



May 23, 2025

Carla George
Board Chair
First Peoples' Cultural Council
1A Boat Ramp Road
Brentwood Bay BC V8M 1N9

Dear Carla George:

On behalf of Premier Eby and Executive Council, I would like to extend my thanks to you and your board members for your organization's leadership, dedication, and expertise in which you serve the people of British Columbia (BC).

Public sector organizations—including Crown corporations, Health Authorities and Post-Secondary Institutions—support British Columbians by delivering vital public services and are accountable to the public through their minister responsible. Your continued leadership in advancing and preserving the public interest strengthens trust in public institutions.

This mandate letter, which I am sending in my capacity as Minister responsible for the First Peoples' Cultural Council, communicates our government's priorities for the entire public sector and provides specific direction and expectations of your organization for the duration of the Government's term.

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The Government's priority is to make a tangible difference in people's lives through growing the economy, creating good paying jobs, strengthening health care, and making our communities and neighbourhoods safer for British Columbians. British Columbians expect public sector organizations to deliver responsible, quality services equitably in all regions across the province. This includes strategic stewardship in planning, operations, financial, risk, and human resource management, including information security and privacy protection. Providing equitable service requires due consideration of the diverse needs of local communities with specific attention to the unique needs of rural, remote, and First Nation communities.

In the current economic and fiscal context, including the threat of US tariffs and other global economic challenges affecting British Columbian families, your organization is to work with ministry staff to review all existing programs and initiatives to ensure programs remain relevant, efficient, sustainable, grow the economy, and help keep costs low for British Columbians. Public sector organizations are expected to adhere to the principles of cost consciousness, accountability, appropriate compensation, service, and integrity. This includes following the spirit and intent of core government fiscal management practices to make all efforts to achieve administrative and operating efficiencies while delivering core programs and services.

Strategic stewardship requires public sector organizations keep up-to-date systems and implement effective cybersecurity practices, including maintaining information management and cybersecurity policies, guidelines, and standards; assessing enterprise risk for high-value information and services, including confidential and sensitive data; and continuously evaluating and updating security practices to align with industry standards. The [Office of the Chief Information Officer](#) within the Ministry of Citizens Services is available to support and offer guidance to your organization in any of these areas including communication protocols with core government.

As required by the *Climate Change Accountability Act*, you must ensure your organization implements plans and strategies for minimizing greenhouse gas emissions and managing climate risk. Your organization is expected to work with my ministry to report out on these plans and activities as required by legislation. Public sector organizations will continue to take action on climate change, a commitment that remains foundational and key to a healthy and prosperous BC for future generations.

Underlying all this work is our partnership with Indigenous Peoples and our commitment to advancing reconciliation. I expect your organization to comply with the *Declaration on the Rights of Indigenous Peoples Act*, including implementing existing commitments made under it. I expect your organization to work in partnership with First Nations rights-holders to advance shared interests.

Public sector organizations must also adhere to government direction provided through the [Public Sector Employers' Council Secretariat](#) (PSEC) with respect to public sector compensation and bargaining mandates. Your organization's compensation decisions must be consistent with policy direction provided through PSEC. Please coordinate closely with PSEC before finalizing compensation decisions for existing CEOs or Presidents and Vice Presidents and in the recruitment of new CEOs or Presidents. PSEC consultation is also encouraged prior to hiring for Vice President positions.

The Crown Agencies Secretariat (CAS) in the Ministry of Finance supports public sector organizations to operate effectively, in the public interest, and aligned with government's strategic direction and priorities. Within CAS, the [Crown Agencies and Board Resourcing Office](#) will continue to support your board on recruitment, appointments and professional development by ensuring board composition and governance reflects the diversity of our province.

I expect you to ensure the important priorities and areas of focus listed in this letter are incorporated into the practices of your organization and as you develop plans to address the following priorities:

- Support First Nations communities to reach goals through delivering successful language, arts, and cultural heritage programs by providing funding grants, coaching, resources, professional development and training.
- Design and implement First Nations language, arts, and cultural heritage programming that will most effectively transmit cultural knowledge to new generations and achieve mandate.
- Continue to raise the profile of the importance of protecting, revitalizing, and enhancing First Nations languages, arts, and cultural heritage in BC by promoting the work of the FPCC, community partners, and other interest holders around the province and across Canada.
- Advise and collaborate with BC government ministries whose mandates intersect with FPCC's on the policy and actions required to meet government's commitments to implement the *Declaration on the Rights of Indigenous Peoples Act* and the Truth and Reconciliation Commission Calls to Action that relate to languages, culture, arts, and heritage.
- Advance discussions to support long term sustainable and predictable funding related to revitalization of languages, arts and heritage.

Each board member is asked to sign this letter to acknowledge this direction from government to your organization. The signed letter is to be posted publicly on your website by June 2025.

I look forward to continuing to work with you and your board colleagues to ensure the sustainable delivery of the services the public relies on.

Sincerely,

A handwritten signature in black ink, appearing to read 'C Boyle', written in a cursive style.

Christine Boyle
Minister of Indigenous Relations and Reconciliation

CC: Honourable David Eby, KC
Premier

Shannon Salter, Deputy Minister to the Premier
Cabinet Secretary and Head of the BC Public Service

Mary Sue Maloughney, Deputy Minister
Ministry of Indigenous Relations and Reconciliation

Doug Scott, Deputy Minister and Secretary to Treasury Board
Ministry of Finance

Elenore Arend, Associate Deputy Minister, Crown Agencies Secretariat
Ministry of Finance

Carla George, Director
First Peoples' Cultural Council

Tracey Herbert, Chief Executive Officer/President
First Peoples' Cultural Council

Carla George_____

Carla George
Board Chair
First Peoples' Cultural Council

Date: May 27, 2025_____

Connie Watts_____

Connie Linda Watts
Board Member
First Peoples' Cultural Council

Date: May 28, 2025_____

Lynn Kenoras-Duck Chief_____

Lynn Kenoras-Duck Chief
Board Member
First Peoples' Cultural Council

Date: May 23, 2025_____

William James Sterritt_____

William James Sterritt
Board Member
First Peoples' Cultural Council

Date: May 24, 2025_____

Michael Bonshor_____

Michael Bonshor
Board Member
First Peoples' Cultural Council

Date: May 26, 2025_____

Addie Pryce_____

Addie Pryce
Board Member
First Peoples' Cultural Council

Date: May 27, 2025_____

Jennifer Melles

Jennifer Melles
Board Member
First Peoples' Cultural Council

Date: June 9, 2025

Tracey Herbert

Tracey Herbert
Chief Executive Officer
First Peoples' Cultural Council

Date: June 6, 2025