,000
Squamish Lil'wat Cultural Centre	Provide cedar weaving on the land workshops.	Lil'wat7ul	\$12,000
Marie Smith	Host a variety of cultural workshops within Gitksan communities and create a children's activity colouring book introducing traditional art and language.	Gitksan	\$8,000
Secwepemc Child & Family Services Agency	Provide the opportunity to Secwepemc Elders, community members and artists to be able to share their knowledge and teachings.	Secwepemc	\$12,000
Una-Ann Moyer	Use Indigenous values to inspire and encourage a representation of cultural and personal identity.	Tahltan-Tlingit	\$11,900
Ditidaht Community School	Have two mentors work with students to carve a totem pole entrance for the school.	Coast Salish	\$12,000
Nenqay Che'd Naxidan- We Walk the Earth & Tletinqox Adult Education	Bring carver Jimmy Joseph and Blaine Grinder to work with Tl'etinqox Adult Education.	Tsilhqot'in & Kwakiutl	\$12,000
Nihiyaw Language and Culture Society	Host traditional dances and cultural workshops to support traditional knowledge.	Cree	\$12,000
Sophia George	Teach the younger generation to learn how to knit.	Coast Salish	\$10,000
Total			\$292,910

The Sharing Traditional Arts Program is funded by BCAC and MACP

Organizations and Collectives

The Organizations and Collectives program is intended for Aboriginal organizations and established unincorporated arts collectives with a demonstrated commitment to Aboriginal arts development and practice.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Cowichan Tribes Ts'ewulhtun Health Centre	2018 BC Elders Gathering	First Nations	\$9,776
2 Rivers Remix Society	Produce and build capacity for Q'emcin 2 Rivers Remix Society and host a day festival of contemporary music.	Nlaka'pamux	\$30,000
Aboriginal Gathering Place Collective	Host a totem pole carving mentorship project in rural (Terrace) and urban (Vancouver) communities led by northern Tahltan Tlingit artist Dempsey Bob.	Nlaka'pamux/Spuzzum Band	\$30,000
Aboriginal Housing Society of Prince George	Foster cultural identity by facilitating artistic educational workshops that celebrate the diversity of Indigenous knowledge and unique ways of knowing.	Ojibwa	\$30,000
Coast Salish Arts and Culture Society	Facilitate Indigenous programming to partner organizations.	Kwantlen First Nation	\$15,000
KAS Cultural Society (Kwi Awt Stelmexw)	Build capacity in art publishing and promotion with a multilingual illustrated poetry book.	Squamish	\$30,000
Ktunaxa Nation Theatre Dance Troupe Society	Teach cultural knowledge that will develop the society into a functional organization to compete in the market that is a missing component in the Kootenay region.	Ktunaxa	\$16,000
Water Project Collective	Deliver workshops, concerts and ceremony that focus on water and how water is sacred.	Coast Salish	\$15,000
Raven Theatre	Produce "Les Filles du Roi", written in English, French, and Kanien'kéha (Mohawk) exploring the history of colonization in 1665 at the Native North American Travelling College.	Oji-Cree Heritage	\$30,000

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Seabird Island Band	Have Seabird Island Graphic Multimedia Design Initiative train the communication department employees in combining culture and tradition with new technologies.	Seabird Island Band	\$30,000
Siyiyaya Reconciliation Movement	Deliver workshops for Salish Wool weaving.	Coast Salish	\$12,884
Tla'amin Nation	Have Tracy Williams teach traditional Coast Salish weaving skills using both cedar bark and wool.	Tla'amin Nation, Coast Salish	\$6,400
Vancouver Haida Weaver Collective	Create a program offering participants the opportunity to learn how to weave with cedar bark but also a possible future carrying on this important First Nations skill.	Haida	\$12,000
Witset First Nation	Revive the oral traditions of the arts that, in the past, was a means of survival, connection to self-identity and worth.	Wet'suwet'en	\$12,000
Witset First Nation	Reach traditional beading, tour museums and canyons with a demonstration at the end, as well as to learn the administrative skills of doing inventory and final reporting.	Witsuwit'en, Gitumden Clan	\$29,000
Hai-Kwa Collective	Train with three contemporary art mediums and techniques of production and establish NWC Art hub for artists to develop their skills.	Haida Cree	\$30,000
Rebuilding Our Stories Through the Arts	Offer workshops such as hide tanning, beading, cedar weaving and tumpline weaving.	First Nations	\$15,000
Total			\$353,060

Organizations and Collectives are funded by BCAC and MACP

Arts Administrator Internships

The Arts Administrator Internship and Mentorship Program will support internship and training opportunities for individuals who have a demonstrated commitment to arts administration and cultural management.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Tk'emlups te Secwepemc (Kamloops Indian Band)	Jackie Jules will engage in a nine-month internship with TteS Museum & Heritage Park and work with a mentor to administer cultural heritage tours, facilitate workshops, and community consultation to develop Elder cultural resources.	Tk'emlups	\$30,000
O'Keefe Ranch	Mariel Belanger to learn museum principles and practices in preparation to install authentic tule mat lodge on site as living history museum.	OKIB Syilx Nation	\$30,000
Spotted Fawn Productions	Lydia Brown will intern with Spotted Fawn Productions with mentor Amanda Strong and Suna Galay Lydia to gain skillsets in areas of production and administration.	Snuneymuxw	\$30,000
Visible Arts Society (DBA grunt gallery)	Whess Harman to engage in a year-long curatorial mentorship with the Grunt Gallery to produce talks and lectures at the gallery, support the production of exhibitions, assist with the curatorial process and create programs.	Carrier Wit'at (Lake Babine Nation)	\$27,500
Contemporary Art Gallery	Elder Vickers Hyslop will mentor Emily Dundas Oke through a curatorial and educational programming internship involving Aboriginal artists and communities at the Contemporary Art Gallery.	Cree	\$30,000
Chemainus Valley Culture Society	Valerie Bob will intern with Chemainus Valley Cultural Society to manage, plan, organize and solicit sponsorship with businesses who are interested in purchasing First Nations Art.	Hul'q'umi'num'	\$27,420
Museum of Northern B.C.	Joanne Finlay will engage in an internship with the Museum of Northern B.C. to build skills in arts administration, research, curatorial practice, planning, marketing,	Tsimshian	\$29,000

	fundraising and outreach.		
Savage Productions Society	Tai Amy Grauman will engage in a year-long internship with Savage Production Society in the area of producing.	Métis, Cree and Haudenosaunee	\$28,041
RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Returned grants from 2017/2018			-\$25,646
Total			\$206,315

Arts Administrator Internships is funded by BCAC and MACP

Individual Emerging Artists

The Individual Artists program is intended for Aboriginal artists who have a demonstrated commitment to their artistic practice in any artistic discipline – visual, music, dance, theatre, or media, and including the contemporary practice of traditionally based forms.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
John Aitken	Create a theatre piece, titled "Mixed-up" that explores the over-lapping cultural similarities between my Coast Salish lineage and Scottish lineage.	Cowichan Tribes, Comiaken Nation (Coast Salish)	\$10,000
Mike Alexander	Create a 50+ page fictional comic book/graphic novel from the perspective of a First Nations band constable examining Anishinaabe mythology and culture.	Anhishinaabe, Swam Lake First Nation	\$10,000
Kirsten Auger	Create a new body of work that will combine printmaking with traditional Indigenous art and show at exhibits.	Bigstone Cree Nation	\$8,000
Shirley Babcock	Create new designs for "paint by numbers" kits and eventually use those designs for developing colour by number books.	Dzawada'enuxw First Nation	\$10,000
Sierra Baker	Create dance showcasing Indigenous ways of knowing, through performance based oral storytelling, including spoken word.	Squamish/Kwakwaka'wakw, Tlingit	\$10,000
Daphne Boyer	Create iterative works on paper that celebrate Métis heritage and honour plants as the basis of life on earth.	Métis	\$10,000
Lorelei Boyce	Record 12 Meditations; such as Eagle Feather Meditation, releasing addictions meditation and Sacred Four Meditations with First Nations drumming, along with singing as background music.	Canim Lake Band - Secwepemc	\$10,000
Norine Braun	Write, direct and produce a music video for the song Crosses and Sweetgrass from upcoming album Through Train Windows.	Métis	\$10,000
Michelle Brown	Go on a journey of decolonization, both through poetry and to travel to Cree and Métis cultural centres.	Métis	\$9,920

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Curtis Clearsky	Profesionally market, promote and release the "Curtis Clearsky and the Constellationz" album in March 2019 accompanied by a culturally focused celebration launch event.	Blackfoot and Anishinabe, Blood Tribe	\$10,000
Paula Cranmer-Underhill	Design and weave Nlaka'pamux Tsupin (Tump Lines) using wool and Indian Hemp fibres in 4 Tsupin.	Namgis and Nlaka'pamux - Lytton First Nation	\$10,000
Daniel Elliot	Create a body of work that will draw people into a circle of relations where spiritual, artistic through conciliation and reconciliation.	Stz'minus First Nation	\$7,912
Suna Galay	Create a 2-minute short stop motion animation "Tiger Belly", depicting a story from their mother's childhood.	Métis, Dene (Chipewyan	\$10,000
Rachelle George	Work with Mentors, Columpa Bobb and Nancy Black to deliver 2 weekends of digital media arts youth workshops. For Tsleil-Waututh & Squamish Youth.	First Nations	\$10,000
Bonny Graham	Complete Halq'emeylem/Coast Salish designed language art alphabet, to enable keyboard characters and create associate educational art books, to develop, tour, promote and distribute.	Snuneymuxw (Nanaimo) & Sto:lo (Skwah First Nation)	\$10,000
Andrea Grant	Create a spoken word performance art video that depicts a mythological-inspired point of view of what it means to be a "Modern Native."	Coast Salish from Penelakut Island	\$10,000
Shoshannah Greene	Be mentored by Amanda Strong with a focus on creating a 3-minute short film, combining a mix of oral Haida storytelling, gothic story-telling and Haida humour.	Haida	\$10,000
Laura Grizzlypaws	Focus on revitalizing St'at'imc Hymm Songs that are no longer practiced through this language learning initiative of ancestral songs sung by Elders, to restore and empower the community.	St'at'imc	\$10,000
Kim Harvey	Research and develop a new methodology for creating Indigenous artistic ceremony within the framework of theatre creation.	Syilx, Tsilhqot'in, Ktunaxa, Dakelh	\$10,000

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Diana Hellson	Create "Empirical", the next project by BIPOC Hip Hop/R&B Artist Mamarudegyal.	First Nation - Blackfoot (Siksika Nation, AB)	\$7,621
Nicole Hetu	Write a biography about my Kokhum (grandmother), Mary Minnie (Paquette) Garbitt. Her story is an important act of cultural knowledge preservation, and important to her family.	Saulteau First Nations	\$10,000
Santana Julian	Create a 6-track Hip-Hop project, which will strive to include Indigenous instruments and writing to influence positivity in those with mental health issues.	Matsqui Sto:lo	\$10,000
Patrick Kelly	Create the album "Red Man", which focuses on my experience as an Indigenous man living in modern times.	Leq'a:mel First Nation	\$6,895
Shawna-Lee Kiesman	Be mentored by Dean Heron in creating two carving pieces made out of cedar.	Tsimshian	\$10,000
Sharifah Marsden	Create 10 new paintings for a solo art show. The images and writings will be themed "Motherhood".	Anishinaabe (Ojibwa), Mississaugas of Scugog Island First Nation	\$8,200
Carly Nabess	Study our plants using artistic expression, protocols harvesting, and their Michif names.	Métis, Cree, Anishinaabe	\$5,000
Niska Napoleon	Record, mix and market my debut solo album.	Cree and Dene from Saulteau First Nations	\$10,000
Jasmine Netsena	Attend conferences and update press kit to advance my professional development.	Tahltan, Dene Nations	\$10,000
Fara Palmer	Record a cultural album in our languages, with the assistance of elders fluent in Cree, Ojibwe, Dakehl and Secwepemc.	Cree, Ojibwe, Dakehl, Secwepemc	\$8,000
Lydia Prince	Create an exploration of an Indigenous woman reclaiming culture and language through modern mediums.	Dak'elh/Cree	\$5,000

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Zofia Rogowski	Create a series of ten contemporary Anishinaabe paintings exploring territory and reclamation of cultural identity in order to expand my reach as an emerging Indigenous artist.	Anishinaabe from Rama First Nation	\$3,770
Megan Samms	Attend Dechinta to learn and practice hide preparation and traditional craft to further expand my textile arts practice.	Mi'kmaw and Nlaka'pamux	\$5,000
Rosemarie Spahan	Create new works based on my recently completed photo-based research project, with the initial subjects being my Uncle Baptists Paul and other family.	Tsartlip - Lower Nicola	\$10,000
Scott Spicker	Record an EP of original singer-songwriter music at Fader Mountain Studios in Vancouver.	Métis	\$10,000
Manuel Strain	Create a body of work to dissect the way intergenerational trauma from colonialism can lead to addiction and a sense of placelessness.	Musqueam, Syilx, Secwepemc	\$10,000
Samantha Sutherland	Travel to Eastern Canada and Europe to audition for a contemporary dance company with the goal of signing a contract as a company member for the 2019/2020 season.	Ktunaxa Nation	\$3,000
Tracy Underwood	Publish four children's books that I have written, which are about a Wsa'nec' boy's everyday activities.	Wsa'nec' - Tsawout First Nation	\$10,000
Olivia Wade	Record a new album with Jim Bryson that will showcase my growth as an artist.	Métis	\$10,000
Taryn Walker	Further develop my artistic practice by learning bookbinding, printmaking and setting up a studio space.	Interior Salish/Coldwater Band	\$10,000
Caley Watts	Participate in a seven-month mentorship in audio engineering, creating a new collaborative project incorporating the Cree Language, graphics, and film.	Cree	\$10,000
Tara Willard	Devote time to my music and mentor with two established and recorded Indigenous female singer/songwriters.	Secwepemc, Neskonlith	\$10,000
David Wilson	Pay for living expenses during the creation of five pieces for three	First Nations	\$10,000

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
	exhibits.		
Tyler York	Carve an eight-foot sculpture in red cedar of a thunderbird.	Haida	\$10,000
Nimkish Younging	Record an EP, a conceptual project that is about the first girl Nimkish fell for after coming out as bisexual in her early 20s.	First Nations, Opaskwayak Cree Nation	\$10,000
Tanner Zurkoski	Create "Whale," a short film about a young boy going to live with his Grandparents in a world he has never seen before.	Cree/Métis	\$10,000
TOTAL			\$408,318

The Individual Emerging Artists Program is funded by BCAC

Aboriginal Youth Engaged in the Arts

The Aboriginal Youth Engaged in the Arts program is intended to encourage youth participation in creative and artistic activity in all disciplines – visual, music, dance, theatre, literary or media, and including the contemporary practice of traditionally based forms. Projects should implement new arts activities that focus on engaging youth between the ages of 15 and 30.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
BC Association of Aboriginal Friendship Centres	Reach youth how to build and create and paint their very own drum, used for healing, offering prayers and gratitude, ceremony and journeying.	All Friendship Centres in B.C.	\$13,000
Big House Project	Mentor youth in storytelling and documentary filmmaking.	Heiltsuk Indian Band	\$13,000
Dzawada'enuxw First Nation	Create a two-week art and empowerment program that allows Indigenous youth to produce their own films while gaining cinematic, directing and editing skills in the remote Dzawada'enuxw village of Kingcome Inlet.	Dzawada'enuxw First Nation	\$12,000
Kitasoo Community School	Create a cinematography project to protect, record and share the stories of Kitasoo/Xai'Xais elders and knowledge keepers.	Kitasoo/Xai'Xais First Nation	\$13,000
Lower Similkameen Indian Band	Provide youth space to document their community with the use of photo and video media.	Lower Similkameen Indian Band	\$13,000
Nuuchahnulth Tribal Council Education	Increase First Nations presence, knowledge and history and open doors to revisiting a First Nations approach of family and taking care of community.	Nuu-chah-nulth	\$12,875
Nuxalk Nation	Have Master Carver, Alvin Mack, engage with selected Nuxalk youth artists in a 10-day camp to design and create a "universal" Nuxalk fabric screen for use in travel.	Nuxalk	\$13,000
Raven Spirit Dance	Create "Salmon Girls Youth" project to support young Indigenous theatre artists.	Tr'ondek Hwech'in First Nation (Yukon)	\$10,450
The Raven Collective	Create "Bunk #7," a dance and regalia youth empowerment project.	Kitsumkalum First Nation, Nisga'a and Metlakatla	\$13,000

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Tl'etinqox School	Connect music and video producers to write, produce and record three songs and film one music video.	Tsilhqot'in	\$10,000
Tsawwassen First Nation	Create the 'Tsawwassen First Nation Youth Centre Welcome Bench,' a 14-foot carved red cedar bench depicting both Salish images and language.	Tsawwassen First Nation/Coast Salish	\$13,000
Tse Wedi Ethl	Help the youth find an artistic voice to express their relationship to the land.	Wet'suwet'en Nation	\$13,000
Wagalus Elementary Band School	Create a multi-media piece reflecting the historical narrative and the future prospects of life in an Indian village - Kwakiutl.	Kwakiutl	\$13,000
Yuulu'il?th Government	Guide the youth of Hitacu to carve a log drum to use within the community.	Yuulu'il?th Government	\$11,175
Crystal Chapman	Collaborate a reconciliation project with Seabird Island Community School creating a carved/sewed reconciliation board/blanket.	Sto:lo	\$6,500
Total			\$180,000

The Aboriginal Youth Engaged in the Arts Program is funded by BCAC

Micro-Grants

Micro-Grants are small grants intended to help with immediate needs, such as supplies, travel, and administration fees.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Diana Hellson	Travel to attend Break Out West.	Blackfoot (Siksika Nation, AB)	\$1,000
Joy Haskell	Attend Scripted Conference in Los Angeles, CA, meeting network executives and agents to discuss their feature film and TV series.	Tl'azt'en Nation	\$1,000
Karl Harris	Create ceremonial wear for Aboriginal Affiliation for Protocol.	Seabird Island First Nation, Sto:lo Nation	\$1,000
Hjalmer Wenstob	Showcase select works in the art show "For Ground; Background."	Tla-o-qui-aht First Nations	\$1,000
Jessica Sault	Learn to be "stage ready" and pay for partial meals while attending Gathering Our Voices Youth Conference.	Dene, Mohawk	\$620
Darren Joseph	Expand business network with travel to Baldwin Gallery in London, England to discuss the Indigenous Art market.	Coast Salish - Squamish Nation	\$1,000
Vira Danyk	Pay for administration costs, business supplies and showcase application fees.	Skidegate Xaayda (Haida) Nation	\$1,000
Gerald Kelly	Produce wooded bowls for the upcoming Leq'a':mel Career and Employment Fair.	Leq'a':mel	\$600
Charrine Lace	Attend and help facilitate the first annual Indigenous Arts Conference in Ottawa, Ontario as the Western Liaison of the organization Pass the Feather.	Witset First Nation	\$973
Grace Dove	Travel to US for pilot season, which will allow them to take the next step in their career – expanding to an international level.	Secwepemc - Canim Lake Indian Band	\$1,000
Total			\$9,193

Micro-grants are funded by BCAC

Emerging Indigenous Music Industry Professionals

Intended for individual Indigenous music industry professionals and artist-entrepreneurs living in B.C. who have a demonstrated commitment to working in the music industry as administrators, agents, promoters, managers, event organizers or presenters.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Valerie Bob	Mentor in event planning, organizing, budgeting and promoting an Aboriginal Day Event	Coast Salish	\$8,000
Curtis Clearsky	Launch an independent Indigenous-focused music record label with mentorship from established industry professional Robbe Hardnette of StreetBeat Entertainment Group.	Niitsiitapii & Anishinabe	\$7,980
Caitlin Humphrys	Further develop her skills and contacts as an artist and songwriter by attending a songwriting retreat and being mentored by Judy Stakee.	Métis	\$4,021
Paisley Nahanee	Be mentored by No Fun Radio to book, promote and manage a new monthly night featuring bands and DJs at Fortune Sound Club in Vancouver.	Squamish First Nation	\$8,000
Garret Willie	Garret Willie will be mentored on producing an album, the process of distribution and marketing to the online and traditional music industry channels.	Namgis First Nation	\$8,000
Nimkish O'Sullivan-Younging	Nimkish will occupy the position of Music Assistant for Full Circle: First Nations Performance's Muyuntsut ta Slulum Concert Series and the Talking Stick Festival.	Opaskwayak Cree First Nation	\$10,000
Brody Halfe	Brody will be mentored to gain skills in planning and organizing live music events in New Westminster on his own Territory to establish a presence of the Qaywayt people.	Qayqayt First Nation, Saddle Lake Cree Nation	\$10,000
Nicole Huska	Attend the top seven music industry conferences in North America to source the most up to date information from expert presenters and industry leaders	Huron-Wendat	\$10,000
Madison Krullicki	This project aims to contribute to the development of their first professional album as an artist by creating 2 original written, mixed, and mastered songs.	Snuneymuxw First Nations	\$10,000
Total			\$76,001

The Emerging Music Industry Professionals Program is funded by Creative BC

Expanding Capacity in the Indigenous Music Recording Industry

Intended for emerging Indigenous recording engineers/producers and independent Indigenous recording studios with a demonstrated, active commitment to working within the B.C. music industry. The Expanding Capacity in the Indigenous Music Recording Industry Program is funded by Creative BC.

RECIPIENT	PROJECT BRIEF	AFFILIATION	GRANT
Michael Auger	Be mentored by Michael Turner of Turner Music Studios to produce a music CD of Nlakapamux Nation and produce a film soundtrack.	Cree First Nations	\$30,000
Dale Cutler	Train in a professional studio with an engineer to acquire skills to record local Indigenous artists to distribute worldwide.	First Nations	\$30,000
Cheyanna Kootenahayoo	Gain experience and knowledge to operate a studio and successfully work as a professional audio engineer and producer.	Dene and Cree	\$29,308
Caley Watts	Support a seven-month mentorship in sound engineering.	Cree	\$30,000
Jeremy Pahl	Gain knowledge and experience in recording live & in-studio performances with the intention of serving the Prince Rupert music community in the future.	Gitga'at	\$30,000
Scott Spicker	Receive audio engineering training from Tom Dobrzanski, at Monarch studios in Vancouver to improve Scott's ability as an audio engineer.	Métis	\$30,000
Damien Ketlo	Record, engineer & produce a single with Indigenous group Kedah Clan while apprenticing under Little Big studios.	6(1) Status Carrier First Nation	\$30,000
Craig Edwards	Support my participation in the B.C. Music Industry through arranging and composing music for a studio album and record a demo to secure funding.	Nanoose First Nations	\$9,600
Jonah Natral	Jonah Natrall will be producing and recording an album, as well as setting up his own recording studio.	Cree/Squamish Nation	\$27,000
Derek Edenshaw	Derek Edenshaw will be mentored by Edwin Bergsson in the art of mixing and mastering.	Haida, Cree/Métis	\$30,000
Total			\$275,908

Peer-Review Committees

FPCC grant applications are reviewed by independent peer-review committees, who make decisions about which applicants receive funding based on program criteria. Below are this year's participants.

Language Programs (in alphabetical order)	Arts Programs (in alphabetical order)
Craig Adams Aiona Anderson Lisa Anwar Valerie Bob Melanie Chickite Chuutsqa Tawni Davidson Carla George Melody Gravelle Carla Lewis Krystal Lezard Kathryn Michel Melanie Morin Danielle Saddleman Jessica Starlund Cyndi Stevens Tye Swallow Cody William Elizabeth Williams	Joanne Arnott Michael Auger Elaine Bomberly Tejas Collison Deb George Cheyanna Kootenhayoo Desiree Lawson Janine Lott Patrick Shannon Lisa Shepherd Steve Sxwithu'twx Tobias Tomlinson