



BC Métis
FEDERATION

2025–26 Action Plan

April 1, 2025 – March 31, 2026



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.

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A Message from Keith Henry, BC Métis Federation President

I am honoured to present the BC Métis Federation's 2025–26 Action Plan. Shaped by the collective voices, values, and vision of our members and Partner Communities, this plan outlines the goals and activities that will guide another ambitious year for the Federation.

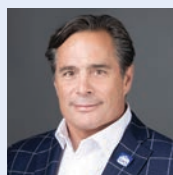
Last year, BCMF released a new three-year strategic plan, establishing four key priorities:

- » Rights & Recognition
- » Cultural Revitalization
- » Member & Community Support
- » Capacity Development

You will see these priorities reflected throughout this Action Plan. We continue to champion the rights of our members, for their freedom of association, and for them to be treated respectfully as Indigenous peoples—receiving equal and fair access to programs and services designated for Métis. We are advancing plans for the construction of a Métis Cultural Centre, a space to honour and celebrate our culture, and we are further developing our Michif-French language resources.

BCMF remains committed to supporting the events and operations of our Partner Communities, while also offering direct financial assistance to members facing rising tuition or urgent health-related costs. This year, we are especially proud to launch our first Elders' housing initiative—providing meaningful support to those who continue to guide and ground us.

We remain steadfast in our dedication to building a future that honours our past, celebrates who we are today, and creates lasting opportunities for generations to come. Together, we will continue to grow, uplift, and protect Métis families and communities across British Columbia.



A stylized, handwritten signature in black ink, appearing to read 'Keith Henry'.

Keith Henry B.ED, LL.D.

President & CEO, BC Métis Federation

*2025–26
Goals & Activities*

Child, Youth, & Family Services

Strategic Direction

- » Implement a series of agreements with a range of service providers
- » Develop prevention, intervention, and education resources for members
- » Advocate for members with the Ministry of Children and Family Development

2025–26 Key Performance Indicators

- » Finalize engagement with the Ministry of Children and Family Development (MCFD) as part of its Métis Nation Engagement Plan
- » Ensure that BCMF and its members are included in MCFD legislative amendments resulting from the Métis Nation Engagement Plan

Communications

Strategic Direction

- » Maintain all existing communications channels
- » Explore opportunities presented by emerging technologies
- » Educate the public, First Nations, and other Métis about BCMF and Métis history and culture
- » Effectively support all other departments in communicating with members and other stakeholders
- » Increase member engagement with BCMF programs, services, and events

2025–26 Key Performance Indicators

- » Distribute weekly email updates
- » Host monthly Métis Coffee Talk broadcasts
- » Distribute a semi-annual BCMF newsletter (PDF)
- » Create a BCMF LinkedIn page
- » Integrate SMS messaging capability into BCMF communications
- » Update BCMetis.com code and hosting
- » Update email marketing template to better highlight Member programs and BCMF social media
- » Grow total social media following by 10%
- » Grow total email subscribers by 10%
- » Grow total website traffic by 10%

Conservation

Strategic Direction

- » Expand programming to include coastal and non-coastal locations
- » Develop a range of resources and programs that are applicable to non-coastal environments
- » Put environmental stewardship programs in place in all Partner Communities
- » Host regional events that are tailored to the unique environments in which they are held
- » Give special consideration to topics related to wildfires, flooding, and other extreme weather events
- » Integrate Métis history, traditional knowledge, and Michif-French into conservation programs and resources

2025–26 Key Performance Indicators

- » Distribute 60 spill response kits to members for use on the coast or on lakes in the interior of the province
- » Distribute 60 W.A.S.P. wildfire home protection kits to selected Partner Communities
- » Distribute four environmental stewardship information booklets
- » Distribute wildfire, flooding, and earthquake information booklets
- » Equip five qualifying Partner Communities with an industrial dishwasher and reusable dishware for sustainable gatherings
- » Host one environmental stewardship event (virtual or in-person) in a minimum of five Partner Communities
- » Participate in four regional events, at least two of which are not on the coast
- » Contribute content to semi-annual BCMF newsletter
- » Include Michif-French content in all in-person and virtual events
- » Include Michif-French content in all information booklets
- » Reference Métis history or traditional knowledge in all information booklets
- » Quarterly maintenance of the BCMFConservation.com website

Culture & Language

Strategic Direction

- » Host cultural events in all Partner Communities
- » Develop a variety of Métis culture, history, and traditional knowledge resources
- » Expand the scope and variety of Michif-French language resources and programs
- » Integrate Michif-French into more BCMF resources and programming
- » Adequately staff the department to be able to effectively fulfill its mandate

2025–26 Key Performance Indicators

- » Provide up to \$15,000 in support to two major Métis cultural events
- » Distribute two updated cultural event grant application kits to Partner Communities
- » Provide qualifying Partner Communities with up to \$2,000 in total support for four Métis cultural events that recognise significant dates
- » Distribute five new cultural activity kits to Partner Communities
- » Distribute new “Michif-French for Meetings and Gatherings” kit to Partner Communities
- » Distribute four new children’s seasonal activities kits to Partner Communities
- » Distribute 10 Michif-French digital audio markers to members
- » Distribute monthly Michif-French language videos
- » Host 30 online immersion sessions for the Mentor-Apprentice and Silent Speakers programs
- » Add 50 new Michif-French glossary words (website and mobile app)
- » Add “word of the week” functionality to the Learn Michif website and mobile app
- » Collaborate with the Conservation Department to include Michif-French content in information booklets and in-person and virtual events
- » Contribute content to semi-annual BCMF newsletter
- » Quarterly maintenance of LearnMichif.ca website
- » Quarterly maintenance of Learn Michif mobile app

Economic Development

Strategic Direction

- » Be a one-stop-shop for career services for members
- » Diversify the range of businesses and industries
BCMF signs procurement partnerships with
- » Investigate ownership and operational partnerships to further diversify BCMF's revenue generation potential
- » Generate \$1–\$5 million annually through procurement partnership and other own-source revenue generation opportunities

2025–26 Key Performance Indicators

- » Participate at two career fairs to promote BCMF employment services
- » Assist 24 members with securing job placements
- » Add 100 job opportunities to the BCMetis.work website
- » Host employment workshops (virtual or in-person) for Partner Communities
- » Host procurement workshops (virtual or in-person) for Partner Communities
- » Secure one new funded training opportunity for members
- » Secure five new revenue sharing agreements
- » Generate \$2.7M in revenues from procurement contracts
- » Engage weekly with the Canadian Energy Regulator
- » Engage monthly with the Impact Assessment Agency of Canada
- » Contribute content to semi-annual BCMF newsletter
- » Quarterly maintenance of BCMetis.work website

Education

Strategic Direction

- » Maintain the Greg Mazur Student Scholarship Program, providing direct financial assistance to members pursuing post-secondary education
- » Develop resources for K-12 students and teachers that include accurate Pacific Northwest Métis historical perspectives
- » Foster meaningful relationships within the public education system
- » Increase adoption of BCMF Métis culture, language, and history resources within the public education system
- » Adequately staff the department to be able to effectively fulfill its mandate

2025–26 Key Performance Indicators

- » Award 25 Greg Mazur Student Scholarships to members
- » Update Greg Mazur Student Scholarship Program intake and approval process

Health

Strategic Direction

- » Maintain the Emergency Assistance Program, providing direct financial assistance to members facing health related expenses
- » Establish group health and dental insurance benefits plans for members
- » Expand the range of culturally appropriate health and wellness information resources available for members
- » Give special consideration to topics related to mental health and addictions challenges
- » Continue to advocate at the provincial level for members' access to effective and affordable health care services

2025–26 Key Performance Indicators

- » Provide no less than 20 members with financial support to assist with health related expenses
- » Host Type 2 Diabetes workshops in partnership with the T2D Network in Partner Communities
- » Engage quarterly with the provincial Ministry of Health
- » Contribute content to semi-annual BCMF newsletter

Housing

Strategic Direction

- » Explore grant options for housing for Elders
- » Develop resources for members navigating tenancy rights, mortgages, and other housing-related issues
- » Implement social housing projects for members and Elders in need
- » Adequately staff the department to be able to effectively fulfill its mandate

2025–26 Key Performance Indicators

- » Secure approval from the District of Sooke for the Sooke housing project
- » Secure investment support from the Canada Mortgage and Housing Corporation for the Sooke housing project
- » Secure investment support from BC Housing for the Sooke housing project

Justice

Strategic Direction

- » Provide members with informational resources to help them navigate legal and justice issues
- » Advocate for member rights and recognition with government, industry, and other gatekeeper organizations
- » Move forward with the Freedom of Association legal challenge against the Federal Government
- » Adequately staff the department to be able to effectively fulfill its mandate

2025–26 Key Performance Indicators

Unstaffed department with no funding.

Membership

Strategic Direction

- » Increase overall BCMF membership
- » Expand membership benefits
- » Continuously improve membership processes and policies

2025–26 Key Performance Indicators

- » Increase overall membership by 10%
- » Host quarterly onboarding webinars for new members
- » Host quarterly membership information webinars for Partner Communities
- » Hold regular membership oversight committee meetings
- » Create new member onboarding email journey
- » Contribute content to semi-annual BCMF newsletter

Métis Cultural Centre

Strategic Direction

- » Negotiate a location agreement for the cultural centre
- » Select a construction partner
- » Secure construction financing
- » Secure all required development permits

2025–26 Key Performance Indicators

- » Secure first round of funding for BC Métis Cultural Centre
- » Sign lease for BC Métis Cultural Centre facility

Partner Communities

Strategic Direction

- » Increase the number of Partner Communities by three
- » Expand Partner Community benefits

2025–26 Key Performance Indicators

- » Sign Statements of Cooperation with three new Partner Communities
- » Provide qualifying Partner Communities with up to \$2,000 per month in core operational support
- » Review and approve monthly reporting and transparency reports from Partner Communities

Research

Strategic Direction

- » Expand the team of Community Researchers
- » Continue securing knowledge partnerships that support community-led research methodologies
- » Expand GIS data to cover the full geographic range of the historic Pacific Northwest
- » Support the development of Culture & Language resources for members and the public education system
- » Provide the Justice department with evidence-based archival information to support their work

2025–26 Key Performance Indicators

- » Distribute Community Researcher recruitment kit to Partner Communities
- » Host one Community Researcher orientation meeting (virtual or in-person) with each of the Youth, Women, and Elder's groups
- » Host 10 Community Researcher meetings (virtual or in-person)
- » Secure one new knowledge partnership agreement
- » Submit one Pacific Northwest Métis research paper for publication to a peer-reviewed academic journal
- » Add 60 new Pacific Northwest Métis findings into the GIS system
- » Collaborate with the Conservation Department to include Métis historical anecdotes or traditional knowledge content in information booklets
- » Complete a literature review of Métis wildfire resources
- » Contribute content to semi-annual BCMF newsletter
- » Quarterly maintenance of MetisInBC.ca website
- » Maintain ArcGIS platform
- » Maintain online community researcher portal

Operations

2025–26 Key Performance Indicators

- » Maintain the Vancouver office Monday to Friday each week from 9:00 to 5:00
- » Hold bi-weekly management planning meetings
- » Host 4 internal webinars for staff on the effective use of artificial intelligence
- » Host 4 internal webinars for staff on the effective use of existing software systems
- » Provide monthly self-paced digital skills and security training for staff

Governance

2025–26 Key Performance Indicators

- » Host Annual General Meeting in Vancouver in September, 2025
- » Host quarterly Board of Directors meetings
- » Distribute 2024–25 annual report
- » Complete the audited financial statements for 2024–25
- » Sustain BC Human Rights Tribunal complaint in support of respectful recognition of Métis people in BC
- » Sustain legal challenge against Canada to uphold BCMF members' right to freedom of association and to confirm the legitimate role of BCMF to represent them

Youth, Elders, & Women

2025–26 Key Performance Indicators

- » Host quarterly cultural collaboration meetings (virtual or in-person)
- » Reconfirm Youth, Elders, and Women's committees participants
- » Update priorities for the Youth, Elders, and Women's committees



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.

BC Métis Federation recognizes the territories of First Nations across British Columbia and we are grateful to carry out our work on these traditional, unceded lands and waters. We acknowledge the First Nations' rights, interests and concerns in British Columbia and are committed to building and maintaining good relations with them.

Our Vision

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

Our Mission

BC Métis Federation works with integrity and collaboration towards the advancement of Métis knowledge, language, culture, wellness and self-determination for present and future generations of Métis people.

Our Values

BC Métis Federation honours our grassroots Métis culture, which informs our values:

- » Trust
- » Honesty
- » Integrity
- » Accountability
- » Commitment
- » Empowerment
- » Respect

Partner Communities

Statements of Cooperation have been signed between the BCMF and the following communities:

- » Dawson Creek Métis Federation
- » Métis Association of Central Okanagan
- » North Thompson Aboriginal Cultural Centre Society
- » Nova Métis Heritage Association
- » Old Fort Métis Association
- » Peace Region Métis Community Association
- » Peyak Li Moond Métis Society
- » Skeena River Métis Community Association
- » South Island Métis Nation

Board of Directors

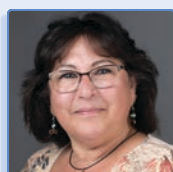
The Directors on the BCMF Board represent a wide range of partners from across British Columbia's Métis communities. The responsibility of the Board is to provide oversight and recommendations on the implementation of the BCMF three-year strategy, as well as reporting on successes on a monthly basis.



Keith Henry
President & CEO



Earl Belcourt
Vice President



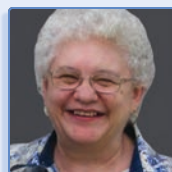
Cindy Wilgosh
Treasurer



Rosanne Forget



Robin McLay



Elizabeth Pearce



Jordan Therrien

Staff & Contractors

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



Keith Henry
President & CEO



Jeanie Cardinal
Director of Culture
& Language



Joe Desjarlais
Director of Research



Angel Fisher
Director of
Conservation



Betty Fisher
Director of Finance



Patrick Brennan
Senior Advisor,
Industry & Government
Relations



Sherry Daniels
Office Manager



Brad Giroux
Manager of Industry
Engagement



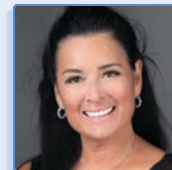
Drake Henry
Health Project
Coordinator



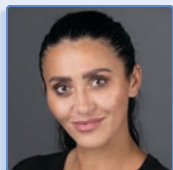
Kevin Henry
Community Health
Coordinator



Robin McLay
Interim Director of
Industry Engagement



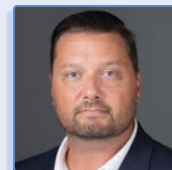
Jennifer Percival
Industry Employment
Coordinator



Ashley Schwab
Membership
Coordinator



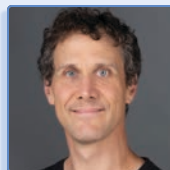
Bruce Shelvey
Research Consultant



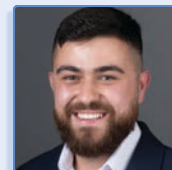
Brady Smith
Senior Strategic
Policy Advisor



Tanner Timothy
Terrestrial GIS
Contractor



Craig van der Merwe
Technical Advisor



Zia Yazdani
Conservation Manager



KPMG
Financial Accountants

2025–26 Budget

BCMF is proud to share its financial statements as audited by KPMG. Once again, the audited financial statements are a testament to BCMF's commitment to fiscal responsibility and transparent governance.

Projected Revenues	\$5,181,193.58
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Projected Expenses	\$4,567,276.11
Salaries and Contractors	\$2,544,480.11
Administration	\$1,199,796.00
Conservation	\$84,000.00
Research	\$36,000.00
Culture & Language	\$72,000.00
Youth, Elders, & Women	\$150,000.00
Métis Cultural Centre	\$180,000.00
Commuity Investments	\$176,000.00
Student Scholarships	\$45,000.00
Health	\$50,000.00
Contingency	\$30,000.00









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