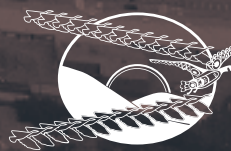


# BC ASSOCIATION OF ABORIGINAL FRIENDSHIP CENTRES

ANNUAL REPORT  
2024–2025



BC Association of Aboriginal  
Friendship Centres  
BCAAFC

# CONTENTS

FRIENDSHIP CENTRES	8
STRATEGIC PLAN	10
SUPPORT MEMBER ORGANIZATIONS	12
SERVICE SUPPORT AND INNOVATION	16
URBAN LEADERSHIP	24
PIYC CAPACITY	26
ELDERS COUNCIL CAPACITY	27
COUNCILS, BOARD, AND STAFF	28
FUNDER ACKNOWLEDGEMENTS	32
FINANCIALS	35



We acknowledge with respect and gratitude the communities who inform our work and allow us to live on their traditional and unceded territories.

BCA AFC resides on the traditional territory of the Lkwungen-speaking peoples and the WSÁNEĆ peoples, the traditional keepers of this land who remain here as the original and rightful stewards.

Each Friendship Centre is powered by multi-generational relationships, a deep understanding of the communities they are a part of, and a shared commitment to providing culturally relevant services to Indigenous peoples.

2024-2025 Annual Report  
BC Association of Aboriginal Friendship Centres  
551 Chatham Street, Victoria, BC V8T 1E1  
250-940-5182  
bcaafc.com



### BCAAFC Vision

BCAAFC is an innovative organization working collaboratively with its member centres and partners to support urban Indigenous people as they realize their vision of health, wellness, and prosperity.

### BCAAFC Mission

Our mission is to advance the Friendship Centre Movement in B.C. through advocacy and the delivery of programs and services that support the growth and prosperity of our member centres and urban Indigenous people.

## FROM THE PRESIDENT

It is with deep pride, humility, and purpose that I reflect on our journey this past year as President of the BC Association of Aboriginal Friendship Centres. My name is Annette Morgan, gifted the name Nox Stikine, a proud Gitanyow matriarch. I carry this role with the strength of my ancestors and the wisdom of those who walk alongside me in community.

The work of our Association is grounded in love for our people. It is carried by our unwavering belief that Indigenous communities, no matter where they live, deserve access to culture, connection, and opportunity. Our Friendship Centres, 25 in total, represent more than just service hubs. They are homes, sanctuaries, and sites of resurgence.

This year, we paid off our mortgage and line of credit, securing long-term financial stability. We managed a \$15 million investment portfolio and supported transformative initiatives across our network. We are now mortgage free, stronger, and more prepared to respond to our communities' evolving needs. From increasing Indigenous-led childcare and supporting families through the Doula for Aboriginal Families Grant Program, to growing youth leadership through the Provincial Indigenous Youth Council and Gathering Our Voices, every initiative affirms the strength, brilliance, and resilience of our people.

The graduation of our first MBA in Advancing Reconciliation cohort marks a historic moment. These leaders are not only equipped with advanced skills but rooted in Indigenous ways of knowing. We are actively exploring new academic pathways to deepen capacity and self-determination across the province.

Still, challenges persist. The housing crisis continues to impact urban Indigenous families, and we must continue to push for equitable infrastructure and wellness supports. Our governance and policy work has strengthened, but we must remain vigilant and responsive to our people's voices on the ground.

As BCAAFC President, I honour the Elders, youth, and leaders who guide this work. Our vision is bold because our people are powerful. Together, we are not just advancing reconciliation. We are reclaiming space, rebuilding systems, and reigniting Indigenous excellence in every urban centre in this province. I am also thankful for and deeply appreciate all the work that Interim Executive Director Julie Robertson and the entire BCAAFC staff team continue to do in uplifting our movement and creating lasting impact for urban Indigenous communities across British Columbia.

In deep respect and gratitude,

**Nox Stikine**  
*Annette Morgan*  
President, BCAAFC



## FROM THE EXECUTIVE DIRECTOR

My name is Julie Robertson. I am a proud member of the We Wai Kai First Nation (Cape Mudge) through my mother's lineage and of Scottish descent through my father's. I am honoured to be the first openly autistic Indigenous woman to hold this role at the BC Association of Aboriginal Friendship Centres. It has been a privilege to serve as Interim Executive Director during this period of leadership transition.

Stepping into this position has been both meaningful and humbling. I raise my hands in deep gratitude to our committed Board of Directors and to the exceptional staff at BCAAFC. Your dedication, passion, and daily efforts ensure that our provincial office, and the broader Friendship Centre Movement, continues to grow, adapt, and uplift urban Indigenous communities across B.C.

BCAAFC exists to support our network of Friendship Centres and to advocate for the rights and wellbeing of urban Indigenous Peoples. For over 50 years, we have remained

rooted in this mission. Today, approximately 80% of Indigenous people in B.C. live in urban areas. The work of Friendship Centres is more vital than ever. Regardless of where we live—on our traditional territories or far from them—we remain Indigenous. That does not change with geography. Friendship Centres provide culture, community, and connection to those seeking it.

The past year brought both challenges and transformation. We welcomed new staff, restructured our teams, and strengthened our capacity to support Friendship Centres. We now have a fully staffed Member Services Team, a second Health Advocate, and a new Director of Anti-Violence Programs who brings a deep commitment to Indigenous-led, community-based approaches to prevention, equity, and safety.

Health and housing continue to be major areas of focus within the Friendship Centre Movement—and will remain so in the years to come. Whether advocating for

disability supports, wellness, and culturally safe medical access, or addressing insecurity by developing both subsidized and market housing, Friendship Centres remain responsive to the evolving needs of the communities they serve.

Some other key highlights from this year include:

- › Supporting the Indigenous Procurement Initiative External Advisory Committee, working to improve Indigenous participation in B.C. government procurement
- › Celebrating the first cohort of the MBA in Advancing Reconciliation, who completed their coursework and will graduate in June 2025.
- › Disbursing 32 community-led initiatives through the Path Forward Fund, strengthening anti-violence responses across B.C.
- › Relaunching the Urban Indigenous Wellness Report to better understand how Friendship Centres continue to promote wellness and how community needs have evolved since 2020.

- › Supporting hundreds of Indigenous families in welcoming new life through the Doulas for Aboriginal Families Grant Program.

I want to acknowledge and thank our outgoing Executive Director, Leslie Varley, for her years of dedicated service. Her leadership helped guide the organization through significant growth and change, and her commitment to Indigenous-led approaches will have a lasting impact on our work and on the broader Friendship Centre Movement.

As we look ahead, I remain committed to supporting this work. I look forward to returning to my role as General Manager once the Board has successfully secured a new Executive Director. It is an honour to continue walking alongside our leadership, staff, and communities as we move forward on this important journey.

In friendship,

**Julie Robertson**  
Interim Executive Director



# FRIENDSHIP CENTRES

There are 25 Friendship Centres across B.C. Together, they represent over 1,700 employees, 600+ partnerships, and over 1,000,000 client interactions each year.

**Cariboo Friendship Society** (Williams Lake)

**Conayt Friendship Society** (Merritt)

**Dze L K'ant Friendship Centre Society** (Smithers)

**Fort Nelson Aboriginal Friendship Society**

**Fort St. John Friendship Society**

**Fraser Region Aboriginal Friendship Centre Association** (Surrey)

**Friendship House Association of Prince Rupert**

**Hiiye'yu Lelum (House of Friendship) Society** (Duncan)

**Kamloops Aboriginal Friendship Society**

**Kermode Friendship Society** (Terrace)

**Ki-Low-Na Friendship Society** (Kelowna)

**Lillooet Friendship Centre Society**

**Mission Friendship Centre Society**

**Nawican Friendship Centre** (Dawson Creek)

**North Okanagan Friendship Centre Society** (Vernon)

**Ooknakane Friendship Centre** (Penticton)

**Port Alberni Friendship Center**

**Prince George Native Friendship Centre Society**

**Quesnel Tillicum Society**

**Sacred Wolf Friendship Centre Society** (Port Hardy)

**Tansi Friendship Centre Society** (Chetwynd)

**Tillicum Lelum Aboriginal Society** (Nanaimo)

**Vancouver Aboriginal Friendship Centre Society**

**Victoria Native Friendship Centre**

**Wachiay Friendship Centre Society** (Courtenay)

## About The Friendship Centre Movement

The Friendship Centre Movement is made up of over 100 Friendship Centres from across Canada.

Friendship Centres provide culturally relevant programs and services for Indigenous people living in urban communities. Collectively, they are the most significant off-reserve Indigenous service delivery infrastructure.

Today, Friendship Centres provide wraparound programs and services in every area you could think of. To many, they are a safe space, a second home, and a place of learning.

The history of the Friendship Centre Movement explains the gift Friendship Centres have for integrating knowledge networks from the past and present to guide and sustain progress.

Friendship Centres across Canada actively support:

- › 47 of the 94 TRC Calls to Action
- › 76 of the 231 MMIWG2S+ Calls for Justice
- › 21 of the 46 articles in UNDRIP



# STRATEGIC PLAN

2024-2027

As we looked back on the past 50 years and looked forward to the next 50, it felt important to prioritize the parts of our work and the aspects of the Friendship Centre Movement that got us to where we are today.

Our mission is to advance the Friendship Centre Movement in B.C. through advocacy and the delivery of programs and services that support the growth and prosperity of our member centres and urban Indigenous people. So, when we were developing BCAAFC's strategic priorities for the next four years, we wanted to put first things first.

We are prioritizing our **MEMBER ORGANIZATIONS** and the support we provide to them. We are prioritizing our **SERVICE DELIVERY** and the service areas where we can be innovators. We are prioritizing our **CURRENT AND FUTURE LEADERS** through succession planning, advanced education, and youth leadership opportunities. And we are prioritizing the management of our **GOVERNANCE** and our **CAPACITY** from updating our policies and Indigenizing our bylaws to increasing the support of our Provincial Indigenous Youth Council, and Elders Council.

Friendship Centres can and should be a safe space, a second home, and a place of learning. We are here to improve the wellbeing and advance the rights of Indigenous people. We integrate knowledge networks from the past and present to guide and sustain our progress. This plan is in service of those goals.

The next few years will be about taking care of our members, building our capacity, and preparing for the changing and challenging future.

# STRATEGIC PRIORITIES

FROM THE BCAAFC  
2024-2027 STRATEGIC PLAN



1. *Support Member Organizations*
2. *Service Support and Innovation*
3. *Urban Leadership*
4. *BCAAFC Policies and Impact*
5. *PIYC Capacity*
6. *Elders Council Capacity*
7. *Board Capacity*



# 1. SUPPORT MEMBER ORGANIZATIONS

## 1.1 Child Care Planner

The primary goal of the BCAAFC Child Care Planner is to meaningfully support each of the 25 Friendship Centres in meeting the needs of urban Indigenous families with children in the early years.

The Child Care Planner aids capacity development, childcare planning, and engagement at Friendship Centres as well as professional development opportunities that support the recruitment and retention of child care and early years staff.

In 2024-2025, we helped three Friendship Centres obtain new funding and develop new child care spaces. The Kamloops Aboriginal Friendship Society received \$3 million through the Province's ChildCareBC New Spaces Fund. Nawican Friendship Centre has been approved for \$5.7 million of New Spaces funding and Dze L K'ant Friendship Centre Society continues to move forward on their new child care build.

We supported and planned an Early Years Conference with Kermode Friendship Society for Early Childhood Educators from Terrace, Smithers, Prince Rupert, and beyond. We also partnered with BC Aboriginal Child Care Society to provide Indigenous early years professional development workshops in every Friendship Centre community.

Moving forward, representation, planning, and capacity development from BCAAFC will be instrumental in monitoring the implementation of Item 4.19 of B.C.'s Declaration Act Action Plan and ensuring the Canada—British Columbia Early Learning and Child Care Agreement includes the needs and experiences of Indigenous children and families.

Facilitating Friendship Centre participation in the early years and child care community will be increasingly vital to increasing Indigenous-led child care spaces and ensuring other early years services are accessible and culturally safe.



**“So honoured to be spending time with the Elders who joined us at the Early Years Workshops. It’s incredibly important for young and old to be together learning about ways to nurture our children and each other.”**

*Early Years Workshop Participant*

## 1.2 Friendship Centre Training Program

The Friendship Centre Training Program strives to increase capacity, provide resources, and create connection for Friendship Centre staff across B.C.

The program offers free training to staff and board members, helping Friendship Centres build capacity and gain practical skills with tools like Excel and ChatGPT, as well as things like project management and proposal writing. All course offerings are based on direct input from Friendship Centre Staff and the BCAAFC Team.



**"It was amazing to just sit and learn and connect culturally. It was quiet but an amazing quiet that we don't get often. I've wanted to bead for a long time just never made time to. I really appreciate someone allowing me the time."**

***Early Years Workshop Participant***

This year, the program increased its reach with 180 staff from 22 Friendship Centres registering for training—up from 127 last year. We also launched an archive of past training recordings and resources, which has been well-received by participants and staff unable to attend the live sessions.

**“Amazing class, so much info. I’m glad it’s recorded so I can go back and watch what I need reminders about.”**

### 1.3 MBA in Indigenous Reconciliation

In June 2025, the first cohort of our custom-built Masters of Business Administration in Indigenous Reconciliation graduated. Of the 22 graduates, 15 are Indigenous and eleven are representatives from the B.C. Friendship Centre Movement.

This program has been a dream of ours for a long time. It is building capacity, increasing cultural safety, and supporting succession planning in the community social services sector. All of these things are combining to support better and safer access to social services for Indigenous people across B.C.

### 1.4 Research and Data Analyst

This year, BCAAFC's Research and Data Analyst built on the work of the existing Internal Data Discovery Process and Report and acted on the recommendations, prioritizing developing and implementing a data governance model.

The Research and Data Analyst also redesigned BCAAFC's intranet user experience and cloud filing system to create a created a Records and Information Management Retention and Filing System and Sharepoint Governance documentation.

This role also focuses on building data knowledge within Friendship Centres and improving their relationship with data and data collection. This year, Friendship Centres received their own synthesized data as a product of submitting their annual Friendship Centre Movement Statistics Package which is valuable documentation to have throughout their advocacy and funding efforts..

In addition, the Research and Data Analyst sits on working groups and committees focused on data and data collection at the National Association of Friendship Centres (such as the National Data Working Group and the NAFC's Bridging Across Canada Database Pilot Project Committee) and advocates for the needs and priorities of B.C.'s Friendship Centres.



## 2. SERVICE SUPPORT AND INNOVATION

### 2.1 Doulas For Aboriginal Families Grant Program

The Doulas for Aboriginal Families Grant Program (DAFGP) aims to address health inequities related to birth and increase healthy birth and postpartum outcomes by lowering barriers to accessing doula care for Indigenous families.

Doula care has been documented to lead to improved outcomes for birthers and their babies. For Indigenous families, this is especially important given the disparities that exist in healthcare services and outcomes for Indigenous people. Providing doula care is a way of promoting improved health for Indigenous people right from birth.

#### DAFGP: Service Support

Recognizing the significant need for Indigenous doulas in Northern B.C. communities, the Kermode Friendship Centre in Terrace initiated

a request through the DAFGP to support community-based training. In response, DAFGP's partnership with the Circles of Birthkeepers delivered an Indigenous birthworker training program focused on onboarding local caretakers and supporting them to become certified birthworkers.

This initiative strengthens perinatal care services in the Northern Health Region and fosters a cycle of reciprocal service, with well-equipped doulas returning to serve their own communities.

**Over the past year, DAFGP has received and approved grants from 630 families in 134 different communities.**

In response to the limited number of available birthworkers in the "mid-island region," the DAFGP has relocated the Circles of Birthkeeper's

program in the Island region from the Sacred Wolf Friendship Centre in Port Hardy to Hiiye'yu Lelum-House of Friendship in Duncan.

The DAFGP also hosted a "Future Aunties" workshop at the Gathering Our Voices Indigenous Youth Conference in March 2025. This allowed the team to interact with youth interested in becoming Indigenous doulas, inspiring them to fill gaps in maternal care across the province, planting the seeds for "Future" Aunties.

- › The DAFGP held their fourth annual Caretaking Earthside Birth Workers Gathering and sponsored 43 Indigenous doulas from across B.C. to attend.
- › The team also held learning circles with Island Health maternity teams to promote Indigenous birth work and anti-racism work in hospital settings.

*"My partner and I are so grateful for [our Birthkeeper's] support. We both feel like it would not have gone as smooth as it did without [our Birthkeeper's] presence. She knew our goals and communicated that to the hospital staff. She provided comfort techniques, helped direct my partner, had affirmations in our language. She had so many small things that really added up to make the experience go as well as it could have. We are forever grateful."*

DAFGP Grant Recipient



2.2 Employment Life Skills and Training Program

Providing Employment, Life Skills and Training (ELST) supports to our urban and remote communities has helped hundreds of people attain much-needed identification, licensing, and training opportunities.

ELST removes financial barriers and increases access to computers for job offers and applications. ELST coordinators in northern and remote communities (where transit and vehicle access can be a barrier) are able to offer wraparound services in multiple locations to ensure the program can reach a broad and diverse population.

The ELST program has provided training to help people start their own businesses, navigate social media management and promotion, and learn how to become financially independent. It has also helped pre-employed participants gain certification and obtain work gear needed for their positions or to further their careers.

ELST: Service Innovation

ELST programs are unique when it comes to employment programming. They provide accessible, flexible, and wraparound supports at all stages of employment and across diverse identities and abilities. These include financial assistance for child care, transportation, disability supports, equipment, work clothing, books,

supplies, and examination fees. ELST also recognizes the importance of culture, and incorporates cultural teachings, activities, and exchanges in its program offerings.

This past year, ELST programming served 1005 participants across 14 centres. In addition to extensive one-to-one support, participants accessed group training and workshops on topics like Occupational First Aid, Food Safety, Traffic Control, Driver’s Training, Construction Safety, Office 365, Digital Product Design, Financial Literacy, Customer Service, Fire Fighting, and Chainsaw Operation.

*Unfortunately, there are some Friendship Centres that don't have ELST services. With more funding, this program could serve all 25 Friendship Centres in B.C. and provide these valuable opportunities to hundreds more urban Indigenous people. In addition, securing multi-year funding would greatly increase the program's impact, reduce job insecurity, and enable longer-term training.*

2.3 Social Services Training and Education Plan

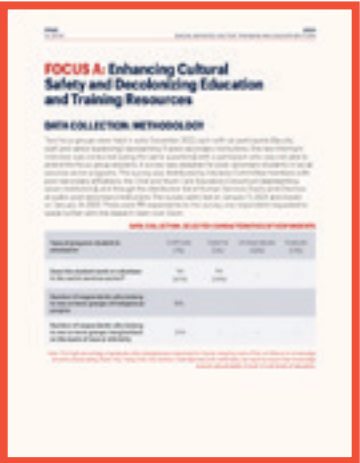
The Social Services Training and Education Plan (SSSTEP) was developed in partnership between BCAAFC and The Federation of Community Social Services of BC. It builds on the work of the Social Services Labour Market Research Project that BCAAFC and The Federation completed in 2021.



This new report contains research and action items that aim to address the serious issues and barriers related to training and education for B.C.’s social services sector.

The recommendations provide a range of clear and thoughtful ideas about how to design and deliver training that will prioritize cultural safety, increase the relevancy of training, reduce stress, burnout, and inequity, increase the capacity of the sector, and address ableism.

This project raised many issues that impact the sustainability of social care in B.C. and many, wide-ranging ways to improve training and education for social services workers are contained in the action items. The report also contains good data that Friendship Centres can use to aid their efforts advocating and negotiating for better funding, increased capacity, and more training.







## 2.4 Updating the Urban Indigenous Wellness Report

In early 2025, BCAAFC hired a Health Analyst and began the process of developing an updated version of the *Urban Indigenous Wellness Report* that was originally released in 2020.

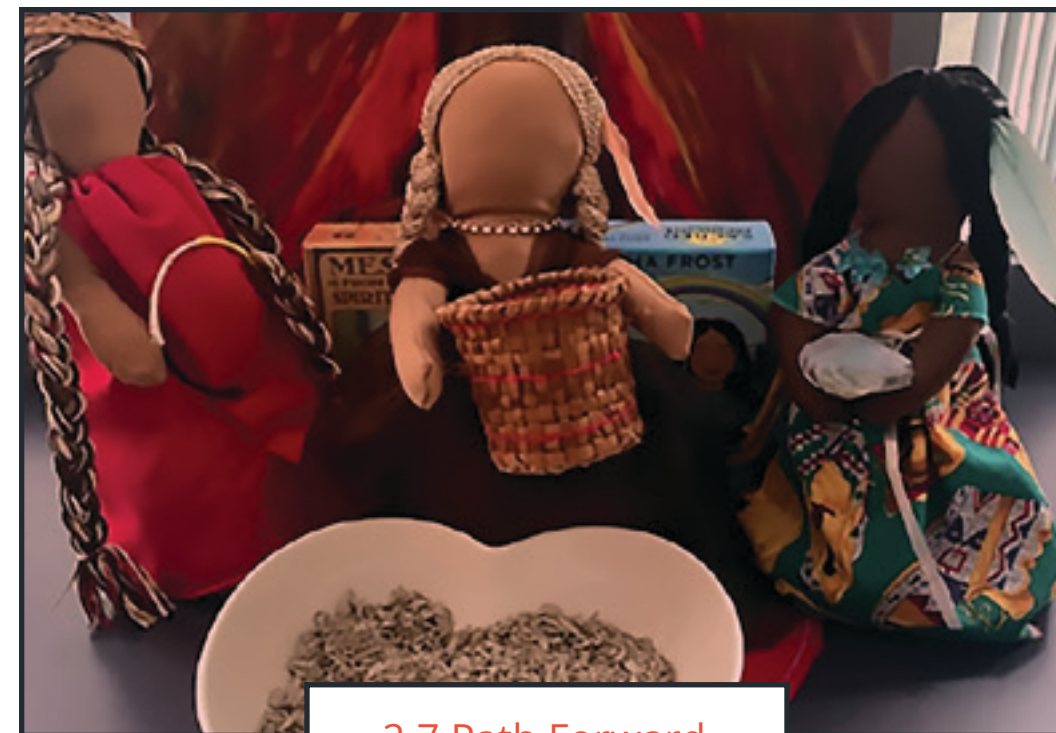
The goal of this project is to examine how things like priorities, service delivery, and capacity have changed since the last report was published. The update will identify the various ways Friendship Centres support the health and wellness of Urban Indigenous people. It will be a valuable advocacy tool for funding and contracting discussions and highlight the vital services provided by Friendship Centres.



## 2.6 Province-Wide Service Delivery Framework

In 2024, we wrapped up a major 31-month project with the federal Department of Women and Gender Equality that increased the capacity for Indigenous women to address gender-based violence (GBV) in communities across B.C. using a culturally appropriate approach.

We developed a province-wide service delivery framework and helped train Indigenous women to support those experiencing GBV. We also developed a GBV housing strategy and evaluated our efforts to identify areas of opportunity, gaps, and potential improvements.



## 2.7 Path Forward

In 2022, BCAAFC was selected by the Province to administer the Path Forward Community Fund, which supports the self-determination of Indigenous people by giving Indigenous communities the financial resources they need to address Indigenous-specific systemic causes of gender-based violence.

In 2024, BCAAFC distributed \$6 million of Path Forward funds to 32 organizations. To date, the Province has given BCAAFC over \$14 million to support 51 Indigenous-led communities, with \$6 million of that to be used for the upcoming fourth round of funding. Examples of projects include the Lii Michif Otipemisiwak Family and Community Services creating survivor-care kits with traditional medicines and sacred feminine cards and the Tears to Hope Society leading a two-day conference on healing and self-defence for 240 participants.

While BCAAFC has successfully provided Path Forward Community Funds annually since 2022, the Province has not yet made a commitment to providing BCAAFC with these funds every year. Without this funding and the commitment from the provincial and federal governments, these Indigenous-led anti-violence programs would not exist and there is a severe lack of sustainable funding for Indigenous-led GBV services.



**"We gauge the success  
of our project through  
its tangible impact  
on the community,  
particularly reflected  
in increased awareness  
and engagement with  
our services."**

***Wachiay Friendship Centre Society  
Path Forward Funding Recipient***

## 2.5 TELUS Mobility for Good Program

BCAAFC is honoured to administer the TELUS Mobility for Good Program®, which provides smartphones and data plans to Indigenous women at risk of or surviving violence, to help them stay safe and connected.

The program is part of TELUS's larger response to the 231 Calls for Justice, specifically Call for Justice 15, established by *Reclaiming Power and Place: The Final Report on Missing Murdered and Indigenous Women*.

Friendship Centres refer people in their communities to BCAAFC to provide them with free phones and data plans.

In 2024, we delivered over 580 phones to Indigenous women across B.C. that are connected to Friendship Centres. We also streamlined our processes and shortened the wait times for women accessing phones.

## 2.9 BCAAFC Hosted AIDP & ASCD Programs

One clear way to ensure healthier families and communities is to address the needs of Indigenous children in the early years.

The Aboriginal Infant Development Program (AIDP) and the Aboriginal Supported Child Development (ASCD) program increase capacity and support for early prevention and intervention.

AIDP/ASCD programs work with families and their children, supporting early learning and creating healthy outcomes with long-term benefits. Our programs honour the "whole" child, which encompasses not only the physical, social/ emotional and mental aspects, but also the cultural or spiritual aspects of the child, within the context of their family, extended family, community, and culture.





### 3. URBAN LEADERSHIP



#### 3.1 Post-Secondary Funding

Leadership takes many forms. Another way BCAAFC helps to create future leaders and improve the socio-economic outcomes for First Nations, Métis, and Inuit peoples is by administering the First Citizens Fund (FCF) and the Post-Secondary Student Support Program (PSSSP), increasing access to and completion of meaningful education.

Both awards provide eligible students with funding to increase access to post-secondary education. Providing this support means we can help fund tuition; it also means helping to pay for living expenses and books in order to reduce the financial strain students face and increase their capacity for academic success.

In particular, PSSSP fills a service gap by providing post-secondary awards to individuals with First Nations status, but no Band membership.

This group of students traditionally lacks access to post-secondary funding.

Over the past 12 months, we awarded 57 FCF bursaries (\$63,000) and 97 PSSSP bursaries (\$473,700). All 25 communities with B.C. Friendship Centre were represented by our award recipients (plus many more communities).

#### 3.2 Gathering Our Voices

The goal of Gathering Our Voices (GOV) is simple and straightforward: provide Indigenous youth with tools they need to become leaders and contribute their gifts to the world. GOV equips youth with skills, tools, resources, opportunities, and knowledge to help them lead within their communities and youth social infrastructure.

At GOV 2025, 15 different Friendship Centres from B.C., Yukon, and

Northwest Territories sent groups to participate. In total, 95 groups representing 49 Nations, 17 non-profits and service agencies, and nine school districts joined us in Kamloops.

This year, we worked very closely in partnership with Tkemlúps te Secwépemc, and Kamloops Aboriginal Friendship Society to ensure GOV had strong connections to Elders and local culture and languages. We embedded cultural protocols to a high degree with local knowledge keepers for opening and closing ceremonies as well as the Honouring Feast for youth in and from care resulting in safe, supportive, community-led gatherings.

**“This was my first time going. I’m definitely going again next year because it brings me so much comfort and I have so much fun there.”**

We also partnered with Thompson Rivers University, Valleyview Secondary School, and the local school district to create safe spaces, enhance our reach, increase in-kind support, and share more of the local community’s abundant resources.

**“[GOV] opened my eyes in the best way possible. It gave me so much hope and relief about myself.”**

Indigenous youth leadership is vital to developing and transforming urban spaces through Indigenous worldviews, values, and culture. Youth thrive in environments where they can identify their passions and develop skills to take back to their communities and Friendship Centres. GOV does just that.

## 5. PIYC CAPACITY

BCAAFC's Provincial Indigenous Youth Council (PIYC) are advocates for issues that matter to urban Indigenous youth. They work to ensure youth voices remain integral to the operations and the focus of the Friendship Centre Movement.

PIYC works closely with the National Association of Aboriginal Friendship Centers' Indigenous Youth Council and fosters communication and networking for Indigenous youth across all 25 Friendship Centers in B.C. and across Canada. PIYC also connects with individual Friendship Centres and communities to support the development, governance, and success of local youth councils.

PIYC is made up of eight committed Indigenous youth, one Elder Council Representative, and one BCAAFC staff coordinator, all from diverse communities, gender identities, ages, and nations. Together, they strive to amplify youth voices and uplift

their communities. PIYC members currently represent Friendship Centres in Vancouver, Victoria, Dawson Creek, Chetwynd, Kamloops, and Surrey.

This year, PIYC continued to actively participate in community engagement sessions across Canada, and help plan and advise on province-wide initiatives like the annual Gathering Our Voices Indigenous Youth Leadership Event.

As a result of its hard work and a growing profile and reputation, PIYC membership is growing—despite the limited and often stagnant youth program funding available. PIYC has increased its representation in northern B.C. and has plans to expand further in 2025/2026, with the goal of having a PIYC representative from each of our 25 Friendship Centres. PIYC is also engaging with a consulting firm on an exciting legacy project.

## 6. ELDERS COUNCIL CAPACITY

**Elders are the keepers of culture, traditions, and sacred knowledge. Their wisdom and teachings are an integral part of our communities and are greatly valued and appreciated.**

The BCAAFC Elders Council advises the board and provides guidance and support within Friendship Centres and communities.

The Elders Council currently represents three of the five regions: North Central, Lower Mainland, Vancouver Island. However, the Elders Council provides support to all Friendship Centres across the province as needed.

Over the past year, the Elders Council updated its Terms of Reference, hosted their popular Elders Don't Bite workshop at the Gathering Our Voices youth leadership event, and attended the annual Elders Gathering. The council also connected with Friendship Centre members at our three membership meetings and, with the help of the BCAAFC communications team, created an updated poster series raising awareness about Elder Abuse for Friendship Centres to post and distribute.

Over the coming year, the Elders Council will begin recruitment for new members with the goal of having an Elder from each of the five regions of B.C. and being able to fund them to travel within their regions to support Friendship Centres.



# COUNCILS & BOARD

## Elders Council

**Basil 'Buzz' Morissette**

Kamloops Aboriginal Friendship  
Society

**Marge White**

Vancouver Aboriginal Friendship  
Centre Society

**Stanley Namox**

Dze L K'ant Friendship Centre  
Society

**Wally Samuel**

Port Alberni Friendship Center

## Provincial Indigenous Youth Council (PIYC)

**Ethan Cameron**, Board & NAFC

Indigenous Youth Council Representative  
Tansi Friendship Centre Society

**Gabe Paul**, Unified Indigenous Youth  
Collective Representative

Victoria Native Friendship Centre

**Samantha Green**, Unified Indigenous  
Youth Collective Representative

Vancouver Aboriginal Friendship Centre  
Society

**Eric Campbell**, Special Projects Lead  
Fraser Region Aboriginal Friendship  
Centre Association

**Laylah Wright**

Kamloops Aboriginal Friendship Society

**Fabian Hackett**

Vancouver Aboriginal Friendship Centre  
Society

**Austyn Jackson**

Nawican Friendship Centre

## Board Members

**Annette Morgan**, President

Dze L K'ant Friendship Centre

**Rosanna McGregor**, Vice President

Cariboo Friendship Centre

**Kari Hutchison**, Treasurer

Victoria Native Friendship Centre

**Cal Albright**, Secretary

Kamloops Aboriginal Friendship  
Centre

**Cyndi Stevens**, NAFC BC

Representative  
Port Alberni Friendship Center

**Tami Omeasoo**, Director

Vancouver Aboriginal Friendship  
Centre Society

**Carol Camille**, Director

Lillooet Friendship Centre Society

**Shirley C Ivanauskas-Ward**, Director

Fraser Region Aboriginal Friendship  
Centre Association

**Tony Goulet**, Director

Quesnel Tillicum Society

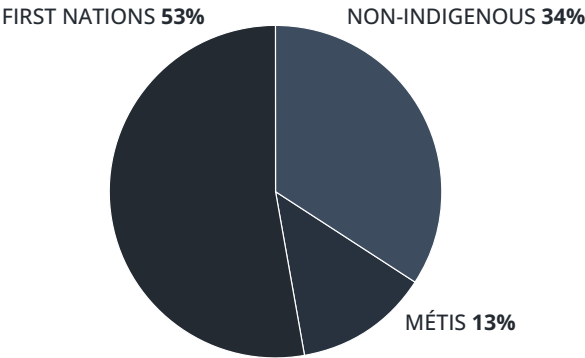
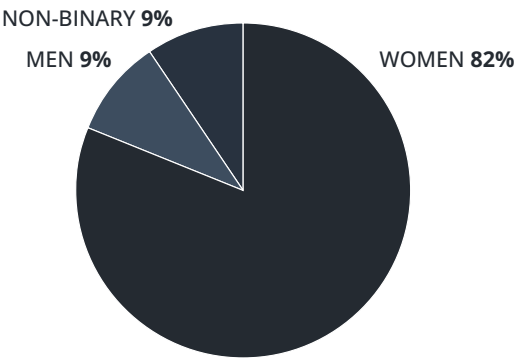
**Christine Ellis**, Director

Mission Friendship Centre

**Ethan Cameron**, PIYC Representative

Tansi Friendship Centre Society

# STAFF TEAM



BCAAFC STAFF TENURE	
1-3 years of service	22
3-5 years of service	5
5-10 years of service	5
10-15 years of service	2
TOTAL	34

TEAM BREAKDOWN	
Administration	9
Member Services	7
Gathering Our Voices	6
Gender-Based Violence	3
Health & Family Services	6
Human Resources	2
AIDP/ASCD	2

Brittny Wagner	Contract Administrator
Catherine Rana	Manager of Member Services
Charlie George	Elders Council Coordinator & Cultural Advisor
Dalious McCullough	Member Services Program Coordinator
Debbie Solomon	Finance Officer: Payables and Payroll
Dixie Hunt-Scott	AIDP Provincial Advisor
Draven Clemah	GOV Sponsorships and Promotions Coordinator
Helen Pitirmova	Finance Officer: Receivables
Emilie Luhowy	Anti-Violence Program Coordinator
Gabrielle Gosselin	Health Analyst
Hayley Ellis	PIYC Coordinator
Haley Regan	GOV Volunteer Coordinator
Jacquie Snelling-Welsh	Health & Family Services Team Lead
Jean Wylie	GOV Registration Coordinator
Jenn Douglass	Office Manager
Jessica Mugford	AIDP/ASCD Provincial Office Assistant
Julie Robertson	General Manager/Acting Executive Director
Laura Alfaro	Gender-Based Violence Research Coordinator
Linda Jones	Doula Program Coordinor
Marshall Watson	Communications Officer
Melissa Reinhardt	Research and Data Analyst
Michael Sharratt	GOV Workshop Coordinator
Nikki Scott	Childcare Planner
Nicole Hall	Communications Officer
Noella Horoscoe	Health Advocate
Rebecca Burgoyne	Office Assistant & Scholarship Support Specialist
Rebecca Lang	Manager of HR and Special Projects
Richard Stern	IT Director
Richelle Williams	GOV Event Manager
Stephahanie Cameron-Johnson	Doula Assistant
Taylor Logan	Human Resources Assistant
Terri Stachowicz	Contracts Team Lead
Tom Davis	GOV Producer
Valerie Croteau	Contract Administrator
Vanessa Daniels	Employment Program Coordinator



## DAFGP

We thank the Ministry of Health, the First Nations Health Authority, the Provincial Health Services Authority, Island Health, Northern Health, and Métis Nation BC for supporting the Doulas for Aboriginal Families Grant Program.

## FCF Student Bursary

Thank you to the Ministry of Indigenous Relations and Reconciliation for providing funding for the The First Citizens Fund Student Bursary Program.

## AIDP/ASCD

We thank the Ministry of Children and Family Development for supporting the Aboriginal Infant Development & Aboriginal Support Child Development Provincial Office.

## SSSTEP

SSSTEP was funded through the Canada-British Columbia Labour Market Development Agreement's Sector Labour Market Partnerships Program, administered by the B.C. Ministry of Post-Secondary Education and Future Skills.

## Path Forward Fund

Funding for the Path Forward Fund in 2024-25 was made available through a new Canada-British Columbia bilateral agreement as part of the National Action Plan to End Gender-Based Violence. Support for the Path Forward Fund furthers the ongoing work under Safe and Supported: B.C.'s Gender-Based Violence Action Plan.

## ELST

Thanks to the Ministry of Post-Secondary Education & Future Skills for continuing to provide funding for our Employment, Life Skills, and Training Program.

## Child Care Planner

Thanks to Ministry of Education and Child Care for funding our Child Care Planner position and the vital work of supporting the early years.

## PIYC

Thanks to the BCAAFC Elders Council and the Ministry of Indigenous Relations and Reconciliation for your ongoing support of the Provincial Indigenous Youth Council.

## TELUS Mobility for Good

Thank you to TELUS for supporting the Mobility for Good Program and providing prepaid cell phones to Indigenous women and girls who otherwise would not have access to a phone while fleeing violence.

## Health Advocate

Thank you to the Ministry of Mental Health and Addictions and the Health Sciences Association of B.C. for supporting the work of the BCAAFC Health Advocate.

## Friendship Centre Training

Thank you to the Ministry of Indigenous Relations and Reconciliation for supporting our Friendship Centre Training Program.

## PSSSP

Thank you to Indigenous Services Canada for continuing to provide funding for the Post-Secondary Student Support Program.

## Elders Council

Thanks to the Ministry of Indigenous Relations and Reconciliation for supporting the BCAAFC Elders Council.

## Gathering Our Voices

Thank you to the Ministry of Social Development and Poverty Reduction, the Ministry of Indigenous Relations and Reconciliation, the BC Representative for Children and Youth, the First People's Cultural Council, the Canadian Red Cross and Indigenous Services Canada for providing funding to GOV. Thanks also to London Drugs, Lush, Raincoast Books, Belonging Network, Cooler Trailers Kamloops, and Stantec Consulting.



This program is funded by the Government of Canada and the Province of British Columbia.







## NAFC

The National Association of Friendship Centres is a network of over 100 Friendship Centres and Provincial/Territorial Associations, which make up the Friendship Centre Movement. Since 1972, it has been Canada’s most significant national network of self-determined Indigenous owned and operated civil society community hubs offering programs, services, and supports to urban Indigenous people.

BCAAFC is a proud member of the National Association of Friendship Centres. We thank the NAFC Team for their ongoing guidance, advocacy, and support and we are excited about the things we are accomplishing together as a growing urban Indigenous family.



# FINANCIALS

### ABRIDGED NON-CONSOLIDATED STATEMENT OF FINANCIAL POSITION

	2025	2024
<b>Assets</b>		
Current Assets	39,009,962	37,625,200
Capital Assets	1,123,452	<b>1,150,455</b>
<b>Total Assets</b>	<b>40,133,414</b>	<b>38,775,655</b>
<b>Liabilities</b>		
Current Liabilities	1,710,917	1,907,594
Long-Term Debt	-	690,554
Deferred Contributions	32,996,475	31,742,032
<b>Total Liabilities</b>	<b>34,707,392</b>	<b>34,340,180</b>
<b>Net Assets</b>	<b>5,426,022</b>	<b>4,435,475</b>

### ABRIDGED NON-CONSOLIDATED STATEMENT OF OPERATIONS

	2025	2024
Revenue	25,679,638	27,395,063
Expenses	24,689,091	26,935,646
<b>Excess of revenue over expenses</b>	<b>990,547</b>	<b>459,417</b>

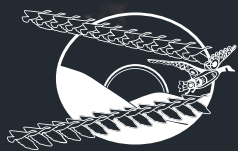
### ABRIDGED NON-CONSOLIDATED STATEMENT OF CHANGES IN NET ASSETS

	2025	2024
Net Assets, beginning of year	4,435,475	3,976,058
Excess of revenue over expenses	990,547	459,417
<b>Net assets, end of year</b>	<b>5,426,022</b>	<b>4,435,475</b>

### ABRIDGED NON-CONSOLIDATED STATEMENT OF CASH FLOWS

	2025	2024
<b>Cash provided by (used for) the following activities:</b>		
Operation	3,738,806	4,662,430
Financing	(748,173)	(57,547)
<b>Increase in Cash resources</b>	<b>2,990,633</b>	<b>4,604,883</b>
<b>Cash resources, beginning of year</b>	<b>35,260,882</b>	<b>30,655,999</b>
<b>Cash resources, end of year</b>	<b>38,251,515</b>	<b>35,260,882</b>





BC Association of Aboriginal  
Friendship Centres  
BCAAFC