VISION
A vibrant Canada where all peoples achieve their full potential and shared prosperity.

PURPOSE
We are an Indigenous-led organization that catalyzes meaningful relationships through values-based dialogue, leadership and action.

VALUES
- ‘Namwayut – We Are All One
- Openness
- Understanding
- Courage
- Dignity
- Hope

ACKNOWLEDGEMENTS
Reconciliation in Action: A National Engagement Strategy, a Canada 150 Signature Project, was funded in part by the Government of Canada.
Reconciliation Canada is an Indigenous-led charitable organization acting as a catalyst and guide for social change, and a leading voice for reconciliation across the country.

We lead with an inclusive approach and work to engage all peoples by running Reconciliation Dialogue Workshops, convening thought leaders, and hosting national events such as the Walk for Reconciliation. Canadians already have a strong sense of justice and equality, and through meaningful engagement and dialogue, we are able to work towards vibrant, resilient and sustainable communities for Indigenous Peoples and all Canadians.
In this era of reconciliation, we can be guided by these pillars that are foundations even to the universe.

Yes, the road to reconciliation will be at times long and complex. But reconciliation can also be immediate and simple. What is absolutely certain though is that every journey begins with a single step. That is the most important step. I urge all to find the courage and will to engage in moving reconciliation forward – every single person can make a difference.

It has been three years since the release of the TRC report and reconciliation is a familiar term for many of us. There is a fundamental and evolving change in the attitude of Canadian people. Canadians are beginning to recognize that we do have a shared history that needs attention, that we do have a broken relationship that needs nurturing.

We must stay the course. Reconciliation is not a trend, a single gesture, action or statement. It is not about blame, guilt or someone else’s responsibility.

Reconciliation is about working towards solidarity as a society and country, about letting go of negative perceptions and stereotypes, about acknowledging the past and ensuring that history never repeats itself. It is about healing for all Canadians and a commitment to taking a role and assuming responsibility in working towards a better future for all Canadians. This is the spirit of ‘Nawayut – We are all one.

Chief Robert Joseph, O.C., O.B.C.
Reconciliation Canada Ambassador
CEO AND BOARD CHAIR
STATEMENT

Dear Friends in Reconciliation,

The 2017-18 was exciting and successful for us and for the reconciliation movement. We set out and delivered a significant and successful Walk for Reconciliation, many meaningful Reconciliation Dialogue Workshops, engaged national thought leaders and activated many communities.

Our focus was on leadership, dialogue, discussions on visions for a better future for all of us, development of Reconciliation Action Plans, and with the Canada 150+ funding support, on Reconciliation public awareness and outreach.

In September 2017, 70,000 people of all backgrounds gathered in downtown Vancouver to take a step on the road to reconciliation. Participants gathered on Georgia Street from Seymour to Cambie and adjacent streets. The procession went over the viaduct and ended at Strathcona Park where we hosted the first ever Reconciliation Expo. We were blown away by the turnout at the Expo. Individuals engaged with different community organizations and local artisans, and had the chance to participate in various experiential activities — all of which were a huge success.

In May 2017 as part of the Canada 150+ Signature Project, Reconciliation Canada released the results from a national public opinion survey to measure the perspectives of Indigenous Peoples and non-Indigenous Canadians on key aspects of reconciliation. You will find the Key Findings in this Impact Report.

On May 10, 2017, Reconciliation Canada, in collaboration with Community Foundations of Canada and The Circle on Philanthropy & Aboriginal Peoples in Canada, hosted The National Thought Table on Reconciliation. The event gathered notable thought leaders for an open and engaging roundtable discussion.

We are also proud of the Intergenerational Gathering where 75 intergenerational leaders from diverse backgrounds gathered and reflected on the spiritual aspect of reconciliation and engaged in dialogue sharing their experiences and insights on how to move reconciliation forward in communities across Canada.

We have also been thinking deeply about the concept of economic reconciliation, which led to our Indigenous Women’s Resilience and Economic Reconciliation Gathering in 2018. In order to build a deeper understanding of eco-systems thinking, a number of traditional knowledge keepers and Indigenous matriarchs were gathered to discuss how traditional wisdom can be infused into the process of creating systems change.

As we leave 2017-18 behind, we aspire to maintain our hope and unwavering commitment to scale and strengthen the Reconciliation movement while staying healthy and resilient as an organization and as a team.

Karen Joseph, Reconciliation Canada CEO
Bob Watts, Chair, Board of Directors
Dialogue

Discussing visions for a better future and developing Reconciliation Action Plans.
RECONCILIATION DIALOGUE WORKSHOPS IN BRITISH COLUMBIA

Reconciliation Dialogue Workshops explored participants’ opportunities in their community, the individual and collective role in reconciliation, and encouraged each participant to commit to reconciliation action.

Workshops were held throughout the province. This past year, in partnership with the Union of BC Municipalities and the BC Association of Aboriginal Friendship Centres, the Community Engagement team hosted Reconciliation Dialogue Workshop in Smithers, BC.

Participants explored opportunities to examine their individual and collective roles in reconciliation. Community leaders created several actions plans to assist their community in implementing a reconciliation framework.

**Actions plans developed to assist community in embracing reconciliation:**

- Create art show that addresses reconciliation at art gallery
- List recommendations through material and books to highlight reconciliation
- Host a reconciliation event to raise awareness in the community
- Rename local rivers with traditional names
- Develop events and create awareness around Orange Shirt Day
Public Reconciliation Dialogue Workshop: Professional Learning Experience

Reconciliation Dialogue Workshop: Professional Learning Experience is a half-day workshop that provides business and community leaders with the opportunity to engage in dialogue and reflect on the core values of reconciliation, allowing for a new generation of leaders who consciously and thoughtfully choose to live and work in reconciliation.

To accommodate individuals and small organizations that wish to participate in our dialogue workshops, we hosted Reconciliation Dialogue Workshop: Professional Learning Experience on April 27th and November 2nd, 2017 at the Creekside Community Centre in Vancouver, BC.

These half-day workshops created space for diverse participants to gain a deeper understanding of our shared history, and to develop strategies to integrate a reconciliation lens in their organizations and communities.
NATIONAL SURVEY ON RECONCILIATION

In May 2017, Reconciliation Canada released the results from a national public opinion survey to measure the perspectives of Indigenous Peoples and non-Indigenous Canadians on key aspects of reconciliation. The purpose of the survey was to develop an accurate understanding of the perspectives of both populations at that specific point in time, and to identify areas of opportunity and obstacles to progress.

Conducted as part of the Canada 150+ Signature Project, this was the first national survey to address specific perspectives on reconciliation among both Indigenous peoples and non-Indigenous Canadians. The alignments in views reflect common aspirations of both populations for a better collective future and is an important starting point for genuine progress. The results of this survey, The Canadian Reconciliation Landscape, became a launch point for a country-wide dialogue at the National Thought Table on Reconciliation event that was hosted by Reconciliation Canada later that month.

Key findings

The strongest support is expressed for increased funding in a number of areas, including Indigenous schools, living conditions on reserves, cultural awareness training for people providing services to Indigenous people, youth-focused reconciliation programs, and reconciliation programs that promote dialogue and build relationships.

Strong majority support is also voiced by both populations for steps to support local economic development by requiring companies to train and/or hire Indigenous workers, and denying project development until affected Indigenous communities grant approval.
LEADERSHIP

Local and regional leaders across Canada working towards reconciliation.
NATIONAL THOUGHT TABLE ON RECONCILIATION

On May 10, 2017, Reconciliation Canada, in collaboration with Community Foundations of Canada and The Circle on Philanthropy & Aboriginal Peoples in Canada, hosted The National Thought Table on Reconciliation. The event gathered notable thought leaders for an open and engaging roundtable discussion on the multifaceted nature of reconciliation in Canada. Moderated by Candy Palmater, an actor, writer, international speaker, activist, comedian and award-winning TV and radio personality, the event gathered six notable thought-leaders to explore reconciliation within the Canadian multicultural context.

Although the event was delivered to a live audience at the National Arts Centre in Ottawa, Ontario, online participation was a key component of this event. The event hashtag, #ReconciliationTable, was trending in Canada throughout the evening. During a Question-and-Answer period, those tuning in via Livestream were encouraged to ask questions via Twitter which were delivered to the moderator. Several questions asked by the online audience, including ones covering the role of youth in reconciliation and how economic reconciliation will take shape, were answered by the thought leaders.

This event was part of Canada 150+ Signature Project and funded by the Canada Government. Full videos of The National Thought Table on Reconciliation are now embedded in the Reconciliation Canada website for public use and educational purposes.
INTERGENERATIONAL GATHERING:
IN THE SPIRIT OF RECONCILIATION

As part of Reconciliation in Action: A National Engagement Strategy, Reconciliation Canada hosted the In the Spirit of Reconciliation at the International Centre for Indigenous Education and Wellness located on the Sagkeeng First Nation Reserve in partnership with Turtle Lodge. 75 intergenerational leaders from diverse backgrounds gathered and reflected on the spiritual aspect of reconciliation and engaged in dialogue sharing their experiences and insights on how to move reconciliation forward in communities across Canada.

The participants benefitted from the transfer of traditional knowledge and exchange of spiritual perspectives. The gathering was grounded in Indigenous ceremony and created space for all participants to explore and share their own belief systems. The Gathering brought new and deeper cross-cultural relationships, a greater understanding of the concept of Namwayut, and motivation to continue to explore reconciliation.
“For us at Reconciliation Canada, the gathering of spiritual leaders and youth became an affirmation that the concept of reconciliation is an ancient one that is embedded in the history of Peoples around the world. It’s the teachings that speak to people about how we treat one another.”

— Shelly Joseph, Reconciliation Canada Public Outreach Lead and Cultural Advisor
**HIGHLIGHTS APRIL 2017 – MARCH 2018**

**2017**

*Intergenerational Gathering (Pine Falls, MB)*  
**April** | Spiritual leaders, elders and youth came together to reflect on the spiritual aspect of reconciliation and to learn from a rich diversity of perspectives, lived experiences, traditional teachings and cultural backgrounds.

*Reconciliation Dialogue Workshop: PLE (Vancouver, BC)*  
**April** | The workshops provided participants with an opportunity to gain a deeper understanding of our shared Canadian history, and to develop strategies to develop and integrate a reconciliation lens in their organizations.

*Reconciliation Dialogue Workshops in British Columbia (Smithers, BC)*  
**April** | Reconciliation Dialogue Workshop in Smithers was the last of workshops that took place in 2017. We successfully engaged over three hundred participants in total through five Reconciliation Dialogue Workshops (RDW) in four communities across BC: Port Hardy, Prince Rupert, Terrace and Smithers.

*National Narrative on Reconciliation Report Released*  
**May** | Do Indigenous Peoples and non-Indigenous Canadians share a similar or distinct view on reconciliation? What barriers to reconciliation exist? The report revealed the attitudes towards reconciliation of Indigenous Peoples and non-Indigenous Canadians are highly aligned in terms of importance of achieving reconciliation and the actions needed.

*National Thought Table on Reconciliation (Ottawa, ON)*  
**May** | Where does reconciliation stand within the Canadian multicultural context? Thought leaders from across Canada gathered for a roundtable discussion on reconciliation within a Canadian multicultural context.

*Walk for Reconciliation and Reconciliation Expo (Vancouver, BC)*  
**September** | 70,000 people of all backgrounds gathered downtown Vancouver to take a step on the road to reconciliation. Born from the vision of Chief Robert Joseph, the walk was a call to action, inspiring all Canadians and Indigenous Peoples across Canada to make a shared commitment towards reconciliation and revitalized relationships among Indigenous peoples and all Canadians.
Reconciliation Dialogue Workshop: PLE (Vancouver, BC)

**November** | The workshop provided a safe space for participants to engage in dialogue, learn about our shared history, share their own stories and learnings, and create reconciliation actions plans to implement within their own communities and organizations.

Karen Joseph awarded the Sovereign’s Medal for Volunteers

**November** | Karen Joseph was honoured to be a recipient of the Meritorious Service Decoration (civil division) at the Sovereign’s Medal for Volunteers awards ceremony held in Victoria, BC. The Sovereign’s Medal for Volunteers honours the exceptional volunteer achievements of citizens across the country. Karen was recognized for her work in promoting meaningful dialogue between Indigenous peoples and all Canadians in the spirit of reconciliation.

Collaboration with CBC to create “Canada is...” animated video

**December** | As part of its “Canada is...” series, CBC collaborated with Chief Joseph to create an animated educational video about his experience as a residential school survivor, and the importance of truth and reconciliation in our country. “Canada is...” is an online series produced in collaboration with Thought Café to showcase the many facets of Canadian identity.

Chief Robert Joseph named an officer of the Order of Canada

**January** | Chief Robert Joseph was honoured to have been named an officer of the Order of Canada alongside 124 other individuals who have made positive contributions to their communities and country. The Order of Canada recognizes outstanding achievement, dedication to the community and service to the nation. Congratulations to all recipients!

Reconciliation Dialogue Workshop at the Moosehide Provincial Gathering (Victoria, BC)

**February** | Moosehide Provincial Gathering marked the seventh consecutive year that Indigenous and non-Indigenous men and women gathered together to demonstrate their commitment to end violence against women and children. Reconciliation Canada was honoured to take a part in the event by delivering a keynote speech and facilitating a Reconciliation Dialogue Workshop.

Karen Joseph awarded the Meritorious Service Medal

**March** | Karen Joseph was honoured to be a recipient of the Meritorious Service Medal (Civil Division), which was awarded by Her Excellency the Right Honourable Julie Payette, Governor-General of Canada. Meritorious Service Decorations (Civil Division) are given to recognize remarkable contributions in many different fields of endeavour, including advocacy initiatives and humanitarian efforts.
Calls to action towards reconciliation.
WALK FOR RECONCILIATION

On September 24th, 2017, Reconciliation Canada and the City of Vancouver co-hosted the *Walk for Reconciliation*. The walk brought together 70,000 people in a shared commitment towards reconciliation and revitalized relationships among Indigenous peoples and all Canadians. The Walk started Downtown Vancouver and culminated in Strathcona park where participants experienced the first Reconciliation Expo.

*The Reconciliation Expo* featured educational community booths, experiential cultural activities, local artisans, a place for children to play educational games, a space for Indigenous craft making, as well as a variety of food-trucks serving ethnically diverse foods. On the main stage a number of multicultural performers and dance groups gave captivating performances. National Chief Perry Bellegarde delivered a keynote speech, embodying the event and inspiring further work on reconciliation in our country.

70,000 Peoples Engaged
Prior to the walk, schools across British Columbia implemented the Reconciliation Art Project where tens of thousands of students painted onto rocks the images and words that represented their visions for and commitment to reconciliation. These rocks were all brought to the Reconciliation Expo site and gifted to the Survivors of Residential School. The remaining rocks will be permanently displayed in commemoration at the Museum of Vancouver.

The Walk for Reconciliation is a Canada 150+ Signature Event, and is being delivered in partnership between the City of Vancouver and Reconciliation Canada. Canada 150+ is grounded in community consultation, direction from Vancouver’s Urban Aboriginal Peoples Advisory Committee (UAPAC), and permission from Vancouver’s three Host Nations: The Musqueam Nation, The Squamish Nation and Tsleil-Waututh Nation.
“We walk to provide an opportunity for the broader community to come together and to share stories. By sharing stories, we find connection and through connection bring understanding.”

— Cecelia Reekie, Walk for Reconciliation Participant
Brooke Fairley

To me, reconciliation means giving respect to the first people and honouring the teachings of the land that we are so blessed to live on. I grew up on the land of the Squamish Nation and I have made so many friends and learned so many lessons from the Squamish People that I carry with me. More recently, I began working with a Squamish Nation elder. She always says, “culture is our medicine.” That’s something that has really stuck with me. Through learning about her culture, traditions and teachings, I have really seen how culture is medicine. That’s where the healing comes from—resurging the teachings and the old ways.

I understand that we always see things through the lens of our own culture and our own lives. I am a white, fourth-generation settler so I always see things through my mainstream, dominant, privileged lens. I have learned so much from her to expand my own thinking and I recognize that I have been so honoured to work under her teachings. She has further abled me to understand my role as a settler, my role as a mother, my role as a human being and as a spirit on this earth.

To learn how to understand others, how to live with people, how to live with our land, and how to respect one another—that’s really what it’s all about. That’s what reconciliation means to me.
Spenia Jones

I went to a residential school in the late 1950s. I was about 11 years old, and I worked in the infirmary there. I remember stealing foods for the kids or the babies in the infirmary because they were so hungry. I would take whatever I could find, like peanut butter sandwiches or even raw potatoes. When I got caught, I had to scrub floors with a toothbrush for four months. I tried my best to protect the kids in that school and, even today, they thank me for what I did because they remember being so hungry.

Lots of people say things like – “that didn’t happen” – but it did. They say – “oh, get over it” – but we have to talk about it first. Forgiveness is one of the hardest things we can do. I had a hard time forgiving the ones that abused me, but it was vital to get on with my life. I was anchored to the past, which made me sick. When I let everything go, I started getting better.

So, what does reconciliation mean to me? It means looking after the little ones which are the biggest hope for the future, and it means healing as our souls come together as one.

Laura Milne

My mom grew up in a remote area of Northern BC when she was a child. Her family had moved up there to open a general store that was quite far away from the town. Their lives ended up becoming quite intertwined with the indigenous community there. Her father would trade dried goods from his store for Mukluks for my mom and her siblings, and some kind people would pick her up on dogsleds to take her to school. It was this respectful, cooperative, healthy trading relationship that evolved naturally, and it helped my mom’s family grow accustomed to living in that region.

Hearing her stories of growing up like that, I feel gratitude to those who became connected with her and those who had stewarded that land for centuries before her family arrived. My mom passed along to me the values of respect and honour that must be upheld in our relationships with Indigenous people. So, to me, reconciliation feels like a responsibility. There is so much healing that has to happen that we all must take part in. It’s easy to become overwhelmed by the work that needs to be done to mend the relationship, but we need to take whatever steps we can.
Volunteers are Reconciliation Canada’s most valuable resource and are an integral part of the team. Everything we do is made possible because of volunteers’ dedication and enthusiasm. Over 500 volunteers have taken on a diverse range of roles including: Volunteer Coordinators, Photographers, Videographers, Story Gatherers, Web Developers, Creative Writers, and Public Outreach Representatives.

This year, we focused on engaging with corporations, cultural and faith groups, educational institutions and community organizations. We have been fortunate to engage volunteers from organizations including Simon Fraser University, the University of British Columbia, and S.U.C.C.E.S.. The Volunteer Engagement program was built based on international best practices as well as Reconciliation Canada values and principles. Volunteer Survey results from September 2017 show that the overall volunteer experience was meaningful, rewarding, inspiring and educational.

Thanks to our volunteers and their incredible support we were able to successfully execute Reconciliation Canada’s events throughout 2017, including the Walk for Reconciliation, National Reconciliation Gatherings and Reconciliation Dialogue Workshops.
“Volunteering at Reconciliation Canada allowed me to interact with the elders and to learn their native language. I’ve always been an urban native. Being around in native culture makes me proud and feel like I belong somewhere.”

— Reconciliation Canada Volunteer
PUBLIC AWARENESS AND OUTREACH

In 2017, Reconciliation Canada’s Outreach team continued to engage with diverse communities Canada-wide. Over the year, we have delivered 31 speaking engagements to governments, corporations, institutions, faiths and more. Speaking Engagements were delivered by Indigenous staff members of different ages and backgrounds. 6 Information Booths were hosted by Reconciliation Canada’s team members and volunteers.

April 2017 – March 2018 Successes

- 32 Speaking Engagements
- 7015 People Engaged
- 6 Information Booths

Speakers

- Chief Joseph
- Shelley Joseph
- Karen Joseph
- Yvonne Rigsby
- Alexander Dirksen
- Charlene Seward
Chief Joseph often speaks to the need for all of us to create a Back Pocket Reconciliation Action Plan to always carry with us. A Back Pocket Reconciliation Action Plan is a starting point for individuals to think about how to make reconciliation part of their lives. It is designed to be portable and shareable on social media, using the hashtag #namwayut.

The Back Pocket Reconciliation Action Plan was created as part of Reconciliation Canada’s national engagement strategy to build a national narrative on reconciliation and catalyze action. The sharing of the plan contributes to the national narrative on reconciliation by illustrating the ways that Canadians are taking action. It is a tool for reflection, sparking dialogue and inspiring others to think about reconciliation and to create their own plans. Back Pocket Reconciliation Action Plan is downloadable under the resources section of the Reconciliation website.
Reconciliation Canada’s ongoing impact in moving reconciliation forward is made possible by the strength of our relationships with partners and a prudent approach to ensure financial stability.

Expenses by Program Area

- **33%** Planning for 2019 events
- **11%** Economic reconciliation
- **54%** Public awareness and outreach
- **2%** Dialogue workshops in BC

Expenses by Category

- **72%** Personnel costs
- **8%** Travel and accommodation
- **7%** Event delivery
- **7%** Marketing & communications
- **3%** Facilities
- **3%** Other

FINANCES HIGHLIGHTS
### STATEMENT OF FINANCIAL POSITION
(as of March 31, 2018)

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<th>ASSETS</th>
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<tbody>
<tr>
<td>Cash and cash equivalents</td>
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<td>Accounts receivable</td>
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<td>Prepaid expenses</td>
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<td><strong>Total Current Assets</strong></td>
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<td>Capital Assets</td>
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<td><strong>Total Assets</strong></td>
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<table>
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<th>LIABILITIES</th>
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<tr>
<td>Accounts payable and accrued liabilities</td>
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<tr>
<td>Deferred contributions</td>
<td>279,938</td>
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<td><strong>Current Liabilities</strong></td>
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<td>Deferred capital contributions</td>
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<td><strong>Total Liabilities</strong></td>
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<tr>
<td>Unrestricted</td>
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<tr>
<td>Invested in capital assets</td>
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<td><strong>Total Net Assets</strong></td>
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<td><strong>Total Liabilities and Net Assets</strong></td>
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### STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
(Period of Jan 1, 2017 – Mar 31, 2018)

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<th>REVENUE</th>
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<tr>
<td>Recognition of restricted contributions</td>
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<td>Unrestricted contributions</td>
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<td>Donations and sponsorships</td>
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<td>Fee for service revenue</td>
<td>84,374</td>
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<td>Amortization of deferred capital contributions</td>
<td>1,243</td>
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<td><strong>Total Revenue</strong></td>
<td>2,298,591</td>
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<table>
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<th>EXPENSES</th>
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<td>Personnel costs</td>
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<td>Travel and accommodations</td>
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<td>153,676</td>
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<td>Office costs</td>
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<td>Marketing and communications</td>
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<td>Professional fees</td>
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<td>Volunteer engagement</td>
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<td>Amortization of capital assets</td>
<td>5,820</td>
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<td><strong>Total Expenses</strong></td>
<td>2,178,890</td>
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<tbody>
<tr>
<td>Excess of Revenue over Expenditures</td>
<td>119,701</td>
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<tr>
<td>Net Assets at Beginning of Period</td>
<td>56,070</td>
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<tr>
<td>Net Assets at End of Period</td>
<td>175,771</td>
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We are grateful to our many partners who provide funding for Reconciliation Canada’s national reconciliation movement. We are inspired by their commitment to reconciliation and their effort to incorporate reconciliation within their workplaces.

**Program partners and sponsors in 2017:**

**Gifts of $50,000+:**
- City of Vancouver
- North Growth Foundation
- Province of British Columbia — Ministry of Aboriginal Relations and Reconciliation

**Gifts of $25,000+:**
- McAsphalt Industries Limited

**Gifts of $15,000+:**
- Vancouver Fraser Port Authority

**Gifts of $5,000+:**
- Affinity Credit Union
- Anglican Church of Canada — Anglican Healing Fund
- Coast Capital Savings
- Sisters of St. Ann
- The Sprott Foundation

**Gifts of $3,000+:**
- Lush Fresh Handmade Cosmetics
- Union of BC Municipalities

**Partners who are supporting Reconciliation Canada’s organizational capacity:**
- Suncor Energy Foundation
- Teck Resources Limited
- Vancity
- Vancity Community Foundation
- Vancouver Foundation
Our board governs major Reconciliation Canada decisions, ensures we have adequate resources to advance our mission, and offers guidance for organizational decisions.

**BOARD MEMBERS**

- Stephen Augustine, Director
- John Burrows, Director
- Tim Brodhead, Director
- Robert Daum, Director
- Melanie Debassige, Treasurer
- David Paterson, Secretary
- Gwen Point, Co-Chair
- Bob Watts, Chair

Thank you to past Board Members

As of March 31, 2018