



2020-2021
Annual Report



**First Nations
Technology Council**



First Nations Technology Council 2020-2021 Annual Report

For the year ended March 31, 2021

This Annual Report is produced by the Administration and Communications & Engagement Divisions at the First Nations Technology Council.

Table of Contents

- 05** Introduction Get to Know Us
- 06** Vision Statement + About the Board
- 07** Board of Directors
- 08** Message from the Chief Executive Officer
- 10** Together, We Achieved Great Things in 2020-2021
- 15** Growth
- 17** Digital Skills Training
- 21** Creating Relationships and Engaging Communities
- 27** Advancing Indigenous Interests
- 31** What's Next in 2021-2022
- 34** 2020-2021 Financial Statements



Introduction Get to Know Us

Who We Are

The First Nations Technology Council is an Indigenous-led, innovative non-profit serving all First Nations across BC. Our organization is guided by a board of directors who represent First Nations across the province. Our work is led by a team of Indigenous professionals and aspiring allies who specialize in education, engagement, thought and policy leadership, and research.

What We Do

We are mandated by First Nations Leadership in BC to provide digital skills training to Indigenous learners, realize digital equity, and ensure individuals, communities and Nations across the province play an active role in leading and shaping the future of technology.

Why We Do It

Today, technology weaves through nearly every aspect of our lives from work to education; culture and health; environmental stewardship; rights implementation; and more. Since time immemorial, our peoples used and advanced technology, but colonialism, and the systemic barriers it created, excluded us from equitably participating and leading in the evolution of modern technology. That's why we're on a mission to weave Indigenous knowledge, culture, and ways of being into technology.

We're on a mission to weave Indigenous knowledge, culture, and ways of being into technology.



Vision Statement + About the Board

Vision Statement

We envision Indigenous communities fully utilizing technology to advance their visions while Indigenous voices actively shape the technology sector as it responds meaningfully to reconciliation.

Board of Directors

Names and Nations/Board Positions

Board members

President Charlie Clappis, Huu-Ay-Aht First Nation

Vice President Ryan Day, Secwépemc First Nation

Jasmine Thomas, Saik'uz First Nation

Tom Konek, Syilx Okanagan First Nation

Janice Parsey, Stó:lō Nation

First Nations Leadership

BC Assembly of First Nations

First Nations Summit

Union of BC Indian Chiefs



Message from the Chief Executive Officer

As we wrap up the 2020-2021 fiscal year and begin looking forward to the new year, I am filled with immense gratitude. I am pleased to share our impactful and transformational work from the past year with you. Our focus this year was on scaling up our organization, transitioning to a remote working and learning environment while building important relationships and diversifying funding sources. 2020-2021 was a huge year for the Technology Council – even amidst a global pandemic our team has done great things.

COVID-19 changed life as we know it. It also expedited reliance on digital and connected technologies. The pandemic illuminated just how digital inequity can exacerbate existing socioeconomic gaps. This made it all the more important to continue working to realize digital equity for all Indigenous Peoples in BC.

As a result, as we increased the capacity of our organization, we saw the creation of our Strategic Initiatives Division. This Division is leading an extremely important project that will realize digital equity for

all Indigenous Peoples in BC, entitled the Indigenous Framework for Innovation and Technology. This first-of-its-kind framework will be a major piece of work for the Technology Council and seek to create deep systemic change - going beyond ensuring equitable access to connectivity which is where most efforts are all too often too narrowly focused.

As we pivoted to a remote-first work environment in 2020-2021, we were able to access increased talent across the province of BC to grow our team. In addition, we had a nearly seamless transition to remote work in alignment with Provincial Health guidelines. Our Operations Division and executive team worked hard to ensure the safety of our staff and the communities we serve without any disruption to work or the services we provide. I am immensely proud of this and excited about the ongoing benefits we're seeing with remote work.

This year, our Sector Transformation Division began a Labour Market project. Our Indigenous-led research will gather data that has never been collected before to create

community-driven recommendations to increase Indigenous leadership in technology in BC. I am excited about the work the Technology Council is doing to create systems change and ensure Indigenous wisdom and worldviews will shape technology now and for future generations.

It's been a huge year for the Technology Council and I am honoured to have been trusted to lead this organization through many changes. I am proud of the work we've done and what we've accomplished. Looking ahead, I am delighted at what's in store and look forward to continuing to advance our work and mandates in service of Indigenous Peoples in BC. As always, we are incredibly grateful to everyone who has continued to work with and support the Technology Council this year.



Denise Williams
Chief Executive Officer





Together, We Achieved Great Things In 2020-2021



The COVID-19 pandemic rapidly increased reliance on digital and connected technologies and changed how we serve communities across BC.”



Online Learning and Work

In January 2020, we piloted an online version of our cornerstone Foundations Program. We were grateful for this successful pilot because, in March 2020, the COVID-19 pandemic forced us to pivot to an online learning environment.

We successfully transitioned all in-person training to online environments in one day's time. All of our existing in-person cohorts transitioned to Zoom where participants went through their course content with their instructors via video. This shift saw incredible community-to-community support, with some partnering Nations offering to pay for learners' internet costs to see their community members succeed. As we settled into our new normal of online program delivery, our partnership with Royal Roads University enabled us to use their online learning platform to provide learners with a central online location for all program materials.

In alignment with public health orders and restrictions, and to keep staff and the communities we serve safe, we shifted to a fully remote work environment in March 2020. This transition happened rapidly, but seamlessly. The leadership team worked tirelessly to ensure policies were in place and that all staff had access to the resources and equipment needed to work remotely successfully. As the year went on, and we

continued to work remotely, we saw that prioritizing an online work environment allowed us to hire new candidates outside the Greater Vancouver area and expanded our talented team of professionals.

Indigenous Framework for Innovation and Technology

Throughout 2020, we advanced work on our Indigenous Framework for Innovation and Technology (IFIT) by creating a project governance structure and engaging potential participants to form the project Steering Committee and Policy and Planning Circles. These bodies, along with the internal project team, will guide this important work in the coming year.

Knowledge Network

In 2020, after the onset of COVID-19, we eliminated advertising costs for job postings in the First Nations in BC Knowledge Network (KN). We did this to continue providing value to site users during a challenging and uncertain time while ensuring the site remained well-used.



 **258** job postings created

 **238** resources

 **39,704** users



Growth



Transitioning to a remote-first work environment allowed us to access more talented individuals across BC and scale-up our team.”

During this year, we established the Strategic Initiatives Division with the intention of holding all of the work related to the Indigenous Framework for Innovation and Technology in one place while connecting all other divisions to it. In October 2020 we hired a Director, Strategic Initiatives. This new position provides guidance and strategic direction at an executive level, while also supporting other new organizational initiatives, fundraising, and more.

In January, we received \$935,715.00 from Skills Training for Economic Recovery (STER) to offer even more online courses - namely, our Focus Web Development Program - to Indigenous learners. In addition, with funding from the Ministry of Advanced Education and Skills Training, we piloted an entrepreneurship program titled Innovation Nation. This contribution also supported increased staff capacity – we welcomed more than four new team members - and expanded our digital skills training team and offerings.

During this fiscal year, we saw our Sector Transformation Team grow from one to three members. To support an ongoing Income Assistance Project and a new Labour Market Study a network of eight Regional Engagement Coordinators were also added to the division. We partnered with the Information Communications and Technology Council and Reciprocal Consulting to support our Labour Market Work, adding an additional 13 members in total to our Sector team.

In 2020-2021 we shifted our organizational structure by creating a new divisional and welcoming key new hires. Through the COVID-19 pandemic and the 2020-2021 fiscal year, our organization continued to scale up. The funding we received from STER allowed us to hire more staff and increase our organization's overall capacity. In addition, by prioritizing a remote-first work environment, we were able to access new sources of talent all over the province of BC.



Digital Skills Training

As 2020 unfolded, the pandemic continued to create a high degree of uncertainty but also spurred important conversations about the future of technology including the digital transformation, automation, and, in turn, digital skills training at the First Nations Technology Council. Over the last few months, we have seen increased, widespread awareness of how the internet and remote learning can increase access to education and training. However, on the contrary, we have seen how digital inequity among First Nations people and communities, created by colonialism and its ongoing effects, can result in barriers to online learning. As we look to the future, we will continue taking a holistic approach to the way we design our tech training to support those who currently have connectivity access, while advocating for those who do not.



Through online learning, we've been able to create a sense of connection, in an otherwise isolating time."



Online learning has been rewarding. We are grateful for the push the pandemic provided for us to embrace it.

Although the pivot to online learning kept us apart physically, the pandemic allowed for us to create safe, inclusive online learning environments through our virtual training spaces. More than ever, we were reaching participants in remote locations, while also creating engaging, and culturally diverse learning spaces that encourage togetherness in an otherwise isolating time. With the guidance of incredible Cultural Knowledge Holders, we were able to integrate cultural support through a digital format, hosting sharing and grounding circles within our various courses, and offering virtual smudging and prayer practices for learners.

The Technology Council currently is a digital-first training provider as we navigate uncertain and unpredictable events with the rest of the world. We have come away with many lessons learned, and, ultimately, are grateful for the push the pandemic provided to launch us into this new style of program delivery. To date, we have trained 462 online participants across 60 cohorts. It remains our priority to iterate on what we have learned so far, and persevere through whatever challenges come next - all to lift up Indigenous innovators and the communities we serve.

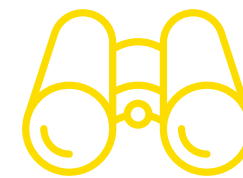
This year, we built and piloted Fundamentals: Intro to Computers in January 2021 and Focus: Web Development in September 2020 increasing our online programming with lessons learned from GIS/GPS Mapping at the beginning of the year.



446
learners served



307
graduates






What's Next

Will focus on offering more part-time and asynchronous online training opportunities. We have been successfully testing these models throughout this year. These training opportunities will allow learners a more flexible schedule and balance amongst competing priorities, whether it be family, work, or additional study. In addition, asynchronous learning can facilitate participation in communities where there is low bandwidth, or where there are only a limited number of internet connection points available.

Learn From Home Campaign:

August- January 2021
Average impressions

	Facebook 217,545	engagement rate 10.4%
	Instagram 52,696	engagement rate 1.8%
	Twitter 69,017	engagement rate 1.7%

During the Learn From Home Campaign we successfully told the story of learning remotely to achieve success and gain new skills in the tech and tech-enabled sectors for learners that wanted a new career path, to upgrade existing skills, or to learn how to use tech better in their daily lives.



Creating Relationships and Engaging Communities

Speaking Events

The Technology Council continues to make efforts to increase connections and opportunities between First Nations communities and the technology and innovation sectors, as active partnership development leads to increased economic reconciliation and facilitates more self-determined business opportunities for Indigenous Peoples. Our CEO, Denise Williams, spoke at many events on behalf of the organization; here are a some of the key events:

Network for Women+

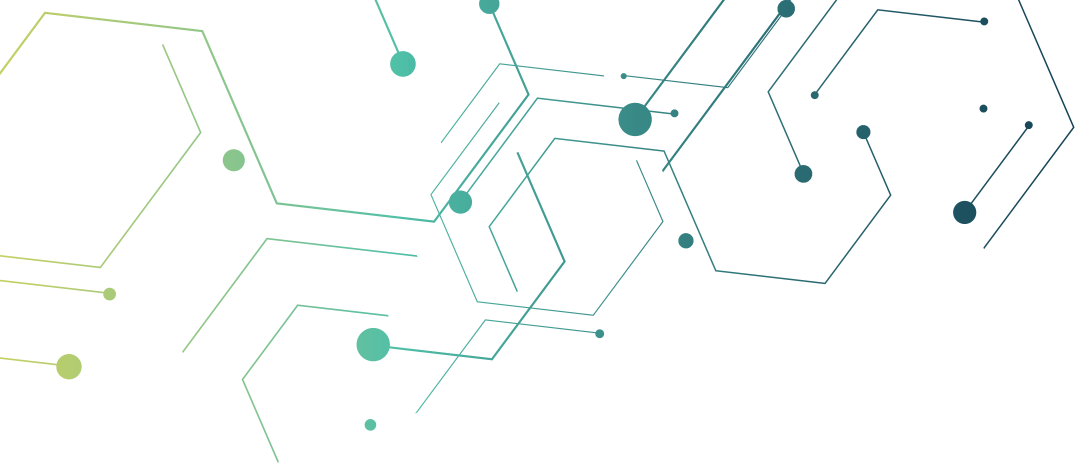
The panel discussion focused on our Indigenous and Black communities and the systematic challenges faced in the workplace and everyday life. The objective was to discuss how we all can help elevate these voices in hopes of a better future for our Black and Indigenous women+ as allies and supporters to change the narrative. increase our organization's overall capacity.

Canadian Radio-Television and Telecommunications Commission

An international online event where Denise discussed "Co-creating our Digital and Connected Future: A Call to Action from the First Nations Technology Council."



We are grateful to work with many aligned partners who believe in our mandates and vision.”



Leadership Lab

An online event where Denise spoke about overcoming digital divides in Indigenous communities and the need for all to have the internet at 50/10 Mbps.

Creative Mornings Vancouver

Denise was interviewed about the positive impact of natural systems in the design of digital networks.

UVic Women in Science STEM Symposium Panel

Denise spoke with other STEM leaders about the underrepresentation of women across these industries.

Canadian Council of Academics (CCA)

Denise spoke on an expert panel on the legal, regulatory, ethical, social, and policy considerations related to high-throughput secure networks for rural and remote communities in Canada.

Partnerships

Empowered Nations

We partnered with Empowered Nations to pilot an entrepreneur training program.

Moving Beyond Inclusion





In spring 2021, with the support of the Strategic Initiatives Division, the Sector Transformation Division formalized a pilot initiative that seeks to transform corporate systems within innovation, technology, and technology-enabled sectors by challenging the colonial values embedded within them.

A total of ten proposals were sent to prospective technology companies following presentations on the opportunity to participate in this pilot. Three companies have confirmed their participation in the pilot and work or contract negotiation has commenced with SAP Canada, Pagefreezer, and Microsoft. We are currently in the process of securing contracts with leading Indigenous history and cultural awareness trainers for support.

During the next fiscal year, we will work toward securing the final companies for the pilot cohort and pursue grant funding opportunities to expand our team and ensure that the pilot is effective and evaluated.

Social Media Engagement

The Technology Council has engaged audiences across social media, with all platforms at, or above, average rates for non-profits. These are our average engagement rates per platform:




- 0.5%  Instagram
- 10.6%  LinkedIn
- 3.2%  Facebook
- 1.7%  Twitter

1,348,426 impressions

Technology Council audiences on social media are very engaged, with a total of 36,380 reactions, comments, shares, and post link clicks in 2020-2021. There were a total of 228 posts published garnering 1,348,426 impressions (user views).

Redcross Webinar Series

In the 2020-2021 fiscal year, we delivered three webinars, with financial support from Red Cross Canada. The Webinars provided digital skills training and created a space for discussions related to COVID-19 response strategies. They also facilitated reciprocal learning and the creation of a virtual network.

-  **438 people reached**
-  **3 webinar series**
-  **8 webinar segments**

Number of participants by series:

-  **Student Success series:**
90 live; 84 viewed recorded versions
-  **Entrepreneurship series:**
50 live; 4 viewed recorded versions
-  **Community engagement series:**
145 live; 64 viewed recorded version
-  **Total number of comments made in chat across webinars: 659**



We're building deeper relationships with more of the communities we serve.

Regional Engagement Coordinators

Due to the impacts of COVID-19 and the inability to host in-person engagement sessions, a Regional Engagement Coordinator Network was established in August 2020 to support outreach efforts within our Sector Transformation Division, notably to support the Income Assistance Project (IAP) and our Labour Market Project, entitled Indigenous Leadership in Technology: Understanding Access and Opportunities in BC (ILIT). Regional Coordinators were hired based on their experience in community engagement and their existing networks and relationships within the communities they serve. Regional Coordinators play a critical role in both projects by bringing regional and Indigenous community perspectives to our work and keeping us informed of community protocols and considerations when doing outreach.

Funding Sources

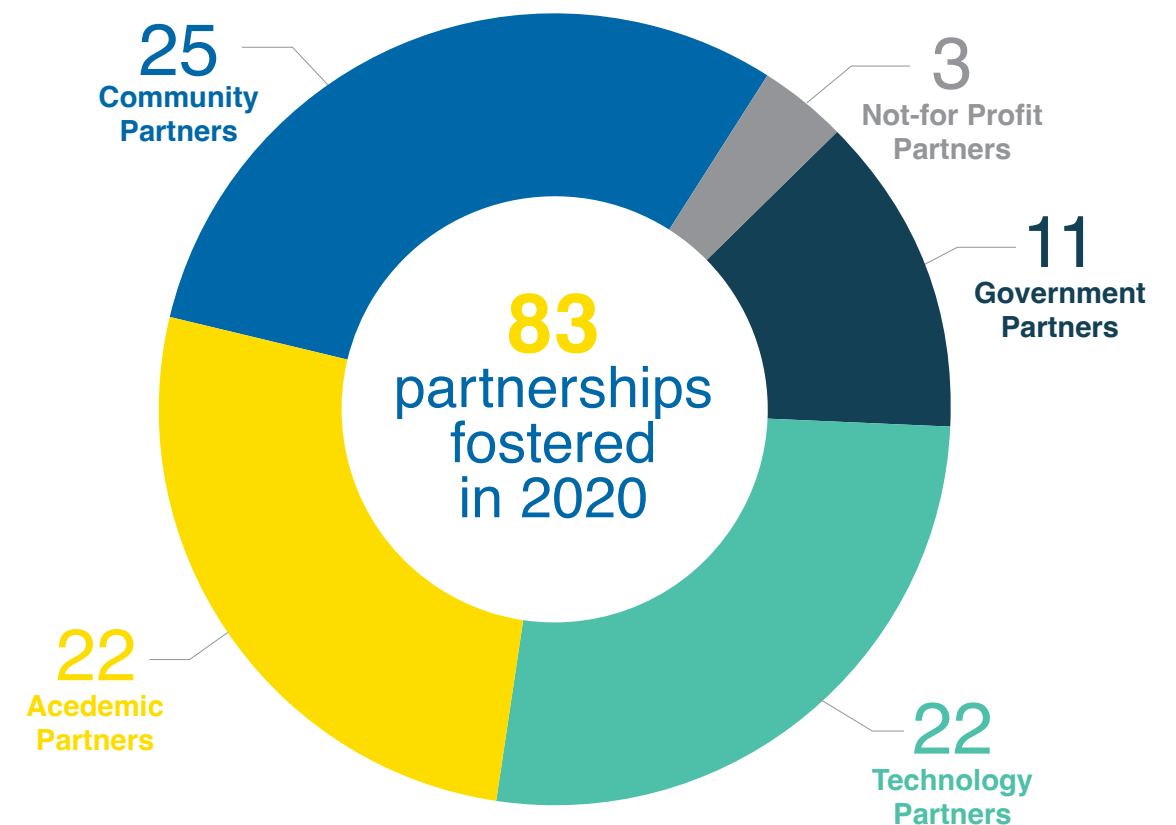
Throughout 2020, we focused our efforts on diversification of funding sources. This effort involved creating new materials to articulate our work and impact as well as investment opportunities for funders. We built relationships with new philanthropic partners, as well as new government partners.

New Partnerships

This year, we've been fortunate to form many partnerships with values aligned organizations and communities that believed in our mandates, vision, and ability to achieve our goals. In total, we have fostered 83 partnerships with organizations that we have worked with in various capacities.

We could not have achieved our successes without the many partnerships cultivated along our program delivery journey. Prior

to 2020, we attended countless events, career and education fairs, symposiums, conferences, and summits with industry professionals and allies alike. At these events, we experienced first-hand the lack of Indigenous representation not only in the technology sector, but the economy at large. It was apparent that we must work to bridge this fillable gap and create increased representation in the technology space in BC at all levels including leadership.





Advancing Indigenous Interests

Indigenous Framework for Innovation and Technology

One of our major pieces of work, the Indigenous Framework for Innovation and Technology (IFIT), is focused on increasing access to connectivity, digital skills training, jobs, and leadership in technology for Indigenous people. This year, we took great strides to turn decades of knowledge gained through ongoing engagement into action.

This year, we received funds from Indigenous Services Canada to begin the creation of IFIT. As a first step, we started conceptualizing the governance model, project plan, and identifying potential Steering Committee members for future engagement.

To advance the conversation around IFIT, we wrote two important papers, [Mobilizing Connectivity Funding for First Nations In](#)

[British Columbia in Response to COVID-19: A Plan for Rapid Connectivity](#) (June 2020) and [Technology Underpins UNDRIP](#) (Sept 2020).

The first paper on [Mobilizing Connectivity Funding](#) describes a five-year project designed to connect all First Nation communities in BC (primary and secondary) with the CRTC standard of 50/10MBps. It is a precedent-setting document that demonstrates how connectivity must be viewed and built from the larger frame of Indigenous digital equity.

The second paper mentioned, [Technology Underpins UNDRIP](#), is a formative piece of work that illustrates how technology is essential to UNDRIP in the realization of Indigenous rights in the digital age and beyond. It serves as a backbone document for our work on Indigenous digital equity and has supported many of our ecosystem partners in their journey to understand the relationship between technology and reconciliation.



We're honoured to be doing the important work of realizing digital equity for Indigenous peoples."



Understanding BC's Labour Market from an Indigenous Perspective

While Canada's tech sector is rapidly expanding, only 1.2% of roles are occupied by people who identify as Indigenous. With funding from the Ministry of Advanced Education Sector Labour Partnerships program, we are conducting a Labour Market Study to gather Indigenous-led recommendations for increasing Indigenous leadership in BC's tech sector.

In February 2021, we expanded our existing Labour Market Project research team to include Reciprocal Consulting, an award-winning Indigenous-led research and evaluation firm; and the Information and Communications Technology Council. Around this time, we made a decision to rename the project to better reflect its purpose, we called it: *Indigenous Leadership in Technology: Understanding Access and Opportunities in BC* (ILIT).

Reciprocal Consulting was contracted to design and develop the Indigenous Leadership in Technology Survey and focus group sessions which seek to gather qualitative and quantitative data and information from Indigenous people living in BC on topics such as existing skillsets, interests within the tech sector, career pathways, entrepreneurship goals, and access to critical infrastructure. The addition of Reciprocal Consulting to the research team ensured that the research tool design and implementation upholds our Indigenous Research Methodology including the principles of OCAP® (Ownership, Control, Access and Possession).

Understanding the Impacts of Income Assistance Reporting in BC

The federal government initiated the First Nations Income Assistance (IA) program in 1964. Since its inception, the federal on-reserve Income Assistance (IA) program has experienced changes in its delivery. Band Social Development Workers (BSDWs) across BC are responsible for administering IA and reporting. Due to a number of barriers, including limited training and inadequate access to the Internet, BSDWs are facing significant challenges and barriers to new income reporting mechanisms that have been implemented by Indigenous Services Canada.

Through 2020, we launched the Income Assistance Program Information Technology Project (IAP/ITP) to hear from BSDWs from across the province about how technology could be maximized to support their work, including reporting and client/case management. Along with our partners from the Information and Communications Technology Council, and through our Indigenous research methodologies— which uses the principles of OCAP® – we have gathered and centred personal narratives, and survey data.

In winter 2020 through spring 2021, we conducted a province-wide survey and hosted five regional sessions to engage with Band Social Development Workers (BSDWs) around how technology can improve income assistance reporting. In addition to the survey, with the support of eight Regional Engagement Coordinators from across BC, a number of virtual “What We Heard” sessions were held to co-create recommendations with BSDWs to guide future strategies for investment for the on-reserve Income Assistance Program.

**Our research
will help create
systemic change
for Indigenous
peoples in BC.**



What's Next in 2021-2022

The co-creation phase of the multi-year process of developing the Indigenous Framework for Innovation and Technology will commence in collaboration with a diverse group of rightsholders and subject matter experts to ensure our peoples and communities can equitably participate in and influence the future of technology. This will be the first-of-its-kind Strategy in Canada.

We will complete research in the second phase of our Labour Market Study, *Indigenous Leadership in Technology: Understanding Access and Opportunities in British Columbia*. Study is intended to be widely used by First Nations leadership, governments, and key partners across all areas of BC's economy to increase Indigenous leadership in today's digital society and the economy.

With the success of our new online learning environment, we will offer more part-time and asynchronous online training opportunities in 2021-2022. These training opportunities will allow learners a more flexible schedule and balance amongst competing priorities, whether it be family, work, or additional study.

To meet the demands of an increasingly expansive suite of programs and projects, we will continue to refine and develop our organizational structure to better serve First Nations communities. A major focus will be redesigning our internal infrastructure and processes to support increased quality and efficiency in the areas of administration, communications, and digital skills training.

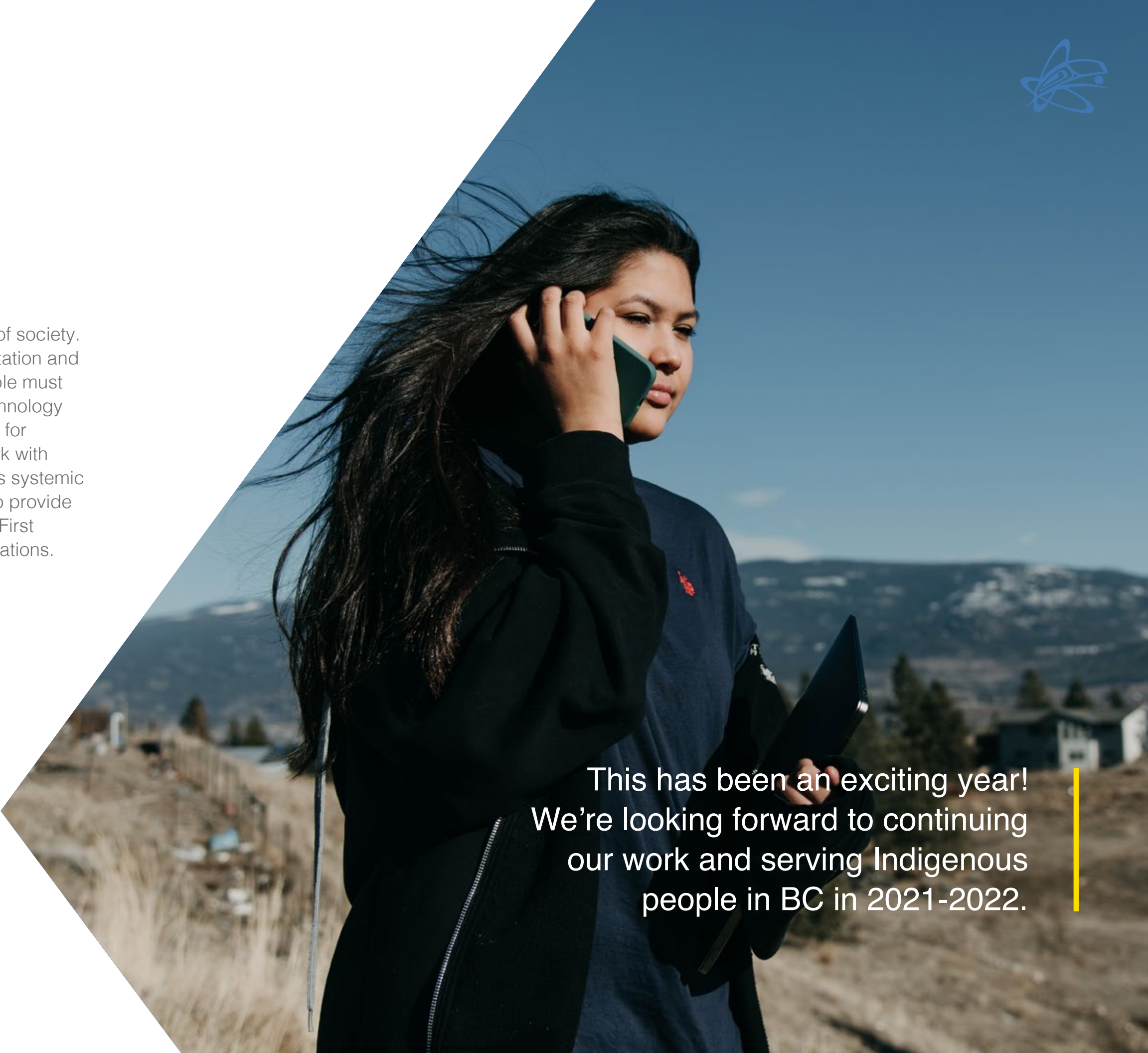


As society becomes more reliant on technology, we're excited to keep working to ensure Indigenous peoples can use and access technology while having influence over it now, and for future generations.



Looking Ahead

Technology weaves throughout every aspect of society. It is essential to First Nations' rights implementation and self-determination. As rights holders, our people must play an active role in shaping the future of technology and our relationship with it. To increase space for Indigenous leadership, we will continue to work with tech-based companies to identify and address systemic barriers. Our training programs will continue to provide the digital skills and tools needed to advance First Nations' visions for our youth and future generations.



This has been an exciting year!
We're looking forward to continuing
our work and serving Indigenous
people in BC in 2021-2022.



2020-2021 Financial Statements

March 31, 2021 (Audited)



ACCOUNTANTS AND BUSINESS ADVISORS

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INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF FIRST NATIONS TECHNOLOGY COUNCIL

Opinion

We have audited the financial statements of First Nations Technology Council, which comprise the as at March 31, 2021, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2021, and its financial performance 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 report. We are independent of the Society 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 Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society'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 these 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 Society's internal control.



Statement of Operations and Changes In Net Assets

For the year ended March 31, 2021

INDEPENDENT AUDITOR'S REPORT, CONTINUED

- ◆ 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 Society'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 Society to cease to continue as a going concern.
- ◆ 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.

We 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.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting principles used in preparing and presenting the Society's financial statements are in accordance with Canadian accounting standards for not-for-profit organizations and have been applied on a consistent basis.

REID HURST NAGY INC.
CHARTERED PROFESSIONAL ACCOUNTANTS

RICHMOND, B.C.
MARCH 24, 2022

	2021 Unrestricted Funds (Schedule 1)	2021 Restricted Funds (Schedule 2)	2021 Invested In Tangible Capital Assets	2021 Total	2020 Total
REVENUE					
Minister of Employment and Social Development - FIIT	\$ -	\$ 1,266,790	\$ -	\$ 1,266,790	\$ 3,018,975
Indigenous Services Canada	-	1,177,155	-	1,177,155	604,772
Western Economic Diversification Canada	-	1,021,142	-	1,021,142	1,159,126
Advanced Education and Skills Training	-	788,328	-	788,328	183,545
Community Workforce Response Grant	-	673,715	-	673,715	-
Red Cross - COVID-19 webinar series	-	75,790	-	75,790	-
Royal Roads University	125,000	-	-	125,000	-
Industry Partnership	51,750	-	-	51,750	-
Service projects	89,756	-	-	89,756	-
Interest income	2,797	-	-	2,797	7,276
Donations	12,959	-	-	12,959	-
First Nation Knowledge Network	-	-	-	-	22,068
Administrative support from revenue sources	118,860	(118,860)	-	-	31,987
	401,122	4,884,060	-	5,285,182	5,027,749
EXPENSES (Note 9)					
Administration	6,501	56,695	(6,668)	56,528	192,893
Partnership development	-	19,741	-	19,741	20,565
Participant costs	-	2,425,118	-	2,425,118	2,296,898
Project costs	19,313	1,037,992	-	1,057,305	784,363
Wages and benefits	7,196	1,406,177	-	1,413,373	1,605,251
Amortization	-	-	49,711	49,711	50,894
	33,010	4,945,723	43,043	5,021,776	4,950,864
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	368,111	(61,662)	(43,043)	263,406	76,885
Net Assets, beginning of year	(198,355)	1,692,520	153,625	1,647,790	1,570,905
Transfers	56,332	(56,332)	-	-	-
Net Assets, end of year	\$ 226,088	\$ 1,574,526	\$ 110,582	\$ 1,911,196	\$ 1,647,790

The accompanying Notes are an integral part of these financial statements.

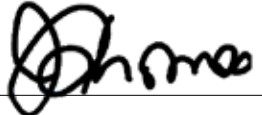


Statement of Financial Position

For the year ended March 31, 2021

	2021	2020
ASSETS		
CURRENT ASSETS		
Cash	\$ 2,016,668	\$ 1,203,995
Accounts receivable	1,665,803	706,039
GST receivable	78,293	58,725
Prepaid expenses	10,778	19,094
	3,771,542	1,987,853
TANGIBLE CAPITAL ASSETS (Note 3)	110,582	153,625
	3,882,124	2,141,478
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	768,347	417,383
Government remittances payable	-	25,388
Wages & benefits payable	48,397	50,917
Deferred revenue (Note 10)	1,154,184	-
	1,970,928	493,688
NET ASSETS		
Unrestricted Funds	226,088	(198,355)
Restricted Funds	1,574,526	1,692,520
Invested in tangible capital assets	110,582	153,625
	1,911,196	1,647,790
	\$ 3,882,124	\$ 2,141,478

Approved on behalf of the Board

Director 

Director 

The accompanying Notes are an integral part of these financial statements.

Statement of Cash Flows

For the year ended March 31, 2021

	2021	2020
CASH FLOWS FROM OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	\$ 263,406	\$ 76,885
Adjustment for: Amortization	49,711	50,894
	313,117	127,779
CHANGE IN NON-CASH WORKING CAPITAL ITEMS:		
Accounts receivable	(959,764)	(405,214)
GST receivable	(19,568)	(20,159)
Prepaid expenses	8,316	(984)
Accounts payable and accrued liabilities	350,964	344,405
Government remittances payable	(25,388)	25,388
Wages & benefits payable	(2,520)	25,019
Unearned revenue	1,154,184	-
	819,341	96,234
CASH FLOWS FROM INVESTING ACTIVITIES		
Acquisition of tangible capital assets	(6,668)	(5,171)
	812,673	91,063
CASH, BEGINNING OF YEAR	1,203,995	1,112,932
CASH, END OF YEAR	\$ 2,016,668	\$ 1,203,995

The accompanying Notes are an integral part of these financial statements.



Notes to the Financial Statements

For the year ended March 31, 2021

1. NATURE OF OPERATIONS

First Nations Technology Council (the "Society") was incorporated under the Societies Act of British Columbia as a non-profit organization on February 20, 2008.

The Society is an Indigenous-led organization that serves all 203 First Nations communities across British Columbia, working to ensure that Indigenous peoples have full and equitable access to the tools, training and support to maximize the opportunities presented by technology and innovation. The Technology Council sees the strengthening of local Indigenous economies and the empowering of Indigenous innovators as contributing to Indigenous self-determination and nationhood. These efforts can serve as a tangible form of reconciliation as we work towards a shared and sustainable future in Canada.

The Society's mandates are to:

- Digital Skills Development
- Connectivity
- Information Management
- Technical Support and Services

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements are prepared in accordance with Canadian accounting standards for Not-for-Profit Organizations. The significant policies are detailed as follows:

(a) Fund accounting

These financial statements have been prepared following the restricted fund method of accounting, where revenues are recorded in the period in which they were assessed or earned and expenditures are recorded in the period in which they became an obligation.

Unrestricted resources and revenues are reported in the Unrestricted Fund.

Contributions and grants subject to restrictions from external parties are reported in the Restricted Funds.

The Capital Fund reports tangible and intangible capital assets, their related financing and depreciation.

(b) Revenue recognition

Restricted and unrestricted contributions are recognized as revenue of the appropriate fund in the year for which the revenue is intended when the amount to be received can be reasonably estimated and collection is reasonably assured.

Notes to the Financial Statements

For the year ended March 31, 2021

2. SIGNIFICANT ACCOUNTING POLICIES, CONTINUED

(c) Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-forprofit organizations. requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. By their nature, these estimates are subject to measurement uncertainty. The effect of changes in such estimates on the financial statements in future periods could be significant. Accounts specifically affected by estimates in these financial statements are the estimated useful life of tangible and intangible assets and the corresponding amortization taken, accrued liabilities and the related expenditures, and the collectibility of accounts receivable.

(d) Tangible and intangible capital assets

Tangible capital assets are recorded at cost. Contributed tangible and intangible capital assets are recorded at fair market value at the date of contribution. Amortization is provided on a straight-line basis over the assets' estimated useful lives.

Computer equipment and software	straight-line	3 years
Leasehold improvements	straight-line	5 years
Furniture and equipment	straight-line	5 years

The Society reviews tangible capital assets for impairment whenever changes in circumstances indicate that a tangible capital asset no longer has long-term service potential (useful life) to the Society. The impairment if any should be the excess of the tangible capital asset's net carrying value over its residual value and cannot subsequently be reversed. No impairment losses have been identified by the Society for the year ended March 31, 2021.

(e) Income tax status

For income tax purposes, the Society is a non-profit organization exempt from income taxes under Section 149(1)(l) of the Canadian Income Tax Act.



Notes to the Financial Statements

For the year ended March 31, 2021

2. SIGNIFICANT ACCOUNTING POLICIES, CONTINUED

(f) Financial instruments

(i) Measurement of financial instruments

The Society initially measures its financial assets and liabilities at fair value.

The Society subsequently measures all its financial assets and financial liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in the period incurred.

Financial assets measured at amortized cost on a straight line basis include cash and accounts receivable.

Financial liabilities measured at amortized cost on a straight-line basis include accounts payable and long-term debt.

(ii) Impairment

For financial assets measured at cost or amortized cost, the Society determines whether there are indications of possible impairment. When there is an indication of impairment, and the Society determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in. A previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in.

(iii) Transaction costs

Transaction costs related to financial instruments that will be subsequently measured at fair value are recognized in net income in the period incurred. Transaction costs related to financial instruments subsequently measured at amortized cost are included in the original cost of the asset or liability and recognized in net income over the life of the instrument using the straightline method.

Notes to the Financial Statements

For the year ended March 31, 2021

3. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2021 Net	2020 Net
Computer equipment and software	\$ 40,410	\$ 30,861	\$ 9,549	\$ 10,574
Leasehold improvements	92,222	54,415	37,807	61,355
Furniture and equipment	135,648	72,422	63,226	81,696
TOTAL	\$ 268,280	\$ 157,698	\$ 110,582	\$ 153,625

4. INTANGIBLE CAPITAL ASSET

	Cost	Accumulated amortization	2021 Net	2020 Net
Unification license	\$ 100,000	\$ (100,000)	\$ -	\$ -

5. ECONOMIC DEPENDENCE

The Society is economically dependent on funding arrangements from various organizations, and federal and provincial government departments.

6. SOCIETIES ACT DISCLOSURE

On November 28, 2016 the new Societies Act of British Columbia came into force. Included in the new Act is a requirement to disclose the remuneration paid to all directors, the ten highest paid employees and all contractors who are paid above \$75,000 annually.

During the year, the Society had five employees whose salaries were greater than \$75,000.

During the year, members of the board of directors have not received any remuneration.



Notes to the Financial Statements

For the year ended March 31, 2021

7. EXPENDITURES BY OBJECT

The above statement of operations has presented the expenditures by major categories, to illustrate the expenditures by object, please see below detailed chart:

	2021	2020
Bad debts	\$ 3,555	\$ 5,415
Bank charges and interest	4,346	3,133
Computer supplies and maintenance	77,605	163,402
Consulting fees	733,570	275,139
Insurance	24,146	12,193
Marketing	39,125	20,479
Meetings	587	14,540
Office and miscellaneous	199,519	53,340
Participant costs	320,832	323,043
Professional fees	21,675	75,474
Recruitment	10,563	-
Rent	54,448	269,483
Telephone and utilities	21,738	22,722
Travel and accommodation	1,187,967	928,258
Tuition	908,726	1,130,984
Wages and benefits	1,413,374	1,607,907
TOTAL	\$ 5,021,776	\$ 4,905,512

8. FINANCIAL INSTRUMENTS

Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assist users of financial statements in assessing the extent of risk related to financial instruments.

(a) Credit risk

The Society does have exposure to credit risk attributed to its accounts receivable of \$1,665,803 (2020 - \$705,669). Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. As a substantial portion of the accounts receivable comes from government sources and is pre-approved per funding agreements. In the opinion of management the credit risk exposure to the Society is low.

(b) Liquidity risk

The Society does have a liquidity risk in the accounts payable and accrued liabilities of \$767,543 (2020 - \$225,386). Liquidity risk is the risk that the Society cannot repay its obligations when they become due to its creditors. The Society reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due; maintains an adequate cash resources to discharge liabilities as they become due. In the opinion of management the liquidity risk exposure to the Society is low.

Notes to the Financial Statements

For the year ended March 31, 2021

9. COVID-19

On March 11, 2020, the World Health Organization categorized COVID-19 as a pandemic. The measures being introduced at various levels of government to curtail the spread of the virus (such as travel restrictions, closures of non-essential municipal and private operations, imposition of quarantines and social distancing) are expected to have a material impact on the Society's operations. As of March 2020, the Society had temporarily closed its offices to the public to ensure the safety of staff and clients. The Society's staff have continued to provide services to clients remotely via telephone. The extent of the impact of the outbreak and related containment measures on the Society's operations cannot be reliably estimated at this time.

10. DEFERRED REVENUE

Deferred revenue is comprised of the following:

	2021 Net	2020 Net
Minister of Employment and Social Development - FIIT - Department # 680	\$ 1,154,184	\$ -





Schedule of Unrestricted Funds - Schedule 1

for the year ended March 31, 2021

	Administration (420) 2021	Industry Partnership (430) 2021	BCAFN (431) 2021	Net Tech (432) 2021	Portal Project (464) 2021	2021 Total	2020 Total
REVENUE							
Administrative support from revenue sources	\$ 118,860	\$ -	\$ -	\$ -	\$ -	\$ 118,860	\$ 208,785
Royal Roads University	-	-	-	125,000	-	125,000	-
Industry Partnership	-	51,750	-	-	-	51,750	-
Service projects	89,756	-	-	-	-	89,756	31,987
Interest income	2,796	-	-	-	-	2,796	7,276
Donations	12,959	-	-	-	-	12,959	-
First Nation Knowledge Network	-	-	-	-	-	-	19,115
	224,371	51,750	-	125,000	-	401,121	267,163
EXPENSES							
Bad debts	1,155	-	-	-	2,400	3,555	5,415
Bank charges and interest	1,625	-	-	-	-	1,625	2,528
Computer supplies and maintenance	6,001	-	-	-	-	6,001	15,564
Consulting fees	2,201	-	19,726	-	-	21,927	12,298
Insurance	-	-	-	-	-	-	11,893
Marketing (recovery)	(3,753)	-	-	-	-	(3,753)	-
Office and miscellaneous	64	-	-	-	-	64	12,097
Professional fees	135	-	-	-	-	135	8,641
Rent (recovery)	(5,390)	-	-	-	-	(5,390)	3,343
Telephone and utilities	1,650	-	-	-	-	1,650	7,034
Travel and accommodation	-	-	-	-	-	-	6,945
Wages and benefits	5,081	2,115	-	-	-	7,196	-
	8,769	2,115	19,726	-	2,400	33,010	85,758
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	215,602	49,635	(19,726)	125,000	(2,400)	368,111	181,405
NET ASSETS, BEGINNING OF YEAR	(283,608)	-	-	-	85,253	(198,355)	(379,760)
Interfund transfers	56,332	-	-	-	-	56,332	-
NET ASSETS, END OF YEAR	\$ (11,674)	\$ 49,635	\$ (19,726)	\$ 125,000	\$ 82,853	\$ 226,088	\$ (198,355)



Schedule of Restricted Funds – Schedule 2

for the year ended March 31, 2021

	Indigenous Digital Equity Strategy (410) 2021	Red Cross (435) 2021	Indigenous Skills Development (605) 2021	Western Economic Diversification (610) 2021	Government of B.C. (620) 2021	Advanced Education and Skills Training (621) 2021	Labour Market Project (650) 2021	Indigenous Services Canada (670) 2021	Minister of Employment and Social Development (680) 2021	Skills Training and Economic Recovery (690) 2021	Other Restricted Funds (500,630, 640) 2021	2021 Total	2020 Total
REVENUE													
Minister of Employment and Social Development -FIIT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,266,790	\$ -	\$ -	\$ 1,266,790	\$ 3,018,975
Western Economic Diversification Canada	-	-	-	1,021,142	-	-	-	-	-	-	-	1,021,142	1,159,126
Indigenous Services Canada	250,000	-	495,137	-	-	-	-	432,018	-	-	-	1,177,155	604,772
Advanced Education and Skills Training	-	-	-	-	-	98,560	689,768	-	-	-	-	788,328	183,545
Community Workforce Response Grant	-	-	-	-	-	-	-	-	-	673,715	-	673,715	-
Ministry of Aboriginal Relations and Reconciliation	-	75,790	-	-	-	-	-	-	-	-	-	75,790	-
First Nation Knowledge Network	-	-	-	-	-	-	-	-	-	-	-	-	2,953
	250,000	-	495,137	1,021,142	-	98,560	689,768	432,018	1,266,790	673,715	-	5,002,920	4,969,371
EXPENSES													
Administration	-	7,822	24,514	-	20,111	8,960	-	51,839	-	5,614	-	118,860	208,842
Bank charges and interest	-	-	-	-	-	-	-	-	2,721	-	-	2,721	605
Computer supplies and maintenance	-	3,096	989	30,222	-	-	-	11,564	25,734	-	-	71,605	147,838
Consulting fees	-	52,320	29,195	119,486	52,810	34,400	173,119	237,718	5,245	7,350	-	711,643	262,840
Insurance	-	-	445	12,198	-	-	-	6,652	4,851	-	-	24,146	300
Marketing	-	2,840	13,931	10,981	-	-	-	15,105	21	-	-	42,878	20,480
Meetings	-	-	400	-	-	-	-	187	-	-	-	587	14,540
Office and miscellaneous	-	-	3,518	18,176	-	-	12,813	113,096	8,807	-	-	156,410	40,815
Participant costs	-	-	80,252	182,110	-	-	-	-	56,070	2,400	-	320,832	323,043
Professional fees	-	-	-	8,466	-	-	-	1,789	11,286	-	-	21,541	66,833
Recruitment	-	-	-	10,563	-	-	-	-	-	-	-	10,563	-
Rent	-	-	-	17,667	-	-	3,792	4,768	33,611	-	-	59,838	266,141
Telephone and utilities	-	-	-	3,497	-	-	-	3,797	12,794	-	-	20,088	15,688
Travel and accommodation	-	-	234	64,507	-	-	-	-	1,056,476	66,750	-	1,187,967	921,312
Tuition	-	-	21,977	221,288	-	52,275	-	-	604,186	9,000	-	908,726	1,130,985
Wages and benefits	10,000	21,292	106,981	304,397	80,804	2,925	217,465	183,397	478,916	-	-	1,406,177	1,607,907
	10,000	87,370	282,436	1,003,558	153,725	98,560	407,189	629,912	2,300,718	91,114	-	5,064,582	5,028,169
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	240,000	(11,580)	212,701	17,584	(153,725)	-	282,579	(197,894)	(1,033,928)	582,601	-	(61,662)	(58,798)
NET ASSETS, BEGINNING OF YEAR	-	-	34,797	16,994	189,725	-	153,356	207,240	1,034,076	-	56,332	1,692,520	1,751,318
Interfund transfers	-	-	-	-	-	-	-	-	-	-	(56,332)	(56,332)	-
NET ASSETS, END OF YEAR	\$ 240,000	\$ (11,580)	\$ 247,498	\$ 34,578	\$ 36,000	\$ -	\$ 435,935	\$ 9,346	\$ 148	\$ 582,601	\$ -	\$ 1,574,526	\$ 1,692,520



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