

First Peoples' Cultural Council

2024/25 Annual Service Plan Report

August 2025



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Board Chair's Accountability Statement



The First Peoples' Cultural Council 2024/25 Annual Service Plan Report compares the organization's actual results to the expected results identified in the 2024/25 – 2026/27 Service Plan published in 2024. The Board is accountable for those results as reported.

Signed on behalf of the Board by:

A handwritten signature in cursive script, reading "Carla George".

Carla George
Board Chair, First Peoples' Cultural Council
August 8, 2025

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Letter from the Board Chair & CEO

In the past year with support from the Province, First Peoples' Cultural Council (FPCC) made important progress to address funding goals, securing long-term funding. The B.C. Budget announced on March 5, 2025, marked the first time that the province committed an ongoing investment for program delivery to FPCC, pledging \$15 million in annual funding starting in 2025/26, with \$12 million allocated to language revitalization. This milestone supports the Declaration Act Action Plan commitment to support Indigenous language revitalization through sustainable funding.

The funding supported First Nations in their work to address their cultural revitalization goals. This life changing work impacted communities by enabling people to learn and teach their language, receive mentorship in traditional art forms, and to access resources to support repatriation of Belongings and Ancestors.

FPCC paid \$30 million in grants with more than an additional \$10 million in grants committed to projects, pending final reports. These investments grow the economy by creating good jobs for First Nations people across British Columbia and have important economic impacts. In 2024/25, FPCC commissioned the Conference Board of Canada to undertake analysis of the impact of FPCC's operations and activities. Their [report](#) demonstrates that the provincial investments in cultural revitalization supports government's economic commitments to build a sustainable economy with good jobs. These community and economic impacts are made possible because of contributions from governments and from non-governmental organizations. In addition to funding received from the Ministry of Indigenous Relations and Reconciliation, FPCC grants to communities were supported by the federal government (through the Department of Canadian Heritage and Employment and Social Development Canada), and other provincial ministries (the Ministry of Tourism, Arts, Culture and Sport, the Ministry of Post-Secondary and Future Skills and by the Ministry of Finance's Gender Equity Office with federal funding from Women and Gender Equality Canada). The B.C. Arts Council's long-standing partnership with FPCC provides \$1.725 million annually to support FPCC's Arts program. FPCC also received funding in 2024/25 from Creative BC, Margaret A. Cargill Philanthropies and the United Church of Canada.

FPCC continued to collaborate with governments and First Nations and organizations to address common goals. FPCC engaged with several provincial ministries to address commitments to implement the *Declaration on the Rights of Indigenous Peoples Act* and the Truth and Reconciliation Commission Calls to Action. FPCC assisted the Ministry of Citizens' Services, providing Unicode and orthography data to assist their language support initiatives. FPCC supported work by the Ministry of Tourism, Arts, Culture and Sport in response to Action 3.05 to provide resources to Indigenous organizations to improve public understanding of Indigenous histories, rights, cultures, languages and the negative impacts of Indigenous-specific racism.

FPCC also works to address the interests of B.C. First Nations through working with national and international partners such as United Nations Educational Scientific and Cultural Organization, the Endangered Languages Project and the Office of the Commissioner of

Indigenous Languages. In 2024/25, FPCC worked with the British Columbia Museums Association (BCMA) to develop a [position paper](#) in response to work being undertaken by the Government of Canada to review and modernize the existing National Museum Policy which was created in 1972 and last updated in 1990.

FPCC's success is a testament to the leadership of its board, who ensure that FPCC is supported with excellent governance practices. This year, board members participated in training on FPCC's Respect in the Workplace policy and updated the FPCC Governance Manual. To ensure that the ministry stays apprised of FPCC progress, the Board Chair and CEO meet with the Minister of Indigenous Relations and Reconciliation quarterly.

The past year has been significant for FPCC and its board to remain committed to assisting First Nations to reach their revitalization goals.



Tracey Herbert,
Chief Executive Officer
August 8, 2025



Carla George
Board Chair
August 8, 2025

Purpose of the Annual Service Plan Report

This annual service plan report has been developed 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, a Minister Responsible for a government organization is required to make public a report on the actual results of that organization's performance related to the forecasted targets stated in the service plan for the reported year.

Strategic Direction

The strategic direction set by Government in 2020 and expanded upon in the Board Chair's [2023 Mandate Letter](#) from the Minister Responsible shaped the goals, objectives, performance measures and financial plan outlined in [the First Peoples' Cultural Council 2024/25 – 2026/27 Service Plan](#) and the actual results reported on in this annual report.

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 has a First Nations-led governance structure with a First Nations board and advisory committee.

As laid out in the Act, FPCC's purpose is to provide leadership for the revitalization of First Nations arts, heritage and languages in B.C. The organization also plays an advisory role to government. FPCC engages directly with people leading revitalization and works with them to support community 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 Calls for Justice included in Reclaiming Power and Place: The Final Report of 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 First Nations arts, heritage and languages. The intergenerational 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.

The vision of the organization is that First Nations arts, heritage and languages in B.C. are thriving. The knowledge and worldviews expressed through First Nations languages, arts, cultures and heritage are valued as essential to First Nations collective well-being and human rights. FPCC's mission is to provide leadership to strengthen and rebuild systems disrupted by

cultural genocide through the revitalization of First Nations heritage, languages, cultures and arts.

Operating Environment

Multiple factors had an impact on FPCC operations in 2024/25.

The continued decline in the number of fluent speakers and Knowledge Keepers has the greatest impact on the FPCC mandate and revitalization work in B.C. First Nations concerns about climate change impacts, including impacts and risks to First Nations people, the land, ecosystems and cultural sites, also remain paramount. Together, these factors continue to create an urgency for action for all First Nations people and for the organizations who support revitalization work.

Growing interest in repatriation by First Nations, all levels of governments and western cultural organizations also shaped the operating environment. To support First Nations, FPCC completed research into the scope of repatriation work that is required in B.C. and the related costs. The organization also hosted a repatriation forum in Tk'emlups in October 2024 where funded projects shared learnings from repatriation projects with their peers.

Another key factor that has shaped the operating environment in the past fiscal year is the growing interest in Artificial Intelligence (AI) by governments, commercial and international organizations. While AI holds tremendous promise if managed ethically and responsibly, First Nations people remain concerned about implications. Issues include maintaining sovereignty over language data, protection of cultural sites and copyright and protection of First Nations arts in B.C.

While there is growing interest in revitalization among First Nations, some language programs slowed work in 2024/25 to stretch funding during a period of funding uncertainty. With growing concerns about the economy and reduced access to funding, the Conference Board of Canada Report commissioned by FPCC demonstrated that FPCC's expenditures provide significant economic benefits to B.C. and the Canadian economy. Economic benefits include to GDP, labour income, employment and tax revenue. In 2024/25, FPCC's programming supported over 5,000 jobs for First Nations people who are leading this important and uplifting work. By year end, the Province confirmed \$15 million toward FPCC programs through the Ministry of Indigenous Relations and Reconciliation (MIRR) in permanent, annual funding, starting in 2025/26. This stable funding will have a significant impact on community language revitalization work, enabling communities to take a long-term, strategic approach to address their goals.

Demand for funding continued to grow across programs in the past year and while FPCC is not funded at a level to support all applications, ongoing funding for languages provides an element of certainty that First Nations have not experienced in the past. With a commitment to supporting both the federal and provincial governments in their efforts to implement the UN Declaration on the Rights of Indigenous Peoples, FPCC made important and tangible progress in 2024/25.

Report on Performance: Goals, Objectives, and Results

The following goals, objectives and performance measures have been restated from the 2024/25 – 2026/27 service plan. For forward-looking planning information, including current and future performance targets, please see the [FPCC 2025/26 -2027/28 Service Plan](#).

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

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

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

Key results

- Visited 65 communities with outreach and training, including rural and remote communities
- Provided interdisciplinary workshops in five regions of the province
- Hosted an [online learning series](#) to increase participation of communities that are under-accessing FPCC services; 331 people attended
- 23 youth receiving one-on-one language immersion alongside funding that supports post secondary education through the Youth Empowered Speakers program
- An additional five First Nations communities (for a total of eight) accessed adult immersion teacher training and language revitalization professional development training for working teaching assistants with the goal of becoming teachers themselves.
- Developed 16 resources to support community revitalization

Summary of progress made in 2024/25

In the past year, FPCC drew on several strategies to increase participation of communities and demographics that are under-accessing FPCC services, including youth and B.C. First Nations people who live away from their home communities.

The Ministry of Post-Secondary Education and Future Skills provided funding for the Youth Empowered Speakers Program and the adult immersion teacher training and language

revitalization professional development. These initiatives supported First Nations language learners throughout B.C. as they work toward a meaningful career in language revitalization.

FPCC staff visited more than 65 communities in the past year, assisting people who were leading projects, conducting outreach and delivering training. There were more than 21 community visits by the language team alone, including more to remote communities such as those on Haida Gwaii, Kitsumkalum, Halfway River, Liard First Nation, Taku River First Nation, Champagne and Aishihik First Nations and Fort Nelson First Nation. FPCC also introduced interdisciplinary in-person language workshops in five regions of the province, with community-focused training that was customized for participants according to their current projects and needs.

FPCC initiated a project to support language nests in B.C. to increase and enhance language immersion programming with funding provided by Employment and Social Development Canada through their Indigenous Early Learning and Child Care Quality Improvement Project through the First Peoples' Cultural Foundation. The programs also completed language assessments to better track the language gains. To support this work, FPCC provided resources, tools and dedicated support through in-person visits, phone calls and monthly webinars.

Through the arts program FPCC supported 34 people with mentorships and scholarships and funded organizations to host 27 workshops with an established mentor. The value of these programs is significant. For example, a weaving mentorship project provided an opportunity for advanced speakers to receive mentorship from a master weaver, Deb Sparrow. Through six full-day weaving workshops and four smaller group sessions, weavers created original works, resurfaced language related to traditional weaving techniques and advanced their capacity to lead the holistic resurgence of traditional Coast Salish lifeways. The program included traditional loom work, wool spinning, dying using traditional methods, harvesting plants and weaving in traditional Salish styles.

The music program complimented the community-based arts program in 2024/25, while meeting the unique objectives of Amplify BC to drive economic development, industry career growth and job creation. For example, Noel Vickers received Amplify funding through FPCC. With one-on-one training in tour management and ongoing support, he is now working as a tour manager, creating employment not only for himself, but also for the young musicians he supports.

FPCC also offered accessible online learning in 2024/25. For example, an [online learning series](#) with 10 separate programs enabled FPCC to connect people across the province with leaders of successful language, arts and heritage projects from B.C. First Nations communities. Topics ranged from specific language immersion strategies to managing heritage infrastructure projects and using augmented reality in revitalizing arts practices.

One-on-one immersion is a critical strategy for language learning. The FPCC Mentor-Apprentice Program (MAP) is a one-on-one language immersion program that helps people to become fluent speakers by bringing their language into their daily lives at home and on the

land. The Youth Empowered Speakers Program provides one-on-one immersion and funding to support youth to pursue post secondary education. FPCC supported 203 people who participated in these programs in 2024/25, including 23 youth.

FPCC staff developed 16 resources to support community revitalization in the past year including, a budgeting tool to assist with repatriation planning, games to support language learning for Mentor-Apprentice teams and a resource on recording practices to assist musicians, whether they are working in a professional studio or at home.

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

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

Key results

- Hosted repatriation forum where First Nations people who were engaged in FPCC-funded repatriation projects shared learnings
- Supported the creation of the B.C. First Nation Archaeology Alliance, the first in Canada
- Hosted an interdisciplinary arts retreat
- Supported FPCC-funded artists to attend the 2025 JUNOS in Vancouver, participate in Indigenous business development workshop, build industry connections and experience the awards show.

Summary of progress made in 2024/25

Increased funding from the Ministry of Indigenous Relations and Reconciliation, delivered through the First Peoples' Cultural Foundation, enabled FPCC to significantly increase the number of people who are engaged in arts and heritage projects in 2024/25.

In 2024/25 FPCC developed the new Cultural Practices Grant with funding through a Canada-British Columbia bilateral agreement as part of the National Action Plan to End Gender-Based Violence. The grant supports B.C. First Nations-led work to revitalize strong cultural identities and nurture social belonging within families and communities. It funds community-based cultural practices and events that affirm identities, fosters belonging and celebrates the roles, relationships and responsibilities within communities. FPCC committed funding to 67 projects from across the province before fiscal year-end.

With funding from the Ministry of Tourism, Arts, Culture and Sport, FPCC held a repatriation forum in October 2024 emphasizing the importance of relationships to this work. The event brought together repatriation grant recipients to share their expertise and learnings from their work, while also building relationships with peers throughout the province.

Another way FPCC increased opportunities for people to engage in heritage revitalization is through supporting the B.C. First Nations Archeology Alliance, the first organization of its kind in Canada. The new organization will address rights and stewardship of culture and heritage.

FPCC funded a pilot with the Haida Gwaii Museum on Indigenous law and conservation policy to explore how a repatriation policy framework could be reflected in Indigenous law. FPCC anticipates this work will benefit First Nations that may seek to develop repatriation policies that reflect their unique laws and protocols.

A focus for FPCC in 2024/25 was to increase opportunities for involvement by making small shifts to existing programs. FPCC has previously offered a music retreat, an intensive training session for musical artists with workshops, roundtable discussions, coaching and an evening showcase. In 2024, FPCC transitioned the event to an arts retreat to support to people developing skills in a broad variety of arts practices. This interdisciplinary approach is aligned with First Nations values and incorporates music, language and arts practices.

Performance measure(s) and related discussion

Performance Measure	2023/24 Actual	2024/25 Target	2024/25 Actual
1a Number of people participating in language immersion opportunities funded by FPCC ¹	2,450	3,800	3,679

Data source: Final reports, with 85 of 113 projects reporting. Data from the Mentor-Apprentice Program and the Youth Empowered Speakers Program provided by the Director of the Language Program. Data accurate as of May 27, 2025.

¹PM 1a targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as 1,150 and 1,760, respectively.

While the actual number of people participating in immersion opportunities is slightly lower than target, the number only reflects data from final reports received to date, with 85 of 113 projects reporting. FPCC anticipates that the target will be met once FPCC receives final reports. FPCC receives committed funding at different times from different funders over the course of the year, and it receives final reports when work is complete.

Performance Measure	2023/24 Actual	2024/25 Target	2024/25 Actual
1b Number of people involved in FPCC arts and heritage funding opportunities. ¹	4,977	2,400	14,667

Data source: Final reports with 176 of 365 projects reporting. Data accurate as of May 27, 2025.

¹PM 1b targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as 1,700 and 1,700 respectively.

Final reports indicate that 14,667 people participated in FPCC-funded arts and heritage programs in 2024/25. Of that figure 11,440 people participated in heritage programs. This extraordinary success is the result of hard work and leadership at the community level and the nature of the projects. For example, the Victoria Native Friendship Centre alone reported 5,078 participants in a Braided Knowledge project and six other organizations reported over 200 participants in their projects. Participation in the arts program was also significant in 2024/25. Final reports received to date indicate 3,227 people participated in FPCC-funded arts programs.

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

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

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

Key results

- Completed research and cost analysis to support First Nations rights related to repatriation of cultural belongings and ancestral remains
- Developed draft heritage planning framework and approach to support B.C. First Nations' work to create strategic heritage plans to assist with documenting, assessing and safeguarding their cultural heritage
- Supported the development of long-term, strategic community-based language revitalization plans with ongoing training and one-on-one and group coaching

Summary of progress made in 2024/25

In 2024/25 FPCC undertook a number of initiatives to assist communities to take a strategic long-term approach to their revitalization work. A report by FPCC on repatriation cost analysis describes the steps to identify the costs of repatriation from the beginning planning stages in communities to long-term caretaking after Ancestors and Belongings are repatriated.

A second report assesses the challenges and barriers communities face as they work to bring Ancestors and Belongings home. The report includes information on the locations of B.C. First Nation Ancestors and Belongings, identifying over 2,500 Ancestors and 100,000 Belongings held in 229 colonial institutions worldwide.

To support community language planning, FPCC delivered a Language Revitalization Plan Development Workshop where participants from 24 First Nations organizations had the opportunity to receive training, feedback and hands-on support from experienced FPCC coaches and staff.

FPCC also offered training sessions on project management, visioning, mobilization and language-learning practices. In person planning sessions by FPCC coaches were complemented by webinars on topics such as funding the language plan. Coaches also provided facilitation for working group meetings and community engagement.

Objective 2.2: Support the economic value of cultural revitalization

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

Key results

- Secured \$15 million in annual funding from the Province in 2024/25 for 2025/26 onwards, addressing a commitment in the [Declaration Act Action Plan](#)
- Completed analysis demonstrating the impact of FPCC investments on economic output, GDP and jobs
- Completed arts vitality survey to identify arts practices and challenges to revitalization
- Provided training to strengthen language, arts and heritage skills for more than 5,000 people

Summary of progress made in 2024/25

FPCC is working to increase the number of First Nations individuals who are employed in languages, arts and heritage revitalization and support the development of a sustainable and skilled labour pool.

FPCC's training supports high opportunity occupations identified by Government such as early childhood education, teachers, web developers and programmers, user support technicians and other tech related occupations. As part of a broader initiative, FPCC also launched an arts vitality survey. Common challenges cited by respondents included access to financial resources or support and access to mentors or teachers. Thirty-two percent of respondents indicated that there are artistic traditions that are no longer practiced in their communities. FPCC anticipates that new training needs may be identified when the research is completed.

Performance measure(s) and related discussion

Performance Measure	2022/23 Baseline	2023/24 Actual	2024/25 Target	2024/25 Actual
2a Total amount of funding delivered to communities ¹ .	\$30.7 M	\$48.6M	\$37.2 M	\$30.1 M

Data source: FPCC 2024/25 Audited financial statements.

¹PM 2a targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as \$15 M and \$17 M, respectively.

FPCC paid more than \$30 million in grants to communities in 2024/25. The figure was lower than target with more than an additional \$10 million in funding that is due to 2024/25 projects, pending receipt of final reports.

Performance Measure	2023/24 Actual	2024/25 Target	2024/25 Actual
2b The total number of jobs supported as a result of FPCC programming ^{1,2}	7,588.5	4,200	5,194

Data source: Final reports, with 319 of 551 projects reporting. Data accurate as of May 27, 2025.

¹PM 2b targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan 1,270 and 1,460 respectively.

²2023/24 results have been updated to reflect final reports for 2023/24 received as of March 2025. FPCC originally reported 2,878 in the 2023/24 Annual Service Plan Report.

In 2024/25 FPCC supported a total of 5,194 jobs based on final reports received to date. These include 616 fulltime jobs, 1,136 part-time jobs and 3,442 other jobs, such as casual short-term work.

The bulk of the jobs are associated with language programs. Final reports indicated that in 2024/25, 117 people moved into new fulltime language positions because of FPCC funding, while FPCC funding maintained fulltime positions for 246 people employed through language programs. FPCC funding also supported 217 fulltime jobs through its heritage program and 36 jobs through the arts program.

Performance Measure	2023/24 Actual	2024/25 Target	2024/25 Actual
2c Number of people receiving training through FPCC to support revitalization of language, arts and heritage. ¹	4,026	700	1,226

Data source: Figures reported by program managers for training provided directly by FPCC. Data accurate as of May 27, 2025.

¹PM 2c targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as 300 and 340, respectively.

FPCC increased training in 2024/25 and surpassed its target. The language program provided training to 936 people, followed by the arts program which provided training to 157 people and the heritage program which provided training to 133 people. Communities also provide training with the program funding FPCC provides and these are not included in the targets or actuals. For example, final reports from the Heritage Program indicate communities provided training to 3,965 people. The number of people receiving training is primarily higher than target due to offering a new online learning series and an increase in the number of regional workshops.

Financial Report

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

Discussion of Results

FPCC provided more than \$30 million in grants to communities in 2024/25, with more than an additional \$10 million committed to 2024/25 projects, pending delivery of final reports.

FPCC recognized approximately \$21 million less in revenue in 2024/25 compared to the prior fiscal as a result of multiple factors. For example, some language teams slowed work and reduced staff as result of uncertainty around funding.

By fiscal year-end FPCC secured \$15 million in ongoing, annual funding from the Province starting in 2025/26, with \$12 million for languages, enabling the organization to provide a greater degree of funding certainty for people in communities who are leading this work.

Financial Summary

(\$000s)	2023/24 Actual	2024/25 Budget	2024/25 Actual	2024/25 Variance
Revenues				
Ministry of Indigenous Relations and Reconciliation	6,717	6,750	6,951	(201)
BC Arts Council	1,725	1,725	1,348	377
Other Provincial Ministries	0,000	500	608	(108)
Grants from Federal Government	38,327	15,900	3,489	12,411
Grants from Non-Governmental Organizations	10,113	10,000	10,494	(494)
Deferred Revenue	2,670	11,690	15,637	(3,947)
Interest and Other	726	101	840	(739)
Total Revenue	60,278	46,666	39,367	7,299
Expenses				
Language	28,143	26,279	15,090	11,189
FirstVoices	7,482	0,000	0,000	0,000
Arts	5,377	4,500	4,528	(28)
Heritage	7,194	7,958	9,043	(1,085)
Administration and Governance	9,942	6,032	8,244	(2,212)
Amortization	200	329	197	132
Other Operating	1,940	1,568	2,265	(697)
Total Expenses	60,278	46,666	39,367	7,299
Annual Surplus (deficit)	0,000	0,000	0,000	0,000
Total Debt	0,000	0,000	0,000	0,000
Accumulated Surplus	384	384	384	0,000
Capital Expenditures	132	0,000	95	(95)

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

Variance and Trend Analysis

Revenues were lower in 2024/25 as the FPCC funding agreement with the federal Department of Canadian Heritage provided significant funding upfront in 2023/24, the first year of a five-year flexible agreement. The five-year agreement allows for funding to flow over multiple years. As a result, a significant portion of the funding was deferred and will be recognized in future fiscal years.

Overall expenses were lower than expected for the language program as there was uncertainty around the amount of language funding that would be available, making it prudent for FPCC and communities to take a conservative approach. As a result, recipient projects progressed more slowly than anticipated. The variance from 2024/25 will be spent in the next fiscal year. As a result, a significant portion of the funding was deferred.

Interest generated was higher than budget due to higher cash in bank because of slower grant payments.

The heritage program, which has a higher proportion of multi-year projects, had more projects completed than forecast.

FPCC allocated \$95,000 to capital expenditures in 2024/25 to address necessary technology upgrades.

Risks and Uncertainties

As FPCC is subject to year-to-year fluctuations in funding, revenue cannot always be accurately anticipated. Developing funding partnerships was FPCC's priority for the 2024/25 service plan. As FPCC worked to increase funding, it also focused on recruitment, retention and capacity building both within the organization and in community.

U.S. relations may have some impact on the organization as several funders are based in the U.S. In addition, U.S. tariffs and inflation have the potential to dramatically increase the cost of goods and services and revitalization work in communities. FPCC is following provincial direction on tariff response, with a guiding principle to minimize the risk of negative impacts to First Nations communities.

Political uncertainty is also a consideration for this period, as governments pivot to respond to dynamic global political and economic pressures. To mitigate this risk, FPCC developed a comprehensive multi-year funding strategy, securing ongoing commitments from the Province in 2024/25.

Risks related to information management and information technology include risks associated with data loss, data breach and theft. FPCC's information systems require ongoing investments to protect the sovereignty of the First Nations data that FPCC hosts.

As a funder, FPCC also faces risks associated with fraud, including misrepresentation by people who seek to access funds. FPCC has mitigated that risk by clarifying eligibility criteria, to

ensure FPCC meets its legislated mandate and that its funds support the work of B.C. First Nations people.

There is growing awareness by the public about the impacts of cultural genocide and an increasing commitment to First Nations' rights and reconciliation. FPCC continues to advocate for First Nations heritage, language, culture and arts as a human right supported by legal commitments and for investments in these areas to contribute to economic growth and wellbeing for First Nations people of B.C. and all British Columbians.

Appendix A: Progress on Mandate Letter Priorities

The following is a summary of progress made on priorities as stated in the 2021/22 and 2023 Mandate Letters from the Minister Responsible.

2021/22 Mandate Letter Priority	Status as of March 31, 2025
Support Indigenous communities to reach goals through delivering successful language, arts and cultural heritage programs by providing funding grants, coaching, resources, professional development and training.	<ul style="list-style-type: none"> Delivered more than \$30 million in grants Supported 3,679 people in language immersion Supported 23 youth in the Youth Empowered Speakers Program Created 16 new resources to support communities Supported training to more than 5,000 people
Provide advice and increase collaboration with B.C. government ministries whose mandates intersect with FPCC's on the policy and actions required to meet government's commitments to implement the Declaration on the Rights of Indigenous Peoples Act and the Truth and Reconciliation Commission Calls to Action that relate to languages, culture, arts and heritage.	<ul style="list-style-type: none"> Advised the Ministry of Indigenous Relations and Reconciliation, the Ministry of Tourism Culture and Sport (the Heritage Branch, BC Arts Council, Creative BC), the Ministry of Forests (Archeology Branch) and the Department of Canadian Heritage among others Participated in the Repatriation Policy Framework Committee Supported action on B.C.'s Gender-Based Violence Action Plan
Design and implement Indigenous language, arts and cultural heritage programming that will most effectively transmit cultural knowledge to new generations and achieve mandate.	<ul style="list-style-type: none"> Created and delivered new cultural practices grant Secured funding from the federal Indigenous Early Learning and Childcare Framework through the First Peoples' Cultural Foundation to have more speakers engaged in 11 language nests, complete language assessments for children and provide enhanced resources.

2021/22 Mandate Letter Priority	Status as of March 31, 2025
<p>Continue to raise the profile of the importance of protecting, revitalizing and enhancing Indigenous languages, arts and cultural heritage in B.C. by promoting the work of the FPCC, community partners and other stakeholders around the province and across Canada.</p>	<ul style="list-style-type: none"> • Featured in 95 unique media stories (664 syndicated) • More than 870,000 web visits across all platforms, with the FirstVoices language platform receiving 444,522 visits • 35,499 followers on social media • Hosted repatriation forum • Presented at conferences and events including, Supporting Indigenous Language Revitalization, Managing First Nations Heritage Infrastructure and UBC Learning Series on Indigenous Food Sovereignty • FPCC Heritage Manager invited to serve on the National Historic Sites and Monuments Board • Addressed common interests with national organizations, including, Office of the Commissioner of Indigenous Languages, Heritage Canada, National Trust of Canada and the Canadian Association of Heritage Professionals

2023 Mandate Letter Priority	Status as of March 31, 2025
<p>Collaborate with B.C. and Canada to advance discussions that support long term sustainable and predictable funding related to revitalization of languages, arts and heritage</p>	<ul style="list-style-type: none"> • Secured ongoing funding for language revitalization from the Province of B.C.

Appendix B: Auditor's Report and Audited Financial Statements



Doane
Grant Thornton

Financial Statements

First Peoples' Heritage, Language and
Culture Council

March 31, 2025

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Management's Responsibility for Financial Reporting

The financial statements of First Peoples' Heritage, Language and 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 quarterly basis and external audited financial statements annually.

The external auditors, Doane Grant Thornton LLP, 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

Tracey Herbert, CEO
May 15, 2025

Doane Grant Thornton LLP

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Independent auditor's report

To the members of First Peoples' Heritage, Language and Culture Council

Opinion

We have audited the financial statements of First People's Heritage, Language and Culture Council ("the Council"), which comprise the statement of financial position as at March 31, 2025, and the statements of operations, change in net debt and cash flow 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 First Peoples' Heritage, Language and Culture Council as at March 31, 2025, and its results of operations, its changes in its net debt, 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 Entity 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 these 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 these 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 Entity's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

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

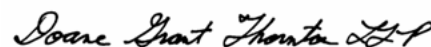
Auditor's Responsibilities for the Audit of the Financial Statements

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 Entity'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 Entity'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 Entity 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.



Victoria, Canada
May 15, 2025

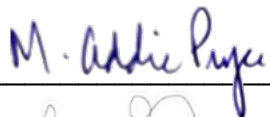

Chartered Professional Accountants

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Financial Position as of March 31, 2025 (In Thousands of Dollars)

	2025	2024
Financial Assets		
Cash and Cash Equivalents	\$ 27,851	\$ 19,272
Accounts Receivable	2,158	343
GST Receivable	93	122
	30,102	19,737
Liabilities		
Accounts Payable	4,090	3,535
Deferred Revenue (Note 7)	26,084	16,429
	30,174	19,964
Total Liabilities	30,174	19,964
Net Financial Debt	(72)	(227)
Non-Financial Assets		
Tangible Capital Assets (Note 6)	314	416
Prepaid Expenses	142	195
	456	611
Total Non-Financial Assets	456	611
Accumulated Surplus	\$ 384	\$ 384
Commitments (Note 10)		

Approved by The Board:

	Director
	Director

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Operation
as of March 31, 2025
(In Thousands of Dollars)

	Budget	2025	2024
Revenue			
Grants	\$ 34,976	\$ 22,890	\$ 56,882
Interest and other	0	834	726
Deferred Revenue	11,690	15,641	2,670
Total Revenue	46,666	39,365	60,279
Expenditures			
Language Programs	26,279	17,712	32,211
First Voices Programs	0	0	9,998
Arts Programs	4,500	5,450	5,990
Heritage Programs	7,958	9,802	7,893
Operating Expenses and Overhead			
Administration Salaries/Benefits & Governance	6,032	3,939	2,046
Amortization	329	197	200
Other Operating Costs	1,568	2,265	1,940
Total Expenses	46,666	39,365	60,278
Accumulated surplus at beginning of year	384	384	384
Accumulated surplus at end of year	\$ 384	\$ 384	\$ 384

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Change in Net Financial Debt
as of March 31, 2025
(In Thousands of Dollars)

	Budget	2025	2024
Acquisition of tangible capital assets	\$ -	\$ (94)	\$ (132)
Amortization of tangible capital assets	329	197	200
	<u>329</u>	<u>103</u>	<u>68</u>
Acquisition of prepaid expense	(385)	(281)	(438)
Use of prepaid expense	<u>300</u>	<u>333</u>	<u>353</u>
Increase in net financial assets (debt)	<u>(56)</u>	<u>155</u>	<u>(17)</u>
Net financial debt at beginning of year	<u>(227)</u>	<u>(227)</u>	<u>(210)</u>
Net financial debt at end of year	\$ <u>(283)</u>	\$ <u>(72)</u>	\$ <u>(227)</u>

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Cash Flows as of March 31, 2025 (In Thousands of Dollars)

	2025	2024
Cash flows from operating activities		
BC Ministry of Indigenous Relations & Reconciliation	\$ 6,951	\$ 6,717
BC Arts Council	1,348	1,725
Department of Canadian Heritage	3,489	38,327
Aboriginal Neighbors	-	16
Creative BC	608	434
First Peoples' Cultural Foundation	10,493	9,648
Margaret A. Cargill Foundation	1	-
United Church	-	15
Interest Income and Other	839	726
Deferred contributions	15,637	2,670
	39,366	60,278
Cash used for grants and awards	(30,148)	(48,646)
Cash used for salaries and benefits	(5,952)	(5,703)
Cash paid to materials and services	5,407	2,519
Cash flows from operating activities	8,673	8,448
Cash flows from Investing activity		
Purchase of tangible capital assets	(94)	(132)
Cash flow used by Investing activity	(94)	(132)
INCREASE (DECREASE) IN CASH FLOW	8,579	8,316
Cash and cash equivalents - beginning of year	19,272	10,955
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 27,851	\$ 19,272

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2025

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. 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 2024/25.

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.

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.

Financial instruments are recorded at fair value on initial recognition except for certain related party transactions. All financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Council has not elected to carry any such financial instruments at fair value.

(continues)

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2025

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

Financial instruments in related party transactions

Financial assets and financial liabilities in related party transactions are initially measured at cost, with the exception of certain instruments which are initially measured at fair value. The Council does not have any financial assets or financial liabilities in related party transactions which are initially measured at fair value.

Gains or losses arising on initial measurement differences are generally recognized in net income when the transaction is in the normal course of operations, and in equity when the transaction is not in the normal course of operations, subject to certain exceptions.

Financial assets and financial liabilities recognized in related party transactions are subsequently measured based on how the Council initially measured the instrument. Financial instruments initially measured at cost are subsequently measured at cost, less any impairment for financial assets. Financial instruments initially measured at fair value, of which the Council has none, would be subsequently measured at amortized cost or fair value based on certain conditions.

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.

Long-lived assets

The Council reviews the carrying value of long-lived assets to reassess the estimates regarding future cash flows and other factors used to determine the fair value of the respective assets. If these estimates or their related assumptions change in the future, the Council may be required to record impairment charges for these assets.

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2025

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. Significant estimates include collectability of receivables, useful life of capital assets, amounts of accrued liabilities, and deferred revenue. 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, 2025

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, 2025	March 31, 2024
Due from Government	\$ 93	\$ 122

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2025

6. TANGIBLE CAPITAL ASSETS

(In Thousands of Dollars)

<u>Cost</u>	March 31, 2024 Balance	Additions	Disposals	March 31, 2025 Balance
Art Collection	\$ 195	\$ -	\$ -	\$ 195
Computer equipment	844	95	-	939
Computer software	61	-	-	61
Furniture and Equipment	443	-	-	443
Leasehold Improvements	792	-	-	792
	\$ 2,335	\$ 95	\$ -	\$ 2,430

	2024	Accumulated Amortization		2025
<u>Accumulated Amortization</u>	Balance	Amortization	on Disposals	Balance
Art Collection	\$ -	\$ -	\$ -	\$ -
Computer equipment	731	101	-	832
Computer software	60	1	-	61
Furniture and Equipment	439	3	-	442
Leasehold Improvements	689	92	-	781
	\$ 1,919	\$ 197	\$ -	\$ 2,116

<u>Net book value</u>	March 31, 2025	March 31, 2024
Art Collection	\$ 195	\$ 195
Computer equipment	107	113
Computer software	0	1
Furniture and Equipment	1	4
Leasehold Improvements	11	103
	\$ 314	\$ 416

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2025

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, 2024	Receipts during year	Transferred to revenue	Balance March 31, 2025
BC Arts Council	\$ 250	\$ 1,725	\$ 1,468	\$ 507
Council of Yukon First Nations	-	-	-	-
Creative BC	46	770	653	163
Department of Canadian Heritage	11,632	25,765	15,121	22,276
First Peoples' Cultural Foundation	2,017	1,493	1,587	1,923
Heritage Branch	6	-	-	6
Margaret A. Cargill Foundation	580	313	371	522
Advanced Education, Sport, Tourism	1,771	-	1,771	-
RSF Social Finance	128	670	111	687
	\$ 16,429	\$ 30,736	\$ 21,082	\$ 26,084

	(in Thousands of Dollars)			
	Balance April 1, 2023	Receipts during year	Transferred to revenue	Balance March 31, 2024
BC Arts Council	\$ -	\$ 1,975	\$ 1,725	\$ 250
Council of Yukon First Nations	10	-	10	-
Creative BC	250	480	684	46
Department of Canadian Heritage	434	41,641	30,443	11,632
First Peoples' Cultural Foundation	1,698	10,328	10,009	2,017
Heritage Branch	62	-	56	6
Margaret A. Cargill Foundation	465	560	445	580
Advanced Education, Sport, Tourism	2,278	-	507	1,770
RSF Social Finance	632	-	503	128
	\$ 5,828	\$ 61,733	\$ 51,131	\$ 16,429

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL**Notes to Financial Statements****(In Thousands of Dollars)****Year Ended March 31, 2025****8. EXPENDITURES BY OBJECT**

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

	<u>2025</u>	<u>2024</u>
<u>Expenditures</u>		
Grants	\$ 30,148	\$ 48,646
Salaries and Benefits	5,951	5,703
Purchased services	1,277	3,727
Office Overhead and Operating Costs	747	952
Community Resources, R&D and Jury Costs	728	671
Professional Fees	63	118
Amortization	197	200
Facilities Rent, Heating and Maintenance	166	168
Board and Advisory	88	94
	<u>\$ 39,365</u>	<u>\$ 60,279</u>

9. CAPITAL STOCK

The capital of the Council is one share (2024: one share) with a par value of \$100 (2024: \$100). The share is issued to and held by His Majesty the King 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:

2026	<u>\$ 33</u>
------	--------------

In addition, the Council has two one-year leases for additional premises at separate locations. These leases require rent in the amount of \$22,200 per annum with the Council paying additional utilities and \$3,800 per annum. The current signed lease is for the period November 15, 2024 to November 14, 2025 and April 1, 2022 to March 31, 2025 respectively (one lease is month to month during renewal process).

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

(In Thousands of Dollars)

Year Ended March 31, 2025

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 is accounted for as a defined contribution plan. For the year ended March 31, 2025 the Council paid \$463,182 (2024: \$436,721) for employer contributions to the plan.

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, 2023 Actuarial Valuation Report), the financial position of this plan is in a surplus position.

3

12. FINANCIAL RISK MANAGEMENT

Management's assessment of the Council's exposure to financial instrument risk is as follows:

It is management's opinion that the Council is not exposed to significant liquidity or credit risks arising from these financial instruments.

Liquidity Risk: Cash and cash equivalents are held with financially sound institutions and as such liquidity risk is not significant.

Credit Risk: Accounts receivable balances consist primarily of grants receivable. At the financial statement date, none of the accounts receivable balance is past due and none is considered to be impaired. As such the Council is not exposed to significant credit risk.

Interest Rate Risk: The Council is exposed to interest rate risk through its cash equivalents. It is management's opinion that the Corporation is not exposed to significant interest rate risk as it invests solely in term deposits that have a maturity date of no more than 91 days.

13. ECONOMIC DEPENDENCE

As a BC First Nations governed Crown Corporation, the Council core operational funding is permanent and provided by MIRR. However, the FPCC does not have long term, sustainable or permanent funding for programs. The language programming and grant funding is economically dependent on funding received from the Department of Canadian Heritage (DCH) to continue to deliver programs at the current capacity. The Council received 82% (2024: 91%) of its total annual language program revenues from the DCH. Language funding from PCH is provided through federal legislation.

The Council is working with both governments towards long term sustainable funding for programming through an MOU. The Council is currently negotiating a permanent ongoing grant fund with the provincial government of \$15 million per year starting in the next fiscal year.

14. 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. The changes do not affect prior year accumulated surplus.

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Grant Revenue as of March 31, 2025 (In Thousands of Dollars)

	Budget	2025	2024
Revenue			
BC Ministry of Indigenous Relations & Reconciliation	\$ 6,750	\$ 6,951	\$ 6,717
BC Arts Council	1,725	1,348	1,725
Ministry of Advanced Education, Skills and Learning	1,528	-	-
Grants from BC Provincial Ministries	10,003	8,299	8,442
Department of Canadian Heritage	14,008	3,489	38,327
Grants from Federal Ministries	14,008	3,489	38,327
Aboriginal Neighbors	-	-	16
Creative BC	500	608	434
First Peoples' Cultural Foundation	10,000	10,493	9,648
Margaret A. Cargill Foundation	465	1	-
United Church	-	-	15
Grants from Non-Governmental Organizations	10,965	11,102	10,113
	\$ 34,976	\$ 22,890	\$ 56,882