

Annual Impact Report

2024-2025

NEW RELATIONSHIP TRUST

Empowering First Nations in British Columbia



Contents

Who We Are 2
- Mission 2
- Vision 2
- Values 2

Foreword 3

2024 - 2025 Fiscal Year In Highlights 4

19 Years of NRT Funding 5

In Focus:
- Indigenous Career Fair 6
- Old Massett Boat Builders 7

Core Programs:
- Elders, Youth & Language Grants 8
- Equity Matching 9
- Nation Building 9
- Education Grants 10

Strategic Projects:
- BC Indigenous Clean Energy Initiative 11
- Community Energy Diesel Reduction 11
- Indigenous Food Sovereignty & Security 12
- Declaration Act Engagement Fund 12
- Poverty Reduction and Social Inclusion Fund 13
- Indigenous Resilience and Recovery Grant 13
- Indigenous Co-Operative Initiative 14
- Indigenous Cannabis Business Fund 14
- Indigenous Labour Market 15
- Guardians and Stewardship Training Initiative 15

The NRT Team 16

NEW RELATIONSHIP TRUST
Empowering First Nations in British Columbia

© 2020 NRT | New Relationship Trust | www.newrelationshiptrust.ca
3188 Alder Court, North Vancouver, BC V7H 2V6
PH: 604·925·3338 | Toll-free: 1·877·922·3338 | FAX: 604·925·3348

Our Mission, Vision & Principles

EMPOWERING FIRST NATIONS COMMUNITIES IN BRITISH COLUMBIA

Business Model

NRT operates as a self-sustaining not-for-profit organization. We manage a $100M fund in perpetuity such that the NRT operations and delivery of programs are funded by the investment income earned by the Fund and by third-party funds from private donors, corporate partnerships, and the Federal and Provincial governments to deliver impactful funding programs to First Nations.

VISION

Empowered, healthy, resilient, and thriving First Nations communities for all generations.

MISSION

To be a partner and catalyst in supporting capacity development transformation across First Nations in British Columbia.

VALUES

ACCOUNTABILITY: We continuously work on behalf of First Nations, demonstrating accountability and transparency through meaningful engagement, ongoing evaluation, and reporting.

INTEGRITY: We build and sustain trust through fairness, honesty, and professionalism that reflects the best interests of First Nations.

HUMILITY: We observe, listen, and have empathy in collaborating with all our partners to find new and better ways to serve First Nations.

RECIPROCITY: We seek opportunities to share, learn and draw upon the unique cultures, customs, and wisdom of First Nations in delivering relevant, responsive, and innovative programs.

RESPECT: We make decisions that respect the unique circumstances, goals, and aspirations of each First Nation.

Foreword

The 2024-2025 financial year has been a time of continued momentum for the New Relationship Trust (NRT) as we build on deep partnerships to support Indigenous communities in achieving their visions of a thriving future.

The NRT Fund's performance remains strong. With an annual return of 11.23% and a fund balance of $119 million at fiscal year end, it aligns with our strategic goal of empowering First Nations in BC in perpetuity. Altogether, $4.3 million was awarded for our core programs of Nation Building, Economic Development, Education, and Elders, Youth and Language.

manage and protect ancestral lands according to their traditions, values, and Indigenous laws, and the Poverty Reduction and Social Inclusion Fund provided a one-time, multi-year grant for Indigenous organizations to advance poverty reduction and social inclusion in their communities.

After 19 years of working closely with First Nations in BC, we see our streamlined processes yield swift results, such as when annual grants for Elders, Youth and Language were taken up in a single week, funding 64 projects that saw Elders visiting, laughing and sharing, youth learning to cook, and Nations creating dictionaries in their own languages.

2026 will mark our 20th anniversary of empowering First Nations in BC, a momentous milestone.

Our strategic partnerships continue to grow as well. More than $67 million in grants were administered on behalf of our partners to support community-led initiatives that reflect Indigenous priorities and aspirations, and the NRT now stewards more than $520 million across its portfolio.

As collaborators, we work to ensure geographic representation across the province. Projects from every region in BC have been supported through the Indigenous Food Security and Sovereignty initiative, and 99% of First Nations have now accessed the Declaration Act Engagement Fund, supporting self-determined engagement that reflects each Nation's priorities and values.

Two new strategic partnerships were active this fiscal year. The Guardians and Stewardship Training Initiative builds the capacity of local Guardians to

Looking ahead, 2026 will mark our 20th anniversary of empowering First Nations in BC, a momentous milestone. We will present our findings from the community engagements now under way as we solicit feedback from First Nations on all aspects of the work we do.

As part of our strategic goal to modernize the *New Relationship Trust Act*, our governing legislation, we have initiated the work and activities that we hope will build upon and enhance the *Act* to align it with our growth, and better reflect the innovative opportunities to empower First Nation communities that have emerged in the two decades since it came into force.

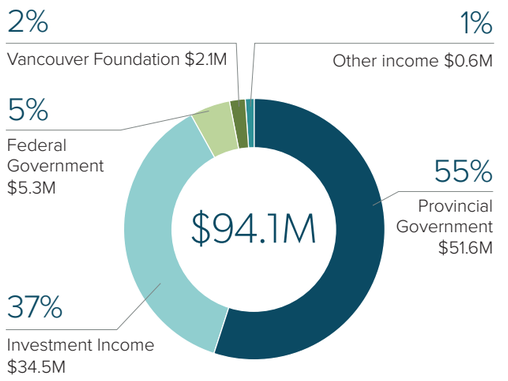
Once this important work is complete, we will have accomplished each of the strategic goals laid out in our 2023-2026 Strategic Plan, part of our ongoing commitment to self-renewal so we may better support First Nations in BC in building a vibrant future for all generations. ■

2024-2025

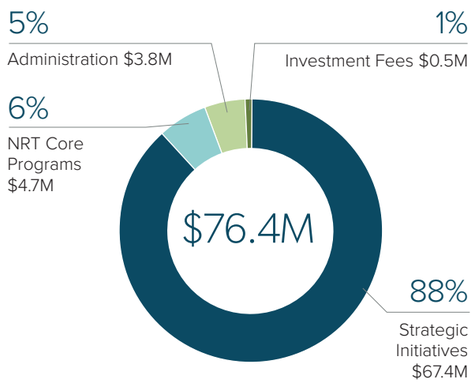
Fiscal Year in Highlights

Net **Activity**

Revenue



Expenditures



Fiscal & Program **Highlights**

$521.4M	NRT assets	2	New strategic initiatives launched	655	Nation Building Grants funded
$72.1M	Funding Grants to First Nations	53	Clean energy projects funded	65	Food Security Grants funded
11.23%	Return on investments	125	Scholarships & bursaries awarded	99%	Declaration Act Engagement Fund uptake

19 YEARS

# of NRT Funding

Highlights **Since Inception**

Over the last **19 years** we have invested **$86.7M** across NRT core programs and **$260M** in total disbursements across **9132** projects, maintaining a **7.83%** annual return on our investment portfolio.







Nation Building
$36,549,077

Education
$22,658,485

Language, Elders & Youth
$17,922,394

Economic Development
$9,536,633

Strategic Projects
$170,056,853

Indigenous Career Fair

With the right tools, resources, and culturally safe spaces, Indigenous job seekers are not only entering the workforce—they're shaping it.

With support from the Indigenous Labour Market Fund (LMF), initiatives like the Indigenous Career Fair in Vancouver earlier this year are strengthening Indigenous workforce development through tailored, community-led support to drive real, lasting change in peoples' lives and helping communities build sustainable economic futures.

Hosted by ACCESS BC (Aboriginal Community Career Employment Services Society), the event connected Indigenous job seekers with a wide range of local employers to explore real opportunities as well as networking, resume support and interview prep.

Lakiesha McKay Henry, a First Year Electrical Apprentice, attended the fair looking to connect with potential employers to establish her career in the field and work toward the dream of having her own business.

"My goal and my dream is to show my community, my home in Terrace, that you could be a woman in trades, have my own company and show other women that it's possible, it's doable, and that it's already being done", she said.

The LMF fund was established in 2024 in partnership with the Province of B.C. to increase the participation of First Nations in the workforce. Funding recipients like Access BC not only create opportunities for job seekers to learn key skills in navigating the labour market, but also provide cultural competency to employers.

ACCESS is a nonprofit society that offers comprehensive employment and training programs and services to support urban Indigenous people in overcoming employment barriers and find rewarding careers. What sets ACCESS apart is its commitment to cultural relevance: recognizing that real employment support must be grounded in understanding, community and long-term investment.

Lynn White, BC Access President and CEO, said that the event wouldn't have been possible without LMF funding.

"We were very excited to get it and be able to bring all these people together," she said. "After this job fair there will be people who came, thought about it, thought 'I didn't apply for that job opportunity but I think that's something I can do', and they'll come back to us, and we'll be able to help them to get there." ■



Old Massett Boat Builders

In Gaw Tlagée (Old Massett), the Niislaa Naay Healing House Society is using traditional canoe building as a way to reconnect youth with Haida culture, while creating meaningful employment and healing from intergenerational trauma.

With guidance from John Bennett, one of the last traditional Haida boat builders, youth are learning to build Tluu—Haida canoes—from scratch. But the process is about far more than woodworking. It's about identity, pride, and revitalizing a cultural practice that nearly disappeared.

Bennett learned boat building from his father as a young child, and is keen to revive what was once a prolific practice in Old Massett.

"I'm the last one that knows how they built these boats here. It's unfortunate because there were a lot of wonderful boat builders in Old Massett," he said. "I wanted to pass this knowledge on to some of the people that might be inspired by it and continue on."

Supported by the Poverty Reduction and Social Inclusion Fund (PRF) in partnership with the Vancouver Foundation and BC Ministry of Social Development and Poverty Reduction, this initiative brings together culture, craftsmanship and community healing in one powerful project.

Students are paid a living wage to participate, making this not only a learning opportunity but also a pathway to economic empowerment. The project creates space for young people to heal, learn and gain valuable trade skills in a supportive environment rooted in community care and traditional knowledge.

"One of the more significant roles this project will influence is a sense of well-being and pride in the outcome of building a boat," said Brodie Swanson, a traditional wellness worker at Niislaa Naay, "...using it not just as a learning opportunity for a new skill set, but a platform for them to change their life."

Leo Gagnon, one of the project participants, said that the impact of actively bringing their culture back to life is immediately apparent.

"You really see the changes in the people when they start getting their hands onto everything," he said. "When the time comes it's going to be fun to have a whole new group jumping in, starting up a new, bigger, double-ended skiff. It'll be nice to see these out in the water, all out hand trolling, out fishing, hunting on them.

"That'd be pretty cool." ■





Core Programs

$343,800 FUNDING FOR ELDERS, YOUTH & LANGUAGE IN 2024-2025



Elder Grants

The Elder Grant program provides up to $8000 in funding opportunities to elder groups in First Nation communities in British Columbia to improve access and the quality of elder experiences and activities for maintaining inclusion, belonging, cultural, emotional, mobility, health, and physical well-being.

Youth Grants

The Youth Grant program provides up to $8000 in funding opportunities for First Nation organizations and youth groups offering inclusive cultural, traditional, creative, and entrepreneurial activities. Our goal is to empower First Nation youth with the confidence, resilience, identity and overall well-being needed for a strong and vibrant future.



Language Grants

The Language Grant program provides up to $8000 in funding opportunities to First Nation communities in British Columbia for initiatives that revitalize First Nation languages, building community capacity, encouraging language use, creating fluent speakers and strengthening cultural identity for future generations.

Core Programs

Equity Matching

$555,000 FUNDED IN 2024-2025

The NRT has partnered with the network of BC Aboriginal Financial Institutions (AFIs) to offer an equity matching initiative intended to assist BC Indigenous entrepreneurs and First Nation Businesses with equity-matching funds to support, modernize or expand a business in BC.

NRT provides equity match funding of up to $7,500 for First Nations entrepreneurs and $25,000 for First Nations businesses to reduce the cash burden for entrepreneurs in meeting their equity requirements of a business loan. Funds are administered by the partner AFIs.

Our Partners:

- Community Futures Development Corporation of Central Interior First Nations (CFDCIFN
- All Nations Trust Company (ANTCO)
- Nuu-chah-nulth Economic Development Corporation (NEDC)
- Tribal Resource Investment Corporation (TRICORP)
- Stó:lō Community Futures Development Corporation
- Tale'awtxw Aboriginal Capital Corporation (TACC)
- Native Fishing Association

Nation Building

$2,469,168 FUNDED IN 2024-2025

The NRT provides multi-year funding opportunities for First Nations, Tribal Councils, and Indigenous organizations wholly owned and operated by a First Nation in BC to support Nation-building activities according to their self-determined priorities. Eligible projects can receive up to $60,000 per year to strengthen institutional, governance, and community capacity in reclaiming and rebuilding resiliency, self-determination and sovereignty within each Nation's own context.





Core Programs

"I feel it was very important for me to go off and get my education, as it benefits me tremendously having that knowledge. And being Haida and coming back to Haida Gwaii, I feel it was just more important to show the younger generations that it's possible, that you can come back and do it. Haw'aa, thank you for being a part of my educational journey."

Jacey Pollard, bursary recipient,
Education Assistant,
SD50 Haida Gwaii

$720,000 FUNDING FOR EDUCATION IN 2024-2025

K-12 Initiatives

The K-12 Education Grant program supports First Nations students from kindergarten to Grade 12 in their transition to healthy, engaged and productive young adults, empowering students to aspire to higher educational outcomes through increased opportunities.

Grants up to $8000 per year are awarded to eligible BC First Nation schools and BC school classrooms with majority First Nation students. In 2024-2024, NRT funded $108,800 for projects in K-12 learning environments that create connections to First Nation culture and traditions, building the capacity, confidence and motivation for students to be secure in their First Nation identity.

Scholarships & Bursaries

The bursaries and scholarships program provides financial support to students from First Nations in BC to assist them in achieving excellence and success in their post-secondary journey. In 2024-2025, NRT awarded 125 scholarships and bursaries, providing more than $1.2M in financial support to Indigenous students.

These financial awards support students in attending university, college, skilled trades, or technology programs full-time at an accredited post-secondary institution anywhere in the world. Through fundraising, developing industry partnerships and a student-focused approach, NRT continues to support the Indigenous leaders of tomorrow.

Our Partners:

- Barkley
- Canfor
- COFI
- Coastal GasLink
- Drillwell Enterprises
- Indigenous Leaders Scholarship
- Indigenous Leaders in Health and Climate Scholarships
- Gwen Harry and Family Scholarship
- Land Title and Survey Authority of BC
- Mercer
- Technical Safety BC



Strategic Projects

BC Indigenous Clean Energy Initiative

$5,456,014 FUNDED IN 2024-2025

The British Columbia Indigenous Clean Energy Initiative (BCICEI) provides support and capacity-building funds to Indigenous communities working on the development of clean energy and energy efficiency projects.

Funded through the federal government's Strategic Partnerships Initiative (SPI) and the BC provincial government's CleanBC plan, BCICEI provides up to $500,000 in support and capacity-building funds across three funding streams, helping to bridge the gap in early-stage funding and assisting some remote communities in reducing their dependency on conventional diesel power generation.

Our Partners:

- B.C. Ministry of Energy and Climate Solutions
- Pacific Economic Development Canada (PacifiCan)
- Indigenous Services Canada

Community Energy Diesel Reduction

$11,195,181 FUNDED IN 2024-2025

The NRT administers funding on behalf of the Province of BC and BC Hydro to deliver the Community Energy Diesel Reduction (CEDR) program to meet the Clean BC goal of reducing reliance on diesel electricity generation and heating in remote communities.

Eligible remote communities can access funding to support their progress throughout various stages of planning and implementation of decarbonization projects through the following funding streams:

- Renewable Energy Generation (REG)—up to $4M
- Community Energy Planning and Management (CEP)—up to $95,000
- Energy Efficiency and Demand-side Management Projects (DSM)—up to $500K

Our Partners:

- B.C. Ministry of Energy and Climate Solutions
- BC Hydro

Strategic Projects



Indigenous Food Sovereignty & Security

$8,939,643 FUNDED IN 2024-2025

Launched in 2023, the Indigenous Food Security and Sovereignty (IFS) Grant is a three-year initiative administered by NRT on behalf of the B.C. Ministry of Agriculture and Food that supports the development, expansion and strengthening of Indigenous food systems, agriculture, sustainability, and food sovereignty.

Up to $250,000 in annual funding is available to Indigenous communities, businesses, organizations and entrepreneurs in BC for the development planning, design and implementation of food security projects on land and on the water.

Our Partners:

- B.C. Ministry of Agriculture and Food

Declaration Act Engagement Fund

$30,420,000 FUNDED IN 2024-2025

The Declaration Act Engagement Fund (DAEF) is a $200M fund administered by NRT on behalf of the Province of B.C. The DAEF supports First Nations' capacity to engage with the Province on the implementation of the Declaration Act Action Plan and alignment of Provincial laws with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), both of which must be done in consultation and cooperation with Indigenous Peoples in BC.

The DAEF provides up to $1.04M in funding to each First Nation over four years to empower their participation in government-to-government engagement and consultation.

Our Partners:

- B.C. Ministry of Indigenous Relations and Reconciliation

Poverty Reduction and Social Inclusion Fund

$1,500,000 FUNDED IN 2024-2025







The one-time Poverty Reduction and Social Inclusion Fund (PRF) provided flexible operating grants of up to $200,000 over two years for Indigenous-led nonprofits in BC working to advance Indigenous poverty reduction and social inclusion in their communities.

The Poverty Reduction and Social Inclusion Fund (PRF) was intended to be a low barrier and flexible source of funding for Indigenous-led nonprofits needing a boost in their financial and service capacity to deliver on initiatives in priority action areas identified in the Province of B.C.'s Poverty Reduction Strategy: housing; family, children and youth; education; employment; income supports; and social supports.

Our Partners:

- Vancouver Foundation
- B.C. Ministry of Social Development and Poverty Reduction

Indigenous Resilience and Recovery Grant

$504,000 FUNDED IN 2024-2025

The Indigenous Resilience and Recovery (IRR) Grant was established to provide multi-year funding to Indigenous nonprofit organizations disproportionately impacted by COVID-19.

To support BC Indigenous nonprofit organizations to address critical gaps in their funding, operational and program delivery, the IRR Grant initiative was created to deliver an Indigenous-led, collaborative and flexible funding model that enhances the organizational and economic resilience of Indigenous not for profit organizations during their post-pandemic recovery journey. Grants of up to $72,000 per year were available to Indigenous-led nonprofits with annual revenues of more than $1 million.

Our Partners:

- B.C. Ministry of Indigenous Relations and Reconciliation
- Vancouver Foundation



Strategic Projects

Indigenous Co-Operative Initiative

The Indigenous Co-operative Initiative (ICI) aims to provide awareness, education and coaching to First Nations and Indigenous organizations in setting up co-operative business structures. The goal is to demystify the concept and promote the benefits of co-operative business models, and provide support to First Nations or Indigenous groups that want to explore the co-op structure for their business opportunities to better align with their specific needs, Indigenous perspectives, and business goals.



Our Partners:

- B.C. Co-operative Association



Indigenous Cannabis Business Fund

$2,915,709 FUNDED IN 2024-2025

The Indigenous Cannabis Business Fund (ICBF) provides non-repayable funding contributions to First Nation communities and businesses and Indigenous entrepreneurs in BC that want to participate in and receive supports to advance economic development opportunities in the federally (production, distribution, and retail) and provincially (non-medical retail sales) regulated cannabis sector.

Funding of up to $12,000 is available for community planning and engagement activities, and funding of up to $250,000 is available for business planning, design and capital costs.

Our Partners:

- B.C. Assembly of First Nations
- Network of B.C. Aboriginal Financial Institutions (AFI's)
- Health Canada
- Indigenous Services Canada Strategic Partnership Initiatives
- B.C. Cannabis Secretariat

Strategic Projects

Employment Labour Market

$4,240,905 FUNDED IN 2024-2025





The Indigenous Labour Market Fund (LMF) is administered by NRT on behalf of the BC Government. The LMF supports Indigenous communities across BC in identifying and addressing employment gaps, training opportunities, and barriers to participation in the workforce.

The LMF provides up to $250,000 in funding to support Indigenous governments, communities and organizations across three streams: labour market plans/studies, cultural recognition support, and job fairs. This funding is designed to enhance Indigenous-led initiatives that improve employment outcomes and build long-term capacity in complement with existing WorkBC and ISET services.

Our Partners:

- B.C. Ministry of Social Development & Poverty Reduction

Guardians and Stewardship Training Initiative

$2,256,133 FUNDED IN 2024-2025

A new program established in 2024, the Guardians and Stewardship Training Initiative (GSTI) offers grants to support BC First Nation communities in enhancing their Guardians initiatives. With a focus on training, education, and skills development, GSTI aims to build the capacity of local Guardians to manage, protect, and conserve their ancestral lands according to their traditions, values, and Indigenous laws.

The GSTI offers up to $300,000 across three funding streams, supporting planning and capacity activities as well as training for single and multiple communities.



Our Partners:

- B.C. Ministry of Water, Land, and Resource Stewardship
- First Nations Guardians Working Group

The NRT Team
2024-2025

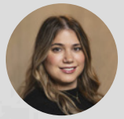
NRT STAFF



Walter Schneider
CHIEF EXECUTIVE OFFICER



Kim Brazil
DIRECTOR OF FINANCE



Marie Alaimo
DIRECTOR OF OPERATIONS



Lisa Paull
DIRECTOR OF PROGRAMS



Katya McClintock
DIRECTOR
– Clean Energy



Sarah Powell
MANAGER
– Clean Energy Initiatives



Lana Plante
SENIOR ASSOCIATE
– Programs Specialist



Matt Cook-Contois
SENIOR ASSOCIATE
Programs Specialist /
NRTF Partnerships & Marketing



Keri Fisher
SENIOR ASSOCIATE
– Programs Analyst



June Ramirez
SENIOR ASSOCIATE
– Clean Energy Program Analyst



Ben Duncan
SENIOR ASSOCIATE
– Programs Analyst



Jessi Pawlovich
SENIOR ASSOCIATE
– Data Analyst



Jessie Williams
SPECIAL ADVISOR



Ida Cummings
VIDEOGRAPHER & SOCIAL MEDIA STRATEGIST



Bibi Sajida
CORPORATE SERVICES OFFICER

BOARD OF DIRECTORS



Wade Grant
CHAIR



Mike Mearns



Susan Miller



Chief Leanne Joe



Brenda Knights



Tanya Corbet



Kristen Rivers

AUDITORS
MNP
15261 Russell Avenue
White Rock, BC V4B 2P7

CUSTODIAN
CIBC Mellon
1 York Street
Toronto, ON M5J 0B6

INVESTMENT COUNCIL
Mercer Global Investments Canada Ltd.
120 Bremner Blvd., Suite 800
Toronto, ON M5J 0A8

MAIN OFFICE
3188 Alder Court
North Vancouver, BC
V7H 2V6

PRINCE GEORGE OFFICE
340-177 Victoria Street
Prince George, BC
V2L 5R8

Telephone 604.925.3338 | Toll-free 1.877.922.3338 | newrelationshiptrust.ca

NewRelationshipTrust NewRelationshipTrust NewRelationshipTrust



NEW RELATIONSHIP TRUST

Empowering First Nations in British Columbia