

BC Métis Federation Board Meeting
Saturday, December 10th, 2022

Burnaby Hilton
6083 McKay St
Burnaby BC

Draft Minutes

Attendees

Board Members

In Person:

1. Keith Henry - President
2. Jacquie Swaisland - Director
3. Louise Lambert - Director

Virtual:

4. Rene Therrien – Vice President
5. Earl Belcourt - Director
6. Rosanne Forget - Director
7. Cindy Wilgosh – Director

Operational Team

In Person:

8. Betty Fisher – Director of Finance
9. Angel Fisher – Director of Coastal Conservation
10. Drake Henry – Health Project Coordinator
11. Greg Mazur – Director of Industry Engagement
12. Karen Andrews – Industry Employment Coordinator
13. Jeanie Cardinal – Director of Michif Language
14. Tanner Timothy – Terrestrial GIS Contractor
15. Sherry Daniels – Office Manager
16. Joe Desjarlais – Director of Research
17. Dr. Bruce Shelvey – Research Consultant
18. Malcolm MacPherson – Legal Council Clark Wilson LLP
19. Imroz Kahn – Legal Council Assistant Clark Wilson LLP (PM)

Virtual:

20. Kevin Henry – Metis Community Health Coordinator
21. Brady Smith – Senior Strategic Policy Advisor
22. Kassandra Sisson – Director of Communications
23. Ally Quinney - Michif Language Assistant

1. Welcome and Opening Remarks

10:00 AM

The Board and Operational Team Members were welcomed to the meeting. Round table introductions were made. An opening prayer in Michif was provided by Rene Therrien.

2. Review/Acceptance of Agenda

10:05 AM

Motion 20221210-01 – To approve the December 10th, 2022 agenda as presented

Moved by- Rosanne Forget

Seconded by – Louise Lambert

Carried

3. Review/Approve Minutes

10:15 AM

a. August 25th, 2022

Motion 20221210-02- To Review/Accept the August 25th, 2022 Minutes

Moved by- Cindy Wilgosh

Seconded- by Earl Belcourt

Carried

4. BC Metis Federation 2022-2023 Budget

10:20 AM

a. Reporting April 1st – October 31st, 2022

Director of Finance Betty Fisher presented the Financial Report. There was a full reconciliation of expenses and revenues from April – October 2022.

President Keith Henry added comments to the report. He clarified that the 2022-2023 budget numbers will increase as the expansion of financial support and revenue was expected as the growth of the organization continues. The current financial position remains positive as revenues are exceeding expenses. This has been achieved by the increase in awards, driven through procurement which will allow BCMF to continue to implement and expand community and cultural programs. There are many new and exciting projects forthcoming.

Board Member Louise Lambert asked for clarification on a budget item Federal Interlocutor ISC and President Keith Henry explained that these funds are from core Federal Government sources with some funds still outstanding.

Board Member Earl Belcourt asked for clarification on honorarium statements to include the month. He also wished to clarify IAMC Capacity amount of \$95,000 which was listed as still outstanding. President Henry responded that the BCMF is working diligently with NRCan to realize these funds. Travel expenses that are incurred for attending meetings in person and will be reflected in future Budget statements.

President Henry also confirmed that the Line of Credit has been increased to \$200,000 but at this time remains unused as the organization is in a positive cash flow position.

Motion 20221210-03 To approve the BCMF 2022-2023 Budget Reporting as Presented

Moved by - Louise Lambert

Seconded by - Jacquie Swaisland

Carried

5. BC Metis Federation Annual General Meeting
a. Review Draft Minutes

10:45 AM

President Keith Henry reviewed the draft minutes from the AGM held in October 2022. He commented on the overall success of the meeting and the engagement with members and industry representatives was extremely positive. Online engagement was also very positive.

Board Member Louise Lambert asked about Board of Director messaging should enquiries be made specific to the legal declaration. President Henry replied that a comprehensive communications response strategy will be developed. Legal counsel Malcolm MacPherson added that responses will be carefully executed and a press release will be carefully implemented.

No Motion was required as this item was a follow up from the AGM minutes.

6. BC Metis Federation Reporting
a. Key Performance Industry Report

11:00 AM

i. Capacity Building

Brady Smith provided an overview of the 2022-2023 Action Plan Key Performance Indicators Capacity Building Report. The Report is intended as a visual gage with clear performance percentages which acts as an efficient method to provide a current snapshot showing the progress of each department.

President Keith Henry added that the percentage measurements give members and partners a comprehensive measurement tool based on the key performance indicators.

1. Administration

President Keith Henry encouraged Operational Members to fully utilize the office space as the improvements are almost complete. Director of Finance Betty Fisher provided an update that BCMF will continue with the current Quickbooks accounting software which is still currently sufficient for current use.

2. Human Resources

President Henry reported that the BCMF is operating at 100% current team capacity.

3. Office Expansion

President Henry reviewed the expansion efforts and Project Coming Home is still proceeding with committee meetings and the ongoing project feasibility study. Once the feasibility study is complete, it will be presented to the Board of Directors.

4. Procurement

5. Career Service

Employment Coordinator Karen Andrews was pleased to announce that the employment program was now at 113% in assisting members with resumes and job applications, compared to the stated 2022-2023 key performance indicator board approved measure. The attendance of job fairs has been a key component in building the relationships with various industries. Board Member Rosanne Forget offered her expertise in this area.

Action Item #1 – Cassandra Sisson to work on communications strategy to share success stories on website and social media.

6. Industry Engagement

President Henry reviewed the industry engagement percentages. There is major growth in this department and further expansion may be required in the New Year. Northeastern BC is an area of growth potential and is an area that needs further community/membership engagement.

7. Coast Guard Community Response Project

Director of Coastal Conservation Angel Fisher discussed a forthcoming survey intended to gather information and the establishment of a new project, Coastal Pups, to engage Metis children and youth in conservation efforts.

President Henry reinforced the fact that BCMF and Angel Fisher have been involved with the Canadian Coast Guard programs for over 2 years with great success. A recent incident involving Angel Fisher on a Coast Guard virtual meeting involving discriminatory/racist actions has been deeply frustrating. President Henry, the Board of Directors and all Operational Team members present unanimously agreed that as an organization, this type of behavior and divisiveness are counterproductive and discrimination/racism and intolerance towards Metis people at any level should not be accepted. A comprehensive strategy is needed to develop appropriate responses. The board and operational team members present concluded that BCMF remain positive with a focus on the successes and positive relationships it has built with all partners.

Action Item #2 – Send a private email to the parties involved

Action Item #3 – Send an email to the Canadian Coast Guard outlining BCMF's disappointment in the lack of response to its initial email.

8. Health and Wellness

Health Project Coordinator Drake Henry discussed and updated about an upcoming meeting with the Provincial Health Office, Dr. Behn Smith. Health research continues to be an important need and the health team will continue to explore health program solutions for members such as the new emergency preparedness funding. Metis Community Health Coordinator Kevin Henry added that need to identify health project support is extremely important to continue to assess the needs and important health issues of members.

Lunch Break

12- 1:00 PM

9. Communications

Director of Communications Kassandra Sisson commented that the digital strategy needs more investment to reach expected targets for 2022-2023. An audit of recent posts was analyzed and more data is needed to completely understand current algorithms. She stressed that more organic content is required and encouraged everyone to share photos and stories. President Henry added that the Michif language content is engaging along with Metis Coffee Talk on the BCMF Facebook feed.

Moving forward funds for an effective social media strategy will be invested as proposed by the Director of Communications to sustain engagement. Board Member Louise Lambert asked about SEO strategy.

Action Item #4 – Communication department and finance to follow up to implement enhanced social media strategy to March 31st.

10. Indigenous Advisory Monitoring Committee

Director Earl Belcourt reviewed his recent attendance with fellow Committee Member Sherry Daniels to the IAMC meeting in Vancouver. A strategy for the outstanding Metis seat at the IAMC Board is ongoing. Legal Counsel Malcolm MacPherson commented that there has been no change in the TMX Equity Ownership position to date. President Henry added that the program is moving forward with new initiatives forthcoming and funds still may be realized.

11. Governance

President Keith Henry was pleased to report that engagement with the new Provincial Government Cabinet has shown renewed interest to meet with the BC Metis Federation. A specific Consultation Coordinator may be required in the future to handle Government Relations. All governance protocols are being met.

ii. Member and Community Support

1. Membership

President Henry reviewed the report from Membership Coordinator Ashley Schwab. Membership continues to grow with 55 new members and 19 renewals in the last 2 months. The Membership Acceptance Committee is in place and their work continues to be important. President Henry suggested more frequent meetings to continue to build this process on a monthly basis, and prefer in person.

2. Community Events
3. Community Partners
4. Community Cultural Outreach

President Henry commented that community events with BC Metis Federation partner communities and cultural outreach is ongoing. The team will be bringing on a new community engagement support with Ally Quinney who was introduced. The BC Metis Federation is looking forward to working with her in the new year.

iii. Metis Resurgence

1. Michif Language Curriculum

Director of Michif Language Jeanie Cardinal provided a summary of the Michif Revitalization project. The project has completed the curriculum for grades 7-12 and is currently at the printers. The Michif Language microsite is being established (set up and designed). To prepare for the microsite, the glossary content transfer is currently being facilitated to prepare for microsite uploading and future uploads of both curriculum content levels (K to 6 & Gr 7 to 12) to the microsite after the glossary content uploading is completed.

The strategy for the new year will be to complete the Michif Mentor and Apprentice Framework with a targeted focus on a pilot project of internal capacity of Michif Mentor and Apprentice language transfer to support capacity building of French Michif language speaking. With our awareness that our current French Michif fluent speakers are aging and fragility in quality of life living and capacity in mentoring decreases. Along with the pilot project we will be targeting development of a French Michif mobile language app., oral speaking pronunciation of French Michif oral pronunciations.

2. Project Coming Home

This item was previously discussed, however Senior Strategic Policy Advisor Brady Smith added that he was hoping that the Heritage Canada funds will be realized this fiscal year.

3. Research

Director of Research Joe Desjarlais discussed the ongoing research and the importance of continuing to build research relationships with Indigenous and non-Indigenous groups. This work with other cultural groups and cross-cultural awareness is extremely important as knowledge sharing is the key to the success of the program. President Henry added that BCMF will continue to look for non-traditional sources and strategies to connect with other institutions including the Catholic Archdiocese which may provide a wealth of historical information.

Research Consultant Dr. Shelvey added that the GIS mapping project and the work of Research Consultant Tanner Timothy and his team of research trainees is key to the program's success.

**Motion 20221210-05 to Accept the Key Performance Indicator
Capacity Building Report
Moved – Louise Lambert
Seconded by – Rosanne Forget
Carried**

Break

2:30-2:45 PM

7. Community Meeting Strategy

President Keith Henry reviewed the program which proposes engagement with a number of community meetings in the new year between January and March, 2023. Each community meeting would comprise of a 6-hour session with operational team members present at each event. Vice President Rene Therrien has reached out to several of the communities on the list with a focus on those with already established relationships with BCMF.

President Henry added that a travel budget for this initiative can be allocated in the current budget however a robust marketing program in advance of these presentations should be allocated with a comprehensive approach. Director Earl Belcourt added his concerns about the participation on Vancouver Island.

President Henry then discussed an incentive program to encourage attendees to remain for the entirety of the presentation and each board member was asked to comment.

It was unanimously agreed that the BCMF outreach is critical to the the organization.

**Motion 20221210-06 To approve the Departmental Community Outreach Visits as reasonable to occur in the New Year by March 31st, 2023
Moved by – Earl Belcourt
Seconded by- Rene Therrien
Carried**

Action Item #5 – BCMF to prepare a logistical plan for the Community Outreach Presentations by Early January, 2023

8. Legal Declaration Case Update

3:30 PM

Legal Advisor Malcolm MacPherson and his assistant Imroz Kahn gave an update on the case which was previously approved at the AGM by a motion from members. Their work collecting data with comprehensive accounts of legitimate discrimination cases towards BCMF Members is ongoing and asked to board and operational team members to reach out to those they may know of who are willing to share their accounts.

Imroz Kahn explained that the case would now be moving to the Provincial Court vs Federal Court and the reasons why this was important. The team at Clark Wilson have engaged a specialist in Section 35 arguments, however information gathering is still ongoing and will be extremely important in building a solid case.

President Keith Henry suggested a questionnaire which could be used to gather the information required.

Action Item #6 – Imroz Kahn and legal team to prepare a specific communications template for members

Action Item #7 – BCMF to implement the communications through the Director of Communications to Members

Action Item #8 – BCMF to set up a communications protocol for members to participate to the responses required in a safe and respectful manner

The board of directors and operational team Members were asked for comments.

Action Item #9 – BCMF to work on a high-level briefing note to share with board members and operational team members.

9. Other

3:45 PM

a. BC Metis Federation Business Plan

President Keith Henry and operational team members will be working together in January to create a comprehensive 2023-2024 Business Plan for the partners and members.

b. Metis Child and Strategy Concept

Tabled until the next meeting.

A question by board member Earl Belcourt was raised regarding Executive Director appointments to formalize the current Board with a Treasurer and Secretary. President Henry initiated a Motion.

Motion 20221210-06 To approve the nomination/appointment of:

- Earl Belcourt as Treasurer
- Jacquie Swaisland as Secretary

Moved by -Rene Therrien

Seconded by – Rosanne Forget

Carried

c. Youth Employment Strategy

The Director of Industry Engagement Greg Mazur was pleased to announce that funding through cooperation with Employment and Skills Development Canada (ESDC) is being finalized soon in the amount of \$800,000 to implement a comprehensive Youth Employment Program within the BC Metis Federation.

A pilot project is currently being formulated for Kelowna and Prince George. This program is timely in nature and the final agreement and terms will be presented to the board of directors as soon as the application is completed, expected in January.

10. Next Meeting and Adjournment

4:20 PM

The next meeting will be scheduled after the BC Metis Federation management team completes a draft 2023-2024 business plan. This is year 3 of the current 2021-2024 strategic plan and management will create an update of the investments and key performance indicators required for the upcoming fiscal year.

Motion 20221210 -07 To Adjourn the Meeting

Moved by- Rosanne Forget

Seconded by Rene Therrien

Carried

Closing Prayer by Betty Fisher