

First Peoples' Cultural Council

2020/21 Annual Service Plan Report



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Board Chair's Accountability Statement



The *First Peoples' Cultural Council 2020/21 Annual Service Plan Report* compares the corporation's actual results to the expected results identified in the *2020/21 – 2022/23 Service Plan* created in February 2020. I am accountable for those results as reported.

A handwritten signature in black ink, which appears to read 'C. Jensen'.

Cynthia Jensen Fisk
Board Chair
June 2, 2021

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Letter from the Board Chair & CEO

The operations of the [First Peoples' Cultural Council](#) (FPCC) are aligned with the direction set out in its [mandate letter](#) and are incorporated in the goals, objectives and performance measures of the [2020/21 Service Plan](#). Quarterly meetings with the Ministry of Indigenous Relations and Reconciliation facilitate strategic and proactive engagement.

In 2018 the Province of B.C. provided a \$50 million investment to support language revitalization. Originally the investment was expected to be spent by March 2021. Due to the pandemic, it is now expected this funding will be fully spent by March 2022.

As a result of this investment, FPCC delivered a record amount of funding in 2020/21. Over \$20 million was distributed through FPCC programs – more than ever before. This funding was delivered in the face of a uniquely challenging year due to the COVID-19 pandemic.

Despite experiencing multiple pandemics since the start of colonization, as well as the devastating impacts of cultural genocide imposed by the colonial state for over 150 years, Indigenous communities in B.C. have continued to speak their languages and hold onto their arts and cultures. FPCC's main priority during the COVID-19 pandemic has been to enable communities to continue their important work by finding safe and effective ways to adapt to new circumstances.

In the face of this enormous challenge, Indigenous communities have continued work funded by FPCC and have found new and innovative approaches to revitalize arts, languages and cultural heritage. FPCC acknowledges and holds our hands up to the people who have worked hard to revitalize their languages, arts and cultural heritage, while keeping each other safe. FPCC also mourns with those who have suffered the loss of Elders and other community members over the past year.

FPCC is proud that its grant programs provided jobs in every economic region of the province. For example, about 50% of every language grant is spent on wages for First Nations community members, with additional amounts allocated to honoraria for Elders and Knowledge Keepers. FPCC provided safety guidelines, flexibility in programming, technology and equipment, coaching and support to enable many programs previously delivered face-to-face to transition to virtual formats. The learning that occurred this year will offer communities opportunities to deliver programs in online formats for years to come.

FPCC streamlined access to funding by providing new options to apply for grants (including the newly launched [FPCC Grant Portal](#)), simplifying grant applications, offering one-on-one support, year-round funding opportunities and combining grant streams to reduce administrative burdens. FPCC also provided outreach and training through virtual formats to support communities with grant applications and program delivery, increased helpdesk support and provided webinars and access to virtual knowledge bases. A new FPCC website provided access to information about new opportunities and ways of working safely during the pandemic. These tools helped to build technical skills and increased community expertise to carry out impactful language, arts and cultural heritage revitalization programming.

Standing in partnership with Indigenous communities, FPCC celebrates the hard work and the determination that has been required to prioritize and expand programming despite the challenges of a global pandemic. The resilience of communities brings hope for the future as the organization continues to confront ongoing challenges in protecting Indigenous languages, arts and cultural heritage threatened by colonial systems and practices.

Cynthia Jensen Fisk

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Board Chair First Peoples' Cultural Council
June 2, 2021

Karen Aird

A handwritten signature in blue ink, reading 'Karen Aird', in a cursive script.

Acting CEO First Peoples' Cultural Council
June 2, 2021

Purpose of the Annual Service Plan Report

The Annual Service Plan Report 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-led Crown corporation that was created in 1990 through the [First Peoples' Heritage, Language and Culture Act](#). FPCC's purpose, as laid out in the Act, is to provide leadership for the revitalization of Indigenous languages, arts and cultural heritage in B.C. FPCC has a First Nations-led governance structure, as its board and advisory committee are made up of representatives from each B.C. First Nations language. FPCC works in close partnership with Indigenous communities to support their cultural revitalization goals.

FPCC is uniquely aligned with the government's commitment to fully adopt and implement the [United Nations Declaration on the Rights of Indigenous Peoples](#) through the [Declaration on the Rights of Indigenous Peoples Act](#). As well, FPCC's work supports government commitments to the [Truth and Reconciliation Commission of Canada: Calls to Action](#) and the National Inquiry into Missing and Murdered Indigenous Women and Girls. These documents bring attention to the cultural genocide perpetrated on Indigenous peoples and call for governments and other organizations to take action to support reconciliation, including revitalization of Indigenous languages, arts and cultural heritage.

The inter-generational impacts of removing opportunities to live according to traditional ways of being and knowing have resulted in severe losses of Indigenous languages and cultures – and there is an urgent need to protect these valuable ways of being while there is still time. In 2018 FPCC 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 how the demand to learn Indigenous languages, especially amongst youth, has grown.

FPCC's mission is to provide leadership to strengthen and rebuild systems disrupted by cultural genocide so that Indigenous languages, arts and cultural heritage in B.C. can thrive

Strategic Direction

The strategic direction set by Government in 2017, and expanded upon in the Board Chair's [2020 Mandate Letter](#) from the Minister Responsible, shaped the goals, objectives, performance measures and financial plan outlined in the [2020/21 First Peoples' Cultural Council Service Plan](#) and actual results reported on in this annual report.

The global COVID-19 pandemic resulted in many shifts in priorities, structures and operations across the public sector. Any changes to First Peoples' Cultural Council goals, objectives,

performance measures or financial plan to align with the strategic direction established by Government in late 2020 are presented in the 2021/22 Service Plan.

Operating Environment

In 2020/21 FPCC's work was impacted by the following factors discussed below.

Increased capacity for language revitalization: In 2018, the Province of B.C. invested \$50 million in language programming. FPCC has worked with communities over the past three years to expand language revitalization efforts and build community capacity. The 2020/21 results show the incredible growth that results from this successful approach. FPCC delivered 458 language grants in all regions of the province in 2020/21, compared to just 71 in 2017/18. FPCC also developed and piloted a new approach to support communities with long-term planning through the Language Revitalization Planning Program.

Recognition of Indigenous rights and systemic racism: Since the *Declaration on the Rights of Indigenous Peoples Act* was passed into law by B.C. in 2019, there has been increased recognition of Indigenous rights, including the right of Indigenous people to access their languages, arts and cultural heritage. In addition, 2020 saw a worldwide movement to recognize and address systemic racism faced by people of colour, including Indigenous people. This awareness has impacted the dialogue and relationships with FPCC partners, and increased interest in approaches that support justice and equity. The provincial government has committed to equity and anti-racism, as well as to shifting away from short-term transactional arrangements to long-term agreements that recognize and support reconciliation, self-determination and economic independence. FPCC's work as an Indigenous-led organization supports the provincial government to fulfill these commitments.

Economic impacts of COVID-19 pandemic: According to research from Statistics Canada, Indigenous communities have suffered disproportionately from the economic impacts of the COVID-19 pandemic. Since the beginning of the pandemic FPCC committed to maintaining funding to communities while protecting people, especially Elders, from the risks of COVID-19. FPCC grants provided vital economic support during this challenging time. FPCC language and heritage grants are projected to support more than 3,200 jobs in all economic regions of B.C.

Need to increase understanding: The FPCC mandate aligns with government commitments to Indigenous rights and reconciliation. As the \$50 million becomes fully expended FPCC is working with the federal and provincial governments on long-term funding options. As many organizations are competing for funding and resources are limited, FPCC must continue to advocate for the importance of this work. Languages continue to be in danger of being lost and Indigenous heritage sites across the province continue to be threatened and destroyed. Indigenous arts, which have historically been de-valued by colonial perspectives, are unable to secure funding at a level equivalent to non-Indigenous artists.

Focus on program delivery: FPCC's first priority during the pandemic has been to keep programs running safely. This has been incredibly successful, with more programming occurring than ever before. However, priorities that typically rely on face-to-face interactions, such as advocacy and education delivered through events, conferences, partnerships and trainings, were decreased over

the past year. As it becomes safer to meet in person and as communities adjust to new ways of working during the pandemic, FPCC anticipates an increasing focus on these important priorities.

New technologies: Communities have undertaken significant efforts to adapt to using new technologies during the COVID-19 pandemic. FPCC has provided equipment and training to support this change. While this has allowed programming to continue, results have not yet achieved the levels expected from in-person programming. On the other hand, one of the positive effects has been that people have gained greater familiarity and comfort with technologies that, over time, will allow the reach of programming to extend and expand across a geographically large and diverse province.

Report on Performance: Goals, Objectives, Measures and Targets

Goal 1: Sustain and invest in the lasting vitality of B.C. First Nations languages through successful language revitalization strategies.

Objective 1.1: Document every B.C. First Nations language and ensure every B.C. First Nations person has access to their language via FirstVoices.com.

Key Highlights

- Expanded the FirstVoices knowledge base, which includes tutorials and webinars that support language documentation and build community technological expertise.
- More than doubled FirstVoices grants, from \$800,000 last year to \$1.9 million.
- Rapidly expanded the digitization program grants, from \$240,000 last year to over \$2 million this year.
- Provided training to 125 people in FirstVoices language documentation and 49 people in language resource digitization.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
1.1a Number of new data points added to FirstVoices.com	59,081	30,000	58,150	35,000	40,000
1.1b Number of language resources digitized ¹	50	750	23,184	1,125	1,500

Data source: Number of FirstVoices data points identified through analysis of FirstVoices database using web analysis tools Elasticsearch and Kibana. Number of language resources digitized identified through final reports from funding recipients.

¹ Resources include audio-visual sources and textual documents.

Discussion of Results

1.1a: FirstVoices.com is an initiative to document B.C. First Nations languages so that they will be available to future generations. This performance measure tracks the number of new data points added to FirstVoices.com and reflects progress towards documenting and increasing access to First Nations languages. Data points may include words, phrases, songs, stories and supporting media (audio, visual, images) and content that is created by communities to represent or support their archives.

This performance measure surpassed the target because of increased batch uploads, where many data points are uploaded at once in a more efficient process. For example, several communities uploaded entire dictionaries or existing language data. In addition, as COVID-19 limited

communities' abilities to meet for in-person language learning, many communities increased focus on language documentation, which can be done remotely.

1.1b: This performance measure tracks the number of language resources that are digitized through FPCC's Digitization Program. The digitization of existing analog audio, video and textual language resources is important because these materials are at risk of being lost if they are not digitized. Recordings of fluent speakers may become damaged or obsolete if they are not transferred to digital formats and appropriately stored and catalogued.

This performance measure significantly surpasses the target because the program was new when the targets were set. The program is now in full operation and was rapidly expanded in 2020/21 with one community digitizing 15,000 pages of language resources. Digitization projects were able to carry on with little interruption from the COVID-19 pandemic.

There are multiple factors that will impact all metrics linked to the language program next fiscal, including the amount of funding that will be available to support the work in communities. As a result it is challenging to speculate about future targets related to digitization programs.

Objective 1.2: Increase the number of fluent speakers of B.C. First Nations languages.

Key Highlights

- Provided a record amount of language funding to communities to support effective language immersion programs.
- Developed new tools, technology and skills to support remote, virtual language learning in response to COVID-19. These tools created increased opportunities for First Nations people living away from home to learn their languages.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
1.2a Increase in language proficiency for Mentor-Apprentice Program participant ¹	99%	83%	83%	83%	83%
1.2b Number of immersion opportunities funded by FPCC ²	3,134	850	4,151	1,000	1,100

¹Data source: Increase in language proficiency is measured by apprentice scores on Language Learning Assessment Tool.

²Data source: The number of immersion opportunities is tracked through final reports.

Discussion of Results

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 a year and has proven successful in increasing language fluency.

The targets and the 2020/21 actuals are lower than the 2019/20 actuals as a result of changes to how the performance measure is calculated. In previous years, this performance measure was calculated using a self-assessment question (Do you feel that your language proficiency or fluency has increased as a result of being in the MAP program this year?). This year, the performance measure was calculated by comparing apprentices' results at the start and end of the program using the Language Learning Assessment Tool, a more accurate self-assessment tool to measure the increase in language proficiency. The increase in proficiency was less than in previous years due to the introduction of this more nuanced tool, and the adjustment to virtual learning formats due to COVID-19.

1.2b This performance measure counts the number of people who were involved in FPCC-funded language programs that provide immersion learning opportunities. For example, the Mentor-Apprentice Program, Language Nest Program (early childhood education immersion), and community-designed programs. Research and community experience indicates that immersion is the only effective way to become a language speaker. These programs have proven long-term impacts, not only in developing language fluency, but also in increasing cultural connections, mental well-being and transferrable skills.

A conservative estimate was used for this target in the 2020/21 Service Plan because FPCC anticipated that communities would cancel immersion programs due to the COVID-19 pandemic. However, many communities found ways to continue their work safely in an online format. In some cases, the online format made immersion program more accessible than before, contributing to the high number of immersion opportunities.

Objective 1.3: Mobilize community capacity to carry out the work of language revitalization.

Key Highlights

- Delivered monthly virtual gatherings to communities engaged in language revitalization planning, which created increased opportunities for peer learning and knowledge sharing.
- Developed the new Youth Empowered Speakers program to support youth to pursue careers in language revitalization while increasing fluency.
- Created community capacity through offering additional funding for communities to hire and train new staff to support language infrastructure.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
1.3a Number of language resources developed by communities with FPCC funding	550	650	2,440	700	750
1.3b Number of communities that have developed language revitalization plans with FPCC support	0	8	1	11	14

Data source: Final reports provided by funding recipients.

Discussion of Results

1.3a Language resources take many forms, such as recordings, stories, songs, books, teaching resources, dictionaries and more. This supports objective 1.3 because the more resources that a community has with which to learn and document their language, the greater their capacity to support language revitalization.

In 2020/21, many communities focused on resource creation because it could be done safely during the COVID-19 pandemic and as a result the number of resources created was significantly higher than anticipated.

1.3b A language revitalization plan is a document that captures a community's unique long-term vision for their language, including specific goals and an action plan. This model supports Indigenous rights to self-determination as it puts control of strategic direction and resource development into the hands of First Nations communities. This supports objective 1.3 because a community with a clear language plan will have increased capacity to implement language revitalization.

The number of plans developed in 2020/21 was lower than expected due to the COVID-19 pandemic, which slowed but did not stop the pace of work. Language planning requires extensive community engagement, including meetings and in-person visits. In addition, as communities prioritized responses to COVID-19 in the first half of the fiscal year, language planning was delayed.

In 2020/21 FPCC implemented additional supports for language planning, including an online training model, a peer learning network and tailored coaching support.

Goal 2: Sustain and invest in the lasting vitality of Indigenous arts, culture and heritage in B.C.

Objective 2.1: Support the development of Indigenous art forms (traditional and contemporary) through funding for Indigenous artists and investment in the growth of community capacity for arts infrastructure.

Key Highlights

- Rapidly pivoted to supporting artists to continue their work during the COVID-19 pandemic, allowing them to maintain employment and contribute to economic stability in Indigenous communities.
- With investment from Amplify BC, created and piloted a new Indigenous streaming platform and supported delivery of Indigenous music festivals including Talking Stick Festival; provided specialized equipment, training and media kits with equipment to participants to allow them to create digital media and virtual online programming. The festivals would not have been possible without this investment. Programming impacted

thousands of Indigenous artists, musicians and those working in cultural industries who participated, and it was particularly supportive throughout the pandemic.

- Partnered with First Peoples' Cultural Foundation to secure \$4 million through the Ministry of Forests, Lands, Natural Resource Operations and Rural Development's Community Economic Recovery Infrastructure Program for Indigenous cultural heritage infrastructure. This is the first-ever heritage infrastructure grant administered by FPCC.
- Funded three pilot projects examining the impacts of climate change on Indigenous cultural heritage. The projects will inform the development of a new funding stream focused on climate change and safeguarding Indigenous cultural heritage.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
2.1a Number of individuals involved in FPCC arts projects ¹	2,445	1,700	940	1,850	2,000
2.1b Number of funding partners in arts and heritage ²	7	8	8	9	10

¹Data source: The number of people involved in arts projects is tracked through final reports.

²Data source: The number of funding partners in arts and heritage is provided by program managers.

Discussion of Results

2.1a This performance measure includes the number of individuals who receive funding and support from FPCC arts programs. This includes both visual and performing artists, including those participating in large events such as music festivals, as well as cultural industry professionals (recording engineers, arts administrators, event producers and others).

The 2020/21 results are lower than the expected target due to COVID-19 as many initiatives based on touring, performing and hosting events were unable to run due to restrictions on travel and gatherings. As a result, FPCC focused on providing more funds to individual artists and small collectives. The target is also impacted as FPCC provided flexibility in program timelines to allow projects funded in 2020/21 to continue into the 2021/22 fiscal year.

2.1b FPCC introduced this performance measure in response to the need for increased and more diversified funding in these areas. This year FPCC met the target, increasing by one funder as compared to the previous year. FPCC secured funding from the B.C. Ministry of Environment and Climate Change Strategy for three pilot projects exploring the impacts of climate change on Indigenous cultural heritage.

Goal 3: Support Indigenous communities and individuals in B.C. to meet their arts, language, culture and heritage revitalization goals.

Objective 3.1: Provide effective training, tools and resources to promote the success of Indigenous arts, language, culture and heritage revitalization programs.

Key Highlights

- Produced a research paper on decolonizing Indigenous cultural heritage, [*Recommendations for Decolonizing British Columbia's Heritage Related Processes and Legislation*](#).
- Shifted rapidly from in-person to online training through virtual workshops, webinars and online instructional videos. These online resources are now available for communities to access at any time.
- Provided communities with training to build skills in using tools and technologies that enabled language, arts and cultural revitalization to continue safely.
- Enhanced the First Peoples' Map to create a more robust, integrated platform with more data and a better user interface.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
3.1a Number of new tools and resources to support language, arts, culture and heritage revitalization	30	22	14	24	25
3.1b Number of individuals receiving language training from FPCC	864	800	292	850	900
3.1c Number of individuals participating in FPCC arts workshop	115	90	96	120	140

Data source: Internal tracking by FPCC program managers.

Discussion of Results

3.1a This performance measure includes resources developed for communities (such as learning and assessment tools, handbooks, videos, etc.) as well as resources developed for experts in the field (such as policy papers, fact sheets, templates and models). These resources assist communities in reaching their goals for language, arts and cultural heritage revitalization.

In 2020/21, fewer resources than planned were developed because FPCC focused on shifting programming to adapt to the COVID-19 pandemic. FPCC developed resources to provide suggestions about how to safely continue work during COVID-19. FPCC also increased digital resources such as online instructional videos and tutorials to promote language learning and digitization; toolkits and technologies to support virtual arts performances; and online teaching modules related to cultural heritage reclamation.

3.1b This performance measure counts the number of individuals who receive language training from FPCC, whether they receive that training through an FPCC program or are non-program participants who request training. Also included are individuals or communities receiving language planning training through language revitalization coaches. The specialized training that FPCC provides to support participants and strengthen partnerships with communities is one of

the features that makes FPCC programs unique and effective. Typically, this training is delivered in person. The number of people trained was lower than targeted this year due to COVID. FPCC did not deliver regional workshops or training for programs that were unable to run due to the COVID-19 pandemic, such as new Language Nests. Other training, such as training for first year Mentor-Apprentice Program participants transitioned to online delivery.

3.1c This performance measure includes the number of individuals attending training for artists and arts organizations. FPCC was able to provide virtual training in 2020/21 to surpass the target outlined in the Service Plan. In addition to training on grant writing, FPCC developed and offered new training on using media and technology for virtual performances, which enabled many performing artists to continue their work during the COVID-19 pandemic.

Objective 3.2: Ensure FPCC programs are responsive to the needs of B.C. First Nations to deliver benefits to B.C. First Nations.

Key Highlights

- Rapidly developed guidelines for communities about how to safely continue working during COVID-19, mitigating risks to program continuity and community safety.
- Delivered a record number of grants to communities to support the revitalization of Indigenous languages, arts and cultural heritage, despite the challenges of the COVID-19 pandemic.
- Achieved higher than ever user satisfaction rates.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
3.2a Grants delivered to communities ¹	\$15.7 M	\$22M	\$20.4M	\$26M	\$30M
3.2b Level of user satisfaction with FPCC programs ²	92%	82%	94%	84%	85%

¹Data source: Finance staff provide the figure for grants delivered to communities.

²Data source: Grant final reports provide the level of user satisfaction.

Discussion of Results

3.2a 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 heritage. In 2020/21, FPCC delivered more than \$20.3 million in grants to communities. The number was lower than the target primarily because the FPCC arts program received less funding than anticipated. In addition, while many programs rapidly adapted to different ways of doing business during COVID-19, some programs were deferred or unable to run. Programs that involve in-person gatherings or in-person contact with Elders were most impacted.

Despite these challenges, FPCC distributed a record amount of funding to communities, increasing grants by 27% compared to the previous year.

The language program increased grants from \$13.6M in 2019/20 year to \$18.4M in 2020/21. The arts program increased grants from \$1.7M in 2019/20 to \$1.8M in 2020/21. Heritage grants decreased from \$368K in 2019/20 to \$147K in 2020/21.

3.2b This measure tracks user satisfaction through a survey question on all program final reports. The performance measure is important to FPCC as it provides direct guidance and feedback from program participants and grant recipients, allowing FPCC to be responsive to the needs of communities. FPCC grant recipients were extremely satisfied with FPCC programming despite this challenging year (with 100% of users responding). These results show that FPCC programs are valued by communities.

Goal 4: Build awareness and appreciation for Indigenous languages, arts and culture in B.C. and promote the work of FPCC to communities, funders and leadership.

Objective 4.1: Build awareness about FPCC's work and its impacts.

Key Highlights

- Celebrated FPCC's 30th anniversary through producing the "*FPCC 30 Years*" report, videos and social campaigns.
- Supported a transition to the FPCC grant portal, which provides a more streamlined grant application and reporting process.
- Launched a new FPCC website that showcases community work and provides easier access to FPCC tools and resources.
- Increased social media engagement and added a new social media channel.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
4.1a Number of followers engaged through FPCC social media streams	21,081	22,000	23,807	24,500	27,000
4.1b Number of website visits	414,070	350,000	440,995	360,000	370,000

Data source: Data is provided by FPCC communications and portal staff.

Discussion of Results

4.1a This performance measure reflects FPCC efforts to share information with the public around Indigenous languages, arts and cultural heritage in B.C. The target was surpassed this year as a result of a significant increase in Instagram followers and the addition of a new channel, LinkedIn.

4.1b This measure includes activity on all FPCC websites and continues to be an effective way to track interest in FPCC. Most notably, FPCC saw the number of visits to the newly launched grant portal increase significantly, as more people use it for applications and reporting.

Goal 5: Provide leadership on a provincial, national and global scale to support Indigenous arts, language, culture and heritage revitalization.

Objective 5.1: Position the organization as the go-to thought leader on Indigenous languages, arts, culture and heritage in B.C., Canada and internationally.

Key Highlights

- Promoted FPCC programs and shared expertise with communities, researchers, policy makers and others at virtual conferences and events.
- Strengthened relationships with Indigenous partners, government ministries and international organizations.

Performance Measure(s)	2019/20 Actuals	2020/21 Target	2020/21 Actuals	2021/22 Target	2022/23 Target
5.1a Number of events, conferences and presentations FPCC staff attend	53	90	16	100	110
5.1b Number of collaborative partnerships for FPCC	62	44	51	46	47

Data source: Data is provided by FPCC arts, heritage, language and operations staff.

Discussion of Results

5.1a The number of events, conferences and presentations that FPCC staff attend is an indicator of the time and energy FPCC spends connecting with others in the field of language, arts and cultural heritage revitalization. Due to the COVID-19 pandemic many gatherings were cancelled, decreasing opportunities for FPCC staff to engage in this work.

5.1b The number of collaborative partnerships is an indicator of the reach and impact of FPCC's role as a leader in the field. This measure includes formal partnerships, collaborators, FPCC funders and organizations that FPCC assists with training and support. This year, FPCC surpassed the target by increasing the number of collaborative partnerships to 51. These include partnerships in multiple sectors such as government, education, non-profits, Indigenous organizations arts councils and research institutions. Provincially, FPCC continues to engage with multiple government departments to seek opportunities to address common goals, including the Ministry of Advanced Education, Skills and Training; the Ministry of Tourism, Arts, Culture and Sport; the Ministry of Forests, Lands and Natural Resource Operations and Rural Development; the Ministry of Environment and Climate Change Strategy; and the Ministry of Children and Family Development.

Financial Report

For the auditor's report and audited financial statements, [see Appendix B](#). These can also be found on the First Peoples' Cultural Council [website](#).

Discussion of Results

In 2018, the Province invested \$50 million in Indigenous language revitalization, which provided important support to FPCC language programs in 2020/21.

FPCC has undergone rapid growth, due in significant part to the provincial investment in 2017/18.

FPCC currently receives \$1 million annually in operational funding from the Ministry of Indigenous Relations and Reconciliation (MIRR). With the expansion of FPCC programs since 2018, FPCC's operational needs have increased beyond the annual MIRR allocation. Additional revenues are acquired through proposals to FPCC's funding partners including the First Peoples' Cultural Foundation, the Government of Canada, the BC Arts Council, CreativeBC and various non-governmental organizations. FPCC works with communities to ensure the funds are invested in initiatives that yield results. This complex work requires access to trained staff, Elders and Knowledge Keepers, support from Indigenous leadership, research and technical expertise and community infrastructure.

In 2020/21, FPCC's revenue and expenses were \$8.9 million less than anticipated in the 2020/21 Service Plan budget. This was because COVID-19 slowed language revitalization work as communities adjusted to new ways of working safely and because FPCC arts programs received less funding than expected.

FPCC closed the year ending on March 31, 2021 with a balanced budget. 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.

Costs such as salaries and office overhead have remained a relatively low proportion of the FPCC budget.

The Financial Resource Summary Table on the following page provides a summary of operating results for the year ending March 31, 2021, as well as the prior fiscal year. Financial information for FPCC was prepared based on current Canadian Generally Accepted Accounting Principles (GAAP).

Financial Summary

(\$000)	2019/20 Actual	2020/21 Budget	2020/21 Actual	2020/21 Variance
Revenue				
Ministry of Indigenous Relations and Reconciliation	1,051	1,051	1,051	0
BC Arts Council	1,500	1,500	1,504	4
Other Provincial Ministries	210	0	301	301
Grants from Federal Ministries	4,163	6,500	6,772	272
Grants from Non-Governmental Organizations	14,105	22,982	15,269	(7,713)
Deferred Revenue	206	0	1,094	1,094
Interest and Other	134	2,922	20	(2,902)
Office overhead recoveries	57	0	81	81
Total Revenue	21,426	34,955	26,092	(8,863)
Expenses				
Language Programs	14,205	23,489	16,241	(7,248)
FirstVoices Programs	1,809	3,075	4,640	1,565
Arts Programs	2,320	4,694	2,290	(2,404)
Heritage Programs	586	356	460	104
Operating Expenses and Overhead				
Administrative Salaries/benefits and Governance	1,171	1,885	1,403	(482)
Amortization	243	341	265	(76)
Other Operating Costs	1,092	1,115	793	(322)
Total Expenses	21,426	34,955	26,092	(8,863)
Annual Surplus (Deficit)	0	0	0	0
Total [Liabilities/Debt]	0	0	0	0
Accumulated Surplus/Retained Earnings	384	384	384	384
Capital Expenditures	356	170	155	(15)

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

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% of the total gross budget for 2020/21.

FPCC frequently encounters variances in its budget when funding is confirmed after the Service Plan has been approved. FPCC applies for funding by writing proposals throughout the fiscal year, relying on its partnerships with governments and various philanthropic organizations to support grants and program delivery. This funding is often one-time (or soft funding) and as a result, future year budgets can be unpredictable.

Many variances this year were a result of COVID-19 impacting the ability of communities to carry out programming. FPCC employs a system of close monitoring and forecasting to ensure a balanced budget is maintained throughout the year.

Operating Revenues	2020/21 Budget Variance
Grants from Non-Governmental Organizations	Most of the variance in this area resulted from a reduction of required resources from First Peoples' Cultural Foundation (\$7.71 million).
Interest and Other	The primary source of the variance in this area resulted from the Arts program receiving \$2.65M less than anticipated.

Operating Expenses	2020/21 Budget Variance
Arts Programs	The variance in this area resulted from the Arts Program receiving less funding than anticipated. Despite this, the Arts Program was able to deliver more funding to communities than in previous years.
Language Programs	The variance in this area resulted from some programs being cancelled or postponed due to COVID-19. Programs that rely on Elder involvement or in-person gatherings, such as Reclaiming My Language and Language Nests, were most severely impacted.
Administrative Salaries/Benefits/and Governance costs	Administrative Salaries and Benefits costs were less than planned due to challenges recruiting qualified staff, lack of travel costs for the Board of Directors and Advisory Committee, and less staff development opportunities as in-person training sessions were cancelled.

Risks and Uncertainties

The greatest risk to FPCC's financial position and the most significant implications for FPCC's future operations is linked to the organization's inability to secure predictable multi-year funding to support language, arts and cultural heritage revitalization.

With the Province's \$50 million investment in 2018, FPCC has been able to support the development of community capacity for language programming. The momentum built by communities has been impressive, as staff have been hired and trained, programs established and infrastructure developed to support successful language revitalization strategies. Communities are ready and able to expand their work.

As well, both the federal and provincial governments, which provide funding to FPCC, have made legal commitments to Indigenous rights. In 2019, B.C. passed the ***Declaration on the Rights of Indigenous Peoples Act***, which acknowledges the rights of Indigenous peoples to revitalize, practice and pass on to future generations their languages, arts and cultural heritage. That same year, the Government of Canada passed the ***Indigenous Languages Act*** that recognizes implementation of rights related to Indigenous languages are at the core of reconciliation with Indigenous peoples. Work to implement these two pieces of legislation is in progress.

FPCC is working together with the federal and provincial governments to secure long-term funding agreements at the level required to adequately support Indigenous self-determination and Indigenous rights to language, arts and cultural heritage. At this time, the funding landscape for FPCC remains uncertain with no renewal of language investment and only modest short-term commitments for arts and cultural heritage funding. This has both financial and operational impacts for FPCC and the communities it serves. Cash flow continues to be unpredictable, and funding reductions significantly impact FPCC services to communities and the jobs that have been created over the past fiscal year. When community positions are not funded, trained and experienced people leave for new job opportunities.

In response to this need, FPCC has developed an evidence-based, comprehensive five-year strategy for language, arts and cultural heritage revitalization, which FPCC is promoting to diverse funders. FPCC continues to inform partners that access to Indigenous languages, arts and culture is a human right and is supported by legal commitments, and that investments in these areas contribute to economic growth and well-being for Indigenous people and all Canadians.

Unlike many Crown corporations, FPCC's mandate requires support from a number of B.C. government ministries. Strong inter-ministry partnerships and a cross-government commitment to the revitalization of Indigenous languages, arts and cultural heritage are critical to FPCC's work. FPCC has been working in partnership with the Ministry of Indigenous Relations and Reconciliation to strengthen partnerships across government to enable the multi-sectoral work needed to rebuild Indigenous cultural systems.

Additionally, FPCC is working collaboratively with the provincial and federal government to identify potential funding sources for language revitalization, cultural heritage and arts for both short-term and long-term needs.

Finally, the past year has shown that communities can adapt to challenging circumstances and continue the work of language, arts and cultural heritage revitalization despite COVID-19 restrictions. Since the beginning of the pandemic, FPCC committed to maintaining funding to communities so essential work could continue while keeping people, especially Elders, safe. To mitigate risks, FPCC staff worked with funded projects to revise plans and all funded projects were required to follow FPCC COVID guidelines. These guidelines did not allow for travel between communities, provinces or countries, nor did they allow for in-person contact with Elders (unless they live in the same household).

FPCC expects that the pandemic will continue to limit work in the year ahead, especially in programs that require Elder involvement and large gatherings. FPCC will continue to work with communities to create innovative alternatives to provide these programs in a safe way.

Appendix A: Additional Information

Organizational Overview

The First Peoples' Cultural Council (FPCC) 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 \$95 million to B.C.'s Indigenous communities for language, arts and culture projects.

FPCC serves 204 B.C. First Nations, 34 languages, over 90 language dialects and many 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.

Corporate Governance

FPCC is governed by a [Board of Directors](#), comprising up to 13 members. Since 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 its [Advisory Committee](#). This 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 of Indigenous Relations and Reconciliation), in addition to the three Board members directly appointed by the Minister.

Contact Information

First Peoples' Cultural Council
1A Boat Ramp Road
Brentwood Bay, B.C. V8M 1N9
250-652-5952
info@fpcc.ca
www.fpcc.ca

Appendix B: Auditor's Report and Audited Financial Statements

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2021

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
Index to Financial Statements
(In Thousands of Dollars)
Year Ended March 31, 2021

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FINANCIAL STATEMENTS	
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Statement of Operations	5
Statement of Changes in Net Financial Debt	6
Statement of Cash Flows	7
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Schedule of Grant Revenue (<i>Schedule 1</i>)	15

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING


The financial statements of First Peoples' Heritage, Language & Culture Council have been prepared in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing a system of internal controls to provide reasonable assurance that reliable financial information is provided.

The Board of Directors is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls and exercises these responsibilities through the Board. The Board reviews internal financial statements on a monthly basis and external audited financial statements annually.

The external auditors, PATERSON HENN CPA, CHARTERED PROFESSIONAL ACCOUNTANTS, conduct an independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of First Peoples' Heritage, Language and Culture Council and meet when required.

On behalf of First Peoples' Heritage, Language and Culture Council



Karen Aird, Acting CEO

May 12, 2021



PATERSON HENN CPA
CHARTERED PROFESSIONAL ACCOUNTANTS

Caroline M. Paterson, CPA, CGA*

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INDEPENDENT AUDITOR'S REPORT

To the Minister of Indigenous Relations & Reconciliation
To the Members of First Peoples' Heritage, Language & Culture Council

Opinion

We have audited the financial statements of First Peoples' Heritage, Language & Culture Council (the Council), which comprise the statement of financial position as at March 31, 2021, and the statements of operations, changes in net financial debt and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Council in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

(continues)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Paterson Henn CPA

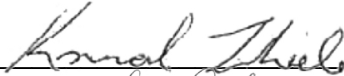
Sidney, British Columbia
May 12, 2021

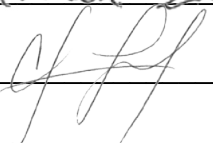
Chartered Professional Accountants

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL**Statement of Financial Position****(In Thousands of Dollars)****March 31, 2021**

	2021	2020
Financial assets		
Cash and cash equivalents	\$ 1,355	\$ 3,899
Accounts receivable	915	165
GST receivable	68	100
Due from government (Note 5)	827	-
	<u>3,165</u>	<u>4,164</u>
Liabilities		
Accounts payable and accrued liabilities	2,224	3,605
Deferred contributions (Note 7)	1,444	1,172
	<u>3,668</u>	<u>4,777</u>
Net financial debt	<u>(503)</u>	<u>(613)</u>
Non-financial assets		
Tangible capital assets (Note 6)	811	921
Prepaid expenses	76	76
	<u>887</u>	<u>997</u>
Accumulated surplus	<u>\$ 384</u>	<u>\$ 384</u>

Approved by the Board:

 Director

 Director

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Operations

(In Thousands of Dollars)

Year Ended March 31, 2021

	Budget	2021	2020
Revenue			
Grants (<i>Schedule 1</i>)	\$ 32,033	\$ 24,897	\$ 21,075
Interest and other revenue	2,922	20	88
Administration fees	-	81	57
Deferred revenue	-	1,094	206
	<u>34,955</u>	<u>26,092</u>	<u>21,426</u>
Expenditures			
Language Programs	23,489	16,241	14,205
FirstVoices Programs	3,075	4,640	1,809
Arts Programs	4,694	2,290	2,320
Heritage Programs	356	460	586
Administration Salaries/Benefits & Governance (<i>Note 3</i>)	1,885	1,403	1,171
Amortization	341	265	243
Other Operating Costs (<i>Note 3</i>)	1,115	793	1,092
	<u>34,955</u>	<u>26,092</u>	<u>21,426</u>
Annual Surplus	-	-	-
Accumulated surplus - beginning of year	384	384	384
Accumulated surplus - end of year	<u>\$ 384</u>	<u>\$ 384</u>	<u>\$ 384</u>

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL
Statement of Changes in Net Financial Debt
(In Thousands of Dollars)
Year Ended March 31, 2021

	Budget	2021	2020
Annual Surplus	\$ -	\$ -	\$ -
Purchase of tangible capital assets	-	(155)	(357)
Amortization of tangible capital assets	341	265	243
Decrease (increase) in prepaid expenses	-	-	(1)
	341	110	(115)
Increase (decrease) in net financial assets	341	110	(115)
Net financial debt - beginning of year	(613)	(613)	(498)
Net financial debt - end of year	\$ (272)	\$ (503)	\$ (613)

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Cash Flows

(In Thousands of Dollars)

Year Ended March 31, 2021

	2021	2020
Cash flows from operating activities		
BC Ministry of Indigenous Relations & Reconciliation	\$ 1,051	\$ 1,051
BC Arts Council	1,504	1,500
Heritage Branch	220	210
Ministry of Environment	81	-
Department of Canadian Heritage	6,772	3,805
Indigenous Services Canada	-	340
Parks Canada Agency	-	18
Aboriginal Neighbors	25	10
BC Ferries	4	-
Creative BC	138	304
First Peoples' Cultural Foundation	14,937	13,427
Margaret A. Cargill Foundation	149	364
National Research Council	-	46
University of Victoria	16	-
Administration fees	81	57
Interest income and other miscellaneous receipts	20	88
Net change in non-cash item - deferred contributions	1,094	206
	<u>26,092</u>	<u>21,426</u>
 Cash used for grants and awards	 (20,360)	 (15,684)
Cash used for salaries and benefits	(3,479)	(2,667)
Cash paid to materials and services	(4,642)	(1,084)
	<u>(2,389)</u>	<u>1,991</u>
Cash flows from operating activities		
Investing activity		
Purchase of tangible capital assets	(155)	(357)
	<u>(155)</u>	<u>(357)</u>
Cash flow used by investing activity		
	<u>(155)</u>	<u>(357)</u>
INCREASE (DECREASE) IN CASH FLOW	(2,544)	1,634
Cash and cash equivalents - beginning of year	<u>3,899</u>	<u>2,265</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 1,355	\$ 3,899

The accompanying notes and supplementary schedules are an integral part of these financial statements.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2021

1. NATURE OF OPERATIONS

The First Peoples' Heritage, Language & Culture Council (the "Council") is a Crown Corporation, established under the *First Peoples' Heritage, Language and Culture Act* and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language and culture;
- To increase understanding and sharing of knowledge, within both First Nations' and non-First Nations' communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among British Columbians.

2. COVID-19 IMPACT

In March 2020, the World Health Organization declared a global pandemic due to the novel coronavirus (COVID-19). The situation is constantly evolving, and continues to have wide reaching implications which affect every community, including the operations of the Council.

The Council follows the BC provincial guidance and orders to conduct their operations within the Provincial Health Officer Orders (PHO), federal and BC provincial government recommendations, BC Workers' Compensation and any other guidelines to conduct its' operations in a safe manner.

The Council is continuing to use technology, work remotely and offer support and programs for grant recipients and Indigenous communities, within their mandate. Management has assessed implications and adjusted estimates and accruals, where possible. Certain areas of service delivery has been reduced due to the nature or ability to conduct these programs in a remote/online environment. Management has no information that would result in a going concern issue for the Council.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

These financial statements were prepared in accordance with Canadian public sector accounting standards.

Budgeted figures have been provided for comparison purposes and have been derived from the estimates approved by the Board of Directors and reported as per the Service Plan for 2020/21.

Comparative figures

Certain comparative amounts have been reclassified to conform to the current year's presentation. The grouping for expenses for Administration and Other Operating Costs have been reclassified to better compare to the Service Plan presentation.

Cash and cash equivalents

Cash includes cash and cash equivalents. Cash equivalents are investments in term deposits and are valued at cost plus accrued interest. The carrying amounts approximate fair value because they have maturities at the date of purchase of less than ninety days or are cashable.

(continues)

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2021

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Financial instruments

The Council's financial instruments consist of cash and cash equivalents, accounts receivable, accounts payable and accrued liabilities, all of which are reported at amortized cost.

Tangible capital assets

Tangible capital assets are stated at cost or deemed cost less accumulated amortization. Tangible capital assets are amortized over their estimated useful lives on a straight-line basis at the following rates:

Computer equipment	3 years
Computer software	3 years
Furniture and equipment	5 years
Leasehold improvements	7 years

No amortization has been taken on the Art Collection.

Revenue recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Donated services and materials

Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a number of volunteer hours from the Board of Directors, which have not been recognized, due to the difficulty of estimating their value.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Grant expenditures are recorded based on the various grant awards and may differ on whether the payable or holdback is set up initially or whether a payable is set up at year end, to reflect an approximation of the expenses for the fiscal year.

At the end of the year, management assessed the various grant awards and programs and have estimated any impairments to grant awards, based on information available at that time. The actual grants paid relating to this fiscal year will vary due to holdbacks and funding that the recipient may not be able to complete based on various factors, including the coronavirus (COVID-19) crisis.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2021

4. RELATED PARTY TRANSACTIONS

The Council's Board of Directors and Advisory Committee are appointed by the Minister of Indigenous Relations and Reconciliation. There are two parallel processes for appointment for these positions. Three board positions are appointed by the Board Development Office by application and the other nine directors on the board are selected by the Council's board of governance committee through an application process. These board members are from BC First Nations communities. The Council's Advisory Committee has thirty-four positions, one for each BC First Nations Language, and these Advisory Committee members are selected by the Council's governance committee.

It is inevitable that there will be grants made to the community may be linked to one of the Council's Board or Advisory Committee members. The standard application process and the peer review processes by which the Council selects grants ensures there is not a conflict of interest.

The Council works closely with the First Peoples' Cultural Foundation (the "Foundation") on shared language revitalization goals, including the FirstVoices program. The Foundation is an independent organization with a separate Board of Directors. Transactions with this entity are made under normal operational terms and conditions.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

5. DUE FROM GOVERNMENT

Due from government consists of the following:

(In Thousands of Dollars)

	March 31, 2021	March 31, 2020
Due from Federal Government	\$ 827	\$ -

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2021

6. TANGIBLE CAPITAL ASSETS

(In Thousands of Dollars)

<u>Cost</u>	March 31, 2020 Balance	Additions	Disposals	March 31, 2021 Balance
Art Collection	\$ 168	\$ 3	\$ -	\$ 171
Computer equipment	543	77	-	620
Computer software	51	4	-	55
Furniture and Equipment	428	12	-	440
Leasehold Improvements	730	59	-	789
	\$ 1,920	\$ 155	\$ -	\$ 2,075

<u>Accumulated Amortization</u>	2020 Balance	Amortization	Accumulated Amortization on Disposals	2021 Balance
Art Collection	\$ -	\$ -	\$ -	\$ -
Computer equipment	428	103	-	531
Computer software	51	1	-	52
Furniture and Equipment	197	70	-	267
Leasehold Improvements	323	91	-	414
	\$ 999	\$ 265	\$ -	\$ 1,264

<u>Net book value</u>	March 31, 2021	March 31, 2020
Art Collection	\$ 171	\$ 168
Computer equipment	89	115
Computer software	3	-
Furniture and Equipment	173	231
Leasehold Improvements	375	407
	\$ 811	\$ 921

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2021

7. DEFERRED CONTRIBUTIONS

Deferred contributions consists of funding under contribution agreements and other restricted contributions. Contributions are recognized as revenue in the fiscal year the related expenses are incurred or services are performed. Deferred contributions consists of the following:

	(in Thousands of Dollars)			
	Balance April 1, 2020	Receipts during year	Transferred to revenue	Balance March 31, 2021
BC Arts Council	\$ -	\$ 1,504	\$ 1,283	\$ 221
Creative BC	155	369	155	369
Department of Canadian Heritage	423	6,772	7,195	-
First Peoples' Cultural Foundation	73	14,937	15,010	-
Heritage Branch	-	220	16	204
Indigenous Services Canada	160	-	103	57
Margaret A. Cargill Foundation	361	149	137	373
Ministry of Environment	-	81	52	29
RSF Social Finance	-	191	-	191
	<u>\$ 1,172</u>	<u>\$ 24,223</u>	<u>\$ 23,951</u>	<u>\$ 1,444</u>

	(in Thousands of Dollars)			
	Balance April 1, 2019	Receipts during year	Transferred to revenue	Balance March 31, 2020
Aboriginal Neighbors	\$ 15	\$ 10	\$ 25	\$ -
BC Arts Council	43	1,500	1,543	-
Canada Council for the Arts	25	-	25	-
Creative BC	96	304	245	155
Department of Canadian Heritage	24	3,805	3,406	423
First Peoples' Cultural Foundation	-	13,427	13,354	73
Indigenous Services Canada	-	340	180	160
Margaret A. Cargill Foundation	29	364	32	361
National Research Council	20	46	66	-
	<u>\$ 252</u>	<u>\$ 19,796</u>	<u>\$ 18,876</u>	<u>\$ 1,172</u>

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL**Notes to Financial Statements****(In Thousands of Dollars)****Year Ended March 31, 2021****8. EXPENDITURES BY OBJECT**

The following is a summary of expenditures by object (in Thousands of Dollars):

	2021	2020
<u>Expenditures</u>		
Grants	\$ 20,360	\$ 15,684
Salaries and Benefits	3,478	2,667
Purchased services	991	1,370
Office Overhead and Operating Costs	388	568
Amortization	265	243
Professional Fees	246	279
Community Resources, R&D and Jury Costs	208	395
Facilities Rent, Heating and Maintenance	139	129
Board and Advisory	17	91
	<u>\$ 26,092</u>	<u>\$ 21,426</u>

9. CAPITAL STOCK

The capital of the Council is one share with a par value of \$100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

10. LEASE COMMITMENTS

The Council leases premises under a long term lease that expires on August 31, 2025. Under the lease, the Council is required to pay a base rent of \$78,000. In addition to the above base rent, the Council must pay for its proportionate share of utilities and other related costs for the leased premises.

The minimum annual operating lease payments for the next five years are as follows:

2022	\$ 78
2023	78
2024	78
2025	33
	<u>\$ 267</u>

In addition, the Council has a one year lease for additional premises at a separate location. The lease requires rent in the amount of \$22,200 per annum with the Council paying additional utilities. The current signed lease is for the period November 15, 2020 to November 14, 2021.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2021

11. PUBLIC SERVICE PENSION PLAN

The Council and its employees contribute to the BC Public Service Pension Plan. The plan is a multi-employer defined benefit plan administered by the British Columbia Pension Corporation in accordance with the *Public Sector Pension Plans Act*.

The plan provides defined pension benefits to employees based on their length of service and rates of pay. The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions. No pension liability for this type of plan is included in the financial statements. Based on the most recent actuarial (March 31, 2020 Actuarial Valuation Report), the financial position of this plan is in a surplus position.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Schedule of Grant Revenue

(Schedule 1)

(In Thousands of Dollars)

Year Ended March 31, 2021

	Budget	2021	2020
Revenue			
BC Ministry of Indigenous Relations & Reconciliation	\$ 1,051	\$ 1,051	\$ 1,051
BC Arts Council	1,500	1,504	1,500
Other Provincial Ministries			
Heritage Branch	-	220	210
Ministry of Environment	-	81	-
Grants from BC Provincial Ministries	2,551	2,856	2,761
Department of Canadian Heritage	6,500	6,772	3,805
Indigenous Services Canada	-	-	340
Parks Canada Agency	-	-	18
Grants from Federal Ministries	6,500	6,772	4,163
Aboriginal Neighbors	50	25	10
BC Ferries	-	4	-
Creative BC	-	138	304
First Peoples' Cultural Foundation	22,396	14,937	13,427
Margaret A. Cargil Foundation	536	149	364
National Research Council	-	-	46
University of Victoria	-	16	-
Grants from Non-Governmental Organizations	22,982	15,269	14,151
	\$ 32,033	\$ 24,897	\$ 21,075

The accompanying notes and supplementary schedules are an integral part of these financial statements.