



BC Métis
FEDERATION

2024–25 ANNUAL REPORT

April 1, 2024 – March 31, 2025



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Message From BC Métis Federation President

Dear Members, Partner Communities, and Friends,

I am pleased to present the BC Métis Federation's 2024–25 Annual Report, highlighting a year of continued growth, innovation, and cultural resurgence in our fourteenth year of operations.

Over the past year, we advanced transformative initiatives that deepened our commitment to Métis identity, language, and community connection. A key milestone was the launch of [MetisInBC.ca](#), a groundbreaking digital platform created to centralize and share important findings about Métis communities across the historic Pacific Northwest.

We also made significant progress in Michif language revitalization with the release of the Michif-French Language App, a mobile tool supporting everyday language use, and the launch of [LearnMichif.ca](#), a dedicated online space for learners. We proudly marked the graduation of the first cohort in our Michif Language Revitalization Program, a pivotal achievement in preserving and passing on this endangered language.

Our commitment to environmental stewardship was strengthened through new conservation initiatives that reflect our responsibility to future generations. At the same time, we collaborated with industry partners to create employment and contracting opportunities for our members across key sectors—building foundations for long-term prosperity.

We were proud to host our most successful Annual General Meeting to date, bringing members together in Victoria for open dialogue, shared celebration, and collective visioning. The energy and unity demonstrated at this gathering were a powerful reflection of our Métis community's strength and resolve.

Throughout the year, BC Métis Federation leadership and staff remained focused on supporting our members and Partner Communities—whose voices, needs, and priorities continued to guide our work at every step. The momentum we've built is a testament to what we have achieved together, and we look forward to building on that progress in the year ahead.

Thank you for your continued support,



A stylized handwritten signature in black ink.

KEITH HENRY B.ED, LL.D.

PRESIDENT, BC MÉTIS FEDERATION

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 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

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.



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, and to hold the team accountable for meeting approved targets each year.



KEITH HENRY
PRESIDENT



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
CEO



JEANIE CARDINAL
DIRECTOR OF CULTURE
& LANGUAGE



JOE DESJARLAIS
DIRECTOR OF RESEARCH



ANGEL FISHER
DIRECTOR OF
CONSERVATION



BETTY FISHER
DIRECTOR OF FINANCE



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



Key Performance Indicators

MÉTIS RESURGENCE

Cross Cultural Education

IP..... Create programming for working with Métis people through Project Coming Home

Project “Coming Home”

IP..... Secure first round of funding for BC Métis Cultural Centre

Research

100%..... Continue public awareness of research project(s) to BCMF member communities

100%..... Gather and digitize historical data

100%..... Conduct research based meetings with engaged partner communities

100%..... Expand research relationships by 2 new invested partners

100%..... Continue to implement phase 2 of an online research portal

Michif Language Curriculum

100%..... Recruit 2 new team members

100%..... Publish 12 updates within BCMF newsletters with Michif Language updates

100%..... Host 20 immersion teams language classes

100%..... Host 12 community language classes as part of a Zoom check-in series

100%..... Publish 52 Michif Word of the Week posts

100%..... Develop MAP microsite

100%..... Coordinate 3 Fluent Speaker and Apprentice Pairings for Mentor
Apprentice Program of 300 hours within the year

100%..... Coordinate and Implement a Michif evaluation committee

100%..... Implement Silent Speakers Program

IP — In Progress

MEMBER & COMMUNITY SUPPORT

Membership

- 100%**..... Increase overall membership by 20%
- 100%**..... Hold monthly membership oversight committee meetings
- IP**..... Implement an online membership management system with all requisite features

Community Events

- 100%**..... Support 5 Métis community cultural events

Community Cultural Outreach

- IP**..... Develop a cultural programming strategy for 50% of BCMF partner communities
- 100%**..... Host 12 x Cultural activities (online or in person at BCMF office)
- 100%**..... Participate at 4 x summer events

Child, Youth & Family

- 100%**..... Create communications for distribution to key Métis communities, service providers, and any agency that works with Métis people and families in BC
- 100%**..... Build relationships with legal councils, lawyers and other professionals that work with Métis families and service providers
- 100%**..... Create a working dialogue and relationship with Ministry for Children and Family Development in BC
- 100%**..... Create resources to help Métis families understand court processes and the overall rights of the parents and guardians
- 100%**..... Create and implement the “Orange Sash” awareness campaign
- 100%**..... Host 8 online child, youth and family education and awareness topics

IP — In Progress

Community Partners

- 100%**..... Provide funding support of up to \$2,000/month
- 100%**..... Add one new partner community
- 100%**..... Supporting Louis Riel Day events with funding support of \$500 per community
- 100%**..... 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)

Elder's Leadership

- 100%**..... Host training programs for Elders in five partner communities
 - » Prevention of Violence
 - » Assertiveness & Confidence
 - » Leadership Mentor & Apprentice
 - » Métis Culture, Wellness & Protocols
 - » Traditional Arts & Wellness
 - » Planting & Harvesting
 - » Train the Trainer

Women's Leadership

- 100%**..... Host training programs for women in five partner communities
 - » Prevention of Violence
 - » Assertiveness & Confidence
 - » Leadership Mentor & Apprentice
 - » Métis Culture, Wellness & Protocols
 - » Traditional Arts & Wellness
 - » Planting & Harvesting
 - » Train the Trainer

Youth Leadership

100%..... Host youth gatherings in seven Partner Communities

100%..... Host one Provincial Youth Forum

100%..... Provide seven Partner Communities with financial support of up to \$1,000 for youth activities

100%..... Host one Youth Michif Camp

100%..... Hold contests to engage with Métis youth

100%..... Develop and distribute Métis youth merchandise

CAPACITY BUILDING

Human Resources

100%..... Maintain current team capacity

Procurement Program

100%..... Generate \$1.6 Million through procurement commissions

Strategy

100%..... Develop a New 3-year Strategic Plan (2025-28)

Career Services Program

100%..... 100 Métis people supported in finding employment

Health & Wellness

100%..... BC Métis Federation will further the relationship with the Provincial Public Health Office

100%..... Support 70 Full Members through the Emergency Assistance Program

IP..... Review potential health insurance benefits program for Full Members

IP — In Progress

Industry Engagement

- 100%**..... Participate in and register as intervenor in consultation process for 2 CER projects: Pembina T2G & Westcoast's Sunrise Expansion
- 100%**..... Approach new industries for employment and procurement opportunities (Mining, agriculture etc) for employment opportunities for Métis people

Research

- 100%**..... Grow capacity of internal grant writing skills so that BCMF is recipient of future grants
- IP**..... Create a succession plan for future leaders at BCMF through intergenerational knowledge mentorship programs

Conservation

- 100%**..... Produce 26 conservation podcasts
- 100%**..... Distribute monthly conservation newsletters
- 100%**..... Host quarterly community gatherings centered around conservation awareness
- 100%**..... Host quarterly livestream events, providing updates on recent activities, upcoming events, and future plans
- 100%**..... Complete two surveys collecting responses from all over British Columbia
- 100%**..... Publish 12 conservation factoids

Communications

- 100%**..... Increase social media followers by 5%
- 100%**..... Increase overall website traffic by 10%
- IP**..... Distribute quarterly newsletters
- 100%**..... Host 12 monthly Métis Coffee Talk broadcasts
- 100%**..... Distribute 52 email updates
- 100%**..... Publish 1 media awareness campaign
- 100%**..... Track search engine optimisation performance

IP — In Progress

Governance

- 100%**..... Host one Annual General Meeting in Victoria in 2024
- 100%**..... Host quarterly board of directors meetings
- 100%**..... Produce a 2023-24 annual report
- 100%**..... Complete the audited financial statements for 2023-24
- 100%**..... Implement the BCMF Youth program
- 100%**..... Implement the BCMF Elder program
- 100%**..... Implement the BCMF Women program

Indigenous Advisory & Monitoring Committee - TMX

- 100%**..... Continue representing BCMF on the IAMC and its subcommittees
- 100%**..... Secure one new project related to TMX that supports Métis socioeconomic needs
- 100%**..... Continue negotiations for equity ownership
- 100%**..... Continue building a relationship with the Province of BC
- 100%**..... Continue working relationship with CANDO

Administration

- 100%**..... Maintain office five days per week with full operations between 9:00am and 5:00pm
- 100%**..... Continue bi-weekly management planning meetings
- 100%**..... Timely response to all incoming emails (info@) and calls (office number)

Audited Financial Statements

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.



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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of BC Métis Federation

Report on the Audit of Financial Statements

Opinion

We have audited the financial statements of BC Métis Federation (the "Entity"), which comprise:

- the statement of financial position as at March 31, 2025
- the statement of operations and changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies (hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

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 auditor's 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 the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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 going concern and using

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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 the 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.



BC Métis Federation
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- 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.
- 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.

KPMG LLP

Chartered Professional Accountants

Vancouver, Canada
October 23, 2025

BC MÉTIS FEDERATION

Statement of Financial Position

March 31, 2025, with comparative information for 2024

	2025	2024
Assets		
Current assets:		
Cash (note 4)	\$ -	\$ 960,698
Accounts receivable	275,534	117,433
Prepaid expenses (note 3)	147,444	27,000
GST receivable	25,551	73,526
	448,529	1,178,657
Computer equipment	37,974	35,938
	\$ 486,503	\$ 1,214,595

Liabilities and Net Assets (Deficiency)

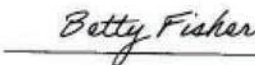
Current liabilities:		
Bank indebtedness (note 4)	\$ 852,751	\$ -
Accounts payable and accruals	237,776	107,706
Deferred revenue	254,605	-
	1,345,132	107,706
Net assets (deficit)	(858,629)	1,106,889
	\$ 486,503	\$ 1,214,595

See accompanying notes to the financial statements.

Approved on behalf of the Board:



President



Director of Finance

BC MÉTIS FEDERATION

Statement of Operations and Changes in Net Assets

Year ended March 31, 2025, with comparative information for 2024

	2025	2024
Revenue:		
Contributions from government	\$ 1,345,021	\$ 2,223,090
Corporate donations	609,297	290,737
Corporate agreements	1,485,940	4,528,478
Provincial government	-	50,000
Membership fees	7,497	7,186
Other revenue	450	2,103
	3,448,205	7,101,594
Expenses:		
Amortization	11,732	15,401
Bank charges and interest	22,414	19,546
Board meetings and travel	371,031	317,834
Consultants and technical fees (note 5)	1,442,609	2,301,173
Culture, community, and governance	307,296	285,835
Office and supplies	154,206	142,821
Bad debts	78,900	-
Printing	6,650	10,056
Professional fees	187,934	252,040
Rent	242,644	219,658
Salaries and benefits	1,785,052	1,152,816
Social media	99,606	368,013
Travel, meetings and hospitality	681,451	996,625
Training	14,223	15,000
Donations	7,975	13,655
	5,413,723	6,110,473
Excess (deficiency) of revenue over expenses	(1,965,518)	991,121
Net assets, beginning of year	1,106,889	115,768
Net assets (deficiency), end of year	\$ (858,629)	\$ 1,106,889

See accompanying notes to the financial statements.

BC MÉTIS FEDERATION

Statement of Cash Flows

Year ended March 31, 2025, with comparative information for 2024

	2025	2024
Cash provided by (used in):		
Operations:		
Excess (deficiency) of revenue over expenditures	\$ (1,965,518)	\$ 991,121
Amortization, which does not involve cash	11,732	15,401
	(1,953,786)	1,006,522
Changes in non-cash working capital items:		
Accounts receivable	(158,101)	113,808
GST receivable	47,975	(35,575)
Prepaid expenses	(120,444)	7,013
Accounts payable and accruals	130,070	38,287
Deferred revenue	254,605	-
	(1,799,681)	1,130,055
Investing:		
Purchase of equipment	(13,768)	(33,499)
	(13,768)	(33,499)
(Decrease) increase in cash position	(1,813,449)	1,096,556
Cash (bank indebtedness), beginning of year	960,698	(135,858)
Cash (bank indebtedness), end of year	\$ (852,751)	\$ 960,698

See accompanying notes to the financial statements.

BC MÉTIS FEDERATION

Notes to Financial Statements

Year ended March 31, 2025

1. General:

The BC Métis Federation (the "Federation") was established to build working relationships with Métis communities and service delivery organizations throughout British Columbia. The Federation was incorporated under the *Society Act* of British Columbia. The Federation is a qualifying not-for-profit organization as defined in the *Income Tax Act* (Canada) and is exempt from income tax.

2. Significant accounting policies:

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

(a) Capital assets:

Capital assets are recorded at cost and amortized 30% per year using the declining balance method.

(b) Revenue recognition:

The Federation follows the deferral method of accounting for contributions. Under this method, contributions with specific external restrictions are recorded as deferred contributions and recognized in the period the related expenses are incurred or the restrictions are met. Unrestricted contributions are recognized as revenue when received or receivable if the amount can be reasonably estimated and collection is reasonably assured.

(c) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently measured at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Federation has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs. These costs are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indications of impairment. If there is an indicator of impairment, the Federation determines if there is significant adverse change in the expected amount or timing of future cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Federation expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future year, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial impairment charge.

BC MÉTIS FEDERATION

Notes to Financial Statements

Year ended March 31, 2025

2. Significant accounting policies (continued):

(d) Use of estimates:

The preparation of financial statements requires that management make estimates and assumptions that impact the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the recognized amounts of revenues and expenses during the reporting period. Actual amounts may differ from these estimates.

(e) Contributed materials and services:

Volunteers contribute their time each year to the Federation. Because of the difficulty of determining the fair value of these services, the value of contributed services are not recognized in the financial statements.

Contributed materials and supplies are not recognized in these financial statements.

3. Prepaid expenses:

Prepaid expenses consist of advance payments for program support in the next financial year.

4. Bank line of credit:

The Federation has a banking facility that provides for a line of credit with a maximum limit of \$800,000 (2024 - \$400,000), and which bears interest at bank prime plus 2.25% (2024 - bank prime plus 2.25%). \$852,751 was drawn under the loan facility as at March 31, 2025 (2024 - nil).

Subsequent to the year end, the maximum limit on the line of credit was increased to \$860,000 on a temporary basis until May 31, 2025.

The line of credit is repayable on demand and is secured by a General Security Agreement over all property of the Federation.

5. Related party transactions:

A number of key management personnel also carry out paid services to fulfill terms of the contracts with funders including program support in other instances. The terms and conditions of these transactions were no more favorable than those available, or which might reasonably be expected to be available, in similar transactions with non-key management personnel on an arm's length basis.

BC MÉTIS FEDERATION

Notes to Financial Statements

Year ended March 31, 2025

5. Related party transactions (continued):

The aggregate value of transactions and outstanding balances related to key management personnel or corporations they owned are as follows:

Transaction	Transaction values for the year ended March 31,		Balance outstanding as at March 31, receivable (payable)	
	2025	2024	2025	2024
Travel	\$ 154,879	\$ 64,397	\$ -	\$ -
Consultancy	537,453	496,404	-	-
Other expenses	8,823	191,041	-	-
	\$ 701,155	\$ 751,842	\$ -	\$ -

6. Financial assets and liabilities:

The Federation has a comprehensive risk management framework to monitor, evaluate and manage the principal risks assumed with financial instruments. The Federation's financial instruments consist of cash, accounts receivable and accounts payable.

(a) Credit risk:

The Federation is subject to credit risk on its cash and accounts receivable. This risk is minimized as there is no undue concentration of credit risk, and cash is held by a major Canadian financial institution.

(b) Liquidity risk:

Liquidity risk is the risk that the Federation will encounter difficulty in meeting obligations for financial liabilities. The Federation maintains budgets to ensure it can meet its obligations as they become due.

(c) Concentration risk:

A substantial portion of the Federation's accounts receivable and accrued revenues is derived from the contributions by one large donor. This one donor would account for 94% of accounts receivable and accrued revenues (2024 - nil).

The loss of this relationship would have a significant impact on the Federation's revenues. The Federation does not anticipate significant credit loss in connection with this pledged revenue.

There has been no change to the risk exposures outlined above from 2024 other than as noted in (c) above.

BC MÉTIS FEDERATION

Notes to Financial Statements

Year ended March 31, 2025

7. Economic dependence:

During 2025, approximately 39% (2024 - 32%) of revenue came from government funding. Future operations depend on continuance of this funding or replacement from alternate sources.





BC Métis
FEDERATION

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