



**BC Métis**  
FEDERATION

# 2023-24 ACTION PLAN

APRIL 1, 2023 - MARCH 31, 2024

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## MESSAGE FROM THE BC MÉTIS FEDERATION PRESIDENT

Dear members, community leaders, partners, and friends,

I am pleased to present the BC Métis Federation 2023-24 Action Plan. On the following pages, you will find the most ambitious and important plan we have created since our inception in 2011. It is made possible by the \$4.2 million we have raised, most of which is own-source revenue generated by the BC Métis Federation itself.

As we enter the third and final year of our 2021-24 Strategic Plan, our priorities remain unchanged:

- *Métis Resurgence*
- *Member and Community Support*
- *Capacity Building*

As in years past, the BC Métis Federation leadership will ensure that the delivery of our Action Plan is both transparent and measurable, and that the best interests of our members and partner communities are being met. There are significant investments in cultural programming, ongoing historical research, and coastal conservation efforts. The plan also supports the opening of British Columbia's first Métis Cultural Centre — an incredible milestone for the province's Métis peoples.

Partnerships are key to the success of the Federation, and this year we will once again look to strengthen existing partnerships and establish new ones. This includes several industry partnerships that already resulted in successful procurement and employment opportunities in 2022-23.

This year requires strong Métis leadership more than ever. BC Métis Federation members and partner communities continue to be subject to discrimination by all levels of government, as well as by some agencies and Indigenous groups, because of their affiliation. This is unacceptable, and BC Métis Federation leadership will be taking strong action to advocate for and protect the Section 35 rights of Federation members.

I want to close by saying again what an exciting year we have ahead of us. We have come so far and built so much, and we have done it together. I am so proud of what we have achieved and I look forward to reaching new milestones this year.

Thank you for your continued support,



**Keith Henry B.ED, LL.D.**

*President & CEO  
BC Métis Federation*

Li taan paasii. Li taan ki vyayn.

# MÉTIS RESURGENCE

It is a very exciting time to be Métis as more and more people are reconnecting with their Métis roots. Language and culture are key to this Métis resurgence. This year, the BC Métis Federation is adding to its Michif language resources—expanding what is already the most complete French Michif curriculum available anywhere. And, with the impacts of the pandemic lessening, we are finally able to get together in person. The BC Métis Federation will be supporting cultural programming across BC through sponsorship of nine cultural events.

This year will also see the opening of the BC Métis Cultural Centre in Vancouver. This is a huge milestone for Métis in British Columbia. This facility will be more than just a collection of historical artifacts—it will be a celebration of the living culture of Métis from across this province. The space will host cultural programming, educational tours, and other events. The BC Métis Federation will continue to undertake extensive research activities this year to document the long history of Métis in BC, and the cultural centre will feature interactive displays that tell this history.

Alongside this celebration of language and culture, the BC Métis Federation will be taking a stand for the rights of Métis in British Columbia. Our members have repeatedly been discriminated against when attempting to access federal and provincial programs. The Federation will be taking legal action against the federal government to ensure that all Métis in British Columbia are granted their full Section 35 rights.

## Advocacy for Métis Rights

- *Ensure that BC Métis Federation members are not discriminated against with respect to their Section 35 rights simply because they are members of the BC Métis Federation*
  - › *Take legal action against the Government of Canada to stop discrimination against BC Métis Federation members*

## Cross Cultural Education

- *Create a new “Working with Métis People” workshop*
  - › *Host one workshop at the BC Métis Cultural Centre*

## Michif Language Curriculum

- Produce new educational resources to support the Michif language curriculum
  - › Produce two language videos
  - › Produce 12 language worksheets
- Continue research into and documentation of French Michif
  - › Hold four audio recording sessions with fluent speakers
  - › Host four meetings with Michif Knowledge Holders Committee
  - › Conduct Silent Speakers Program pilot project
  - › Attend annual Michif Language Symposium
- Distribute Michif language curriculum and resources
  - › Maintain and expand online Michif glossary
  - › Host two information sessions on application of the curriculum
  - › Develop microsite to facilitate and track access to curriculum
  - › Mail 40 curriculum packages to motivated learning groups

## Project “Coming Home”

- Implement feasibility study
- Build out the BC Métis Cultural Centre
  - › Secure funding for construction and furniture, fixtures, equipment and technology
  - › Open Phase 1 of the BC Métis Cultural Centre to members and the public
- Host Métis cultural activities
  - › Host 12 online and in-person events at the BC Métis Cultural Centre

## Community Cultural Outreach

- Build cultural capacity in BC Métis Federation Partner Communities
  - › Develop a cultural capacity building strategic plan with five Partner Communities
  - › Develop forty media resources to support research department findings
- Support Métis community cultural events
  - › Develop application system and planning kits for community cultural events
  - › Develop three commemoration event toolkits for Partner Communities
  - › Sponsor five small-scale Métis cultural events throughout the year (to a maximum contribution of \$5,000 per event)
  - › Sponsor three large Métis festivals or events between June and August (to a maximum contribution of \$15,000 per event)
  - › Host six Métis Women’s Circle events

## Research

- Continue to raise public, member and partner community awareness of BC Métis Federation research projects
  - › Launch Phase 2 of the online research portal
- Expand the BC Métis Federation’s database of culturally significant places
  - › Continue GIS mapping of culturally significant places
- Increase research team capacity
  - › Hire one research assistant
- Conduct research-based meetings with engaged partner communities
  - › Host two meetings
- Expand research relationships
  - › Add two new highly engaged partners

# MEMBER & COMMUNITY SUPPORT

BC Métis Federation membership is growing across British Columbia. To support this growth, the Federation is investing in new systems to streamline the membership process. With these improvements the BC Métis Federation will be well positioned to welcome new members as our organisation grows.

Our commitment to our partner communities is also expanding. We will maintain our monthly financial support to our partner communities, as well as add one new partner community to our network this year. We will also provide financial assistance for important events in our partner communities. By working together cooperatively, the BC Métis Federation and our partner communities create a network of support for Métis people across the province.

## Membership

- *Grow BC Métis Federation membership*
  - › *Increase overall membership by 20%*
- *Improve membership management processes and systems*
  - › *Hold monthly membership oversight committee meetings*
  - › *Implement an online membership management system with all requisite features*

## Health & Wellness

- *Launch an Emergency Assistance Program for members*
  - › *Provide \$100,000 of assistance to members to cover the cost of health related expenses*

## Partner Communities

- *Support partner communities in recognising significant events through four direct funding opportunities at \$500 per community (if partner community is holding an event or doing outreach)*
  - › *June 21: National Indigenous Peoples Day events*
  - › *November 16: Louis Riel Day events*
  - › *December 25: Christmas hampers*
  - › *September 30: National Day for Truth and Reconciliation events*
- *Grow and support the BC Métis Federation network of partner communities*
  - › *Add one new partner community*
  - › *Provide administrative funding support of \$1,000 per month to each active partner community*

A person wearing glasses and a dark shirt is playing an acoustic guitar on a stage. A microphone is positioned in front of them. The background is dark with some light patterns. The overall image has a blue tint.

# CAPACITY BUILDING

In this coming year, the BC Métis Federation will once again be focused on building the capacity of our partner communities and members. We will be expanding our team in order to better support our members across the province and deliver a wider range of cultural programs and services. We will be investing in new tools to help track the impact of our work, and to better tell our stories.

The BC Métis Federation will once again be working closely with industry on a number of projects across the province. The ultimate goal of these partnerships is to assist more Métis in British Columbia in securing employment. These efforts will be supported by investments in new online tools to connect workers to employers.

The coastal conservation work of the Federation will be expanded to offer greater programming and to host more events in more locations. This important work is helping to make a significant impact in coastal communities and helps bring together multiple generations of Métis people with a shared connection to the land.



## Human Resources

- Expand current team capacity
  - › Increase the organisational chart by seven positions
  - › Contract a Human Resources consultant to support organisational growth

## Procurement Program

- Generate own-source revenues to support program delivery
  - › Secure \$1,700,000 in procurement revenues

## Career Services Program

- Assist Métis people in securing employment
  - › Implement an online job board system with resume management
  - › Support 125 job-seeking Métis in BC to find work

## Industry Engagement

- Continue to advance Métis interests and concerns regarding industry projects throughout British Columbia, including:
  - › Enbridge Westcoast Connector
  - › TC Energy Foothills/Groundbirch
  - › Trans Mountain Expansion
  - › TC Energy Coastal GasLink
- Increase engagement with partners to pursue procurement and employment opportunities, including:
  - › BC Hydro
  - › FortisBC

## Coastal Conservation

- Host coastal conservation meetings
  - › Two aquatic day camp retreats (Vancouver Island and Lower Mainland)
  - › Three coastal water protector gatherings (Vancouver Island and Lower Mainland)
  - › 18 coastal events (beach clean-ups and information sessions)
  - › Four coastal conservancy webinars
  - › Eight Coastal Pup sessions for youth
- Collect feedback from members and the public on coastal conservation in BC
  - › Conduct one annual coastal conservation survey

## Health & Wellness

- Support member health and wellness across BC
  - › Work to strengthen relationship with the Provincial Public Health Office
  - › Implement two health pilot projects to support the needs of members throughout British Columbia (in partnership with Red Cross and United Way)

## Office Expansion

- Invest in infrastructure in preparation for Project “Coming Home”
  - › Update furniture, fixtures, equipment and technology

# CAPACITY BUILDING (CONTINUED)

## Communications

- *Increase reach of BC Métis Federation communications*
  - › *Increase total followers on the BC Métis Federation social media platforms by 5%*
  - › *Increase total email subscribers by 15%*
- *Distribute information and updates to members and partners*
  - › *Send five mail-outs to partner communities*
  - › *Send 12 newsletters electronically to members and partners*
  - › *Send 52 email updates to members and partners*
- *Conduct monthly Métis Coffee Talk broadcasts*
  - › *Host 12 online broadcasts with BC Métis Federation President and special guests*
- *Improve search engine ranking of the BCMetis.com website*
  - › *Complete a search engine optimisation audit of BCMetis.com and implement recommendations*
  - › *Increase website traffic by 10%*
- *Increase recognition of the BC Métis Federation brand*
  - › *Design and use a BC Métis Federation display booth at events*

## Indigenous Advisory and Monitoring Committee - TMX

- *Maintain an active role on the TMX Indigenous Advisory and Monitoring Committee*
  - › *Continue representing BCMF on the IAMC and its subcommittees*
  - › *Secure one new project related to TMX that supports Métis socioeconomic needs*
  - › *Continue negotiations for equity ownership*
  - › *Continue building a relationship with the Province of BC*
  - › *Present BCMF information in response to Northeast BC Connector regulatory requests*
  - › *Present BCMF information in response to Groundbirch project regulatory requests*
  - › *Present BCMF information in response to Foothills project regulatory requests*
  - › *Establish a working relationship with CANDO*

## Governance

- *Maintain BC Métis Federation's commitment to open and transparent governance*
  - › *Host the 2023 Annual General Meeting in Prince George on September 23, 2023*
- *Host four Board of Directors meetings on the following dates:*
  - › *May 27, 2023 (BCMF office)*
  - › *August 17, 2023 (Terrace, BC)*
  - › *November 4, 2023 (BCMF office)*
  - › *January 20, 2024 (BCMF office)*
- *Complete financial year end for 2022-23*
  - › *Satisfactory audited financial statements for 2022-23*
  - › *Produce a 2022-23 annual report*
- *Establish BCMF women's and youth initiatives*
  - › *Host two meetings for women's and youth initiatives*
- *Fulfill board of directors capacity mandate*
  - › *Appoint an Elder to the BCMF Board of Directors*

## Administration

- *Maintain office operations*
  - › *Open five days per week with full operations between 8:30 am and 5:00 pm*
  - › *Respond to all incoming emails (info@) and phone calls (office number) in a timely manner*
  - › *Oversee daily operations of the BC Métis Cultural Centre*
- *Continue management planning meetings*
  - › *Hold bi-weekly management meetings*
- *Facilitate annual leadership planning session for the new three-year Strategic Plan*
  - › *Host one two-day planning session*
- *Improve organisational goal setting and performance tracking*
  - › *Implement an online Key Performance Indicator tracking dashboard*



# About the BC Métis Federation

The British Columbia Métis Federation (BCMF) is a non-profit association that works to ensure the well-being of its members throughout the province of BC. The BCMF advocates for the advancement of Métis knowledge, language, culture, wellness and self-determination for the nearly 90,000 Métis in British Columbia that represent 33% of the total Indigenous population in the province.

*Li taan paasii. Li taan ki vyayn.*

*From our past. For our future.*

This saying encapsulates our belief that we are guided by our ancestors: their stories, customs, triumphs and struggles. It represents our stewardship of our ancestors' legacies and our collective hopes for sustaining a strong Métis identity for future generations.

## Our Vision

A strong and engaged BC Métis population that is grounded in Métis knowledge, language, and culture, and supports the wellness and prosperity of Métis families, youth, children, women, elders, and veterans.

## Our Mission

BCMF works with integrity and collaboration towards the advancement of Métis knowledge, language, culture, wellness, and self-determination today and for future generations of Métis families.

## Our Values

The BCMF has identified values that will be honoured and respected in recognition of our grassroots Métis culture as the foundation:

- *Trust*
- *Honesty*
- *Integrity*
- *Accountable Leadership*
- *Support for Métis Elders; veterans; women; youth; children and families*
- *Commitment*
- *Vision*
- *Empowerment of each Métis person*

## Community Support

BCMF continues to build relationships with Métis communities and service delivery organisations throughout British Columbia. Statements of Cooperation or Memorandums of Understanding have been signed between the BCMF and these Métis communities:

- *Dawson Creek Métis Federation*
- *Fort St. John Métis Society*
- *Métis Association of Central Okanagan*
- *North Thompson Cultural Society*
- *Nova Métis Heritage Association*
- *Old Fort Métis Association*
- *Peyak Li Moond Métis Society*
- *Skeena River Métis Community Association*
- *South Island Métis Nation*



# BC Métis Federation Team

## Board

The Directors on the BC Métis Federation (BCMF) Board represent a wide range of partners from across British Columbia's Métis communities. The responsibility of the Board is to provide oversight and recommendations on the implementation of the BCMF three-year strategy, as well as reporting on successes on a monthly basis.

**KEITH HENRY**

President & CEO

**EARL BELCOURT**

Treasurer

**RENE THERRIEN**

Vice President

**JACQUIE SWAISLAND**

Secretary

**ROSEANNE FORGET**

**LOUISE LAMBERT**

**CINDY WILGOSH**

## Staff & Contractors

Led by the CEO, BCMF staff and contractors are responsible for the day-to-day operations of the association.

### **KEITH HENRY**

President & CEO

### **LISA ARMSTRONG**

Director Of Child, Youth, & Family

### **JEANIE CARDINAL**

Director of Culture & Language

### **JOE DESJARLAIS**

Director of Research

### **ANGEL FISHER**

Director of Coastal Conservation

### **BETTY FISHER**

Director of Finance

### **TAYLOR MCLEOD**

Director of Industry Engagement

### **KAREN ANDREWS**

Industry Employment Coordinator

### **SHERRY DANIELS**

Office Manager

### **CHRIS ENNS**

Research Assistant

### **BRAD GIROUX**

Industry Engagement Coordinator

### **DRAKE HENRY**

Project Coordinator

### **KEVIN HENRY**

Métis Community Health Coordinator

### **DR. BRUCE SHELVEY PH.D**

Research Advisor

### **RINA SINGH**

Finance Clerk

### **BRADY SMITH**

Senior Strategic Policy Advisor

### **KRISTINA SOUTER**

Finance Assistant

### **TANNER TIMOTHY**

GIS Specialist

### **CRAIG VAN DER MERWE**

Business Systems Strategist

### **ZIA YAZDANI**

Coastal Manager

### **KPMG**

Financial Accountants

# 2023-24 Budget

REVENUES	
Government Investments (programs and services)	\$2,555,530
Own-Source Revenues (economic development activities)	\$1,750,000
Carry forward from 2022-23	\$150,000
<b>TOTAL REVENUES</b>	<b>\$4,455,530</b>

EXPENSES	
Salaries/Contracts	\$2,588,747
Administration	\$1,709,832
Emergency Assistance Fund	\$100,000
Contingency	\$36,000
<b>TOTAL EXPENSES</b>	<b>\$4,434,579</b>

<b>PROJECTED SURPLUS</b>	<b>\$20,951</b>
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*Tenth Anniversary*  
 **BC Métis  
FEDERATION**  
*Tenth Anniversary*



**BC Métis  
FEDERATION**

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