

**Community Futures – Stuart Nechako
Fiscal Year: 2024-25
ANNUAL PERFORMANCE REPORT**

SECTION 1`

Executive Summary on Overall Performance

Provide a short narrative (half- to one-page) outlining your successes, challenges and issues over the past fiscal year.

Highlight any new services, processes, governance improvements (e.g. board training, new policies, etc.), or best practices introduced by your organization.

During the fiscal year ending March 31, 2024, Community Futures Stuart Nechako had many challenges, such as the Canfor Plateau mill closure (260 jobs lost), the Fraser Lake sawmill shutdown (175 jobs lost), rising housing costs and inflation that together shaved an estimated 25% off local business revenues.

We approved nine loans and rolled out three timely initiatives:
a budgeting workshop series to help clients stretch severance packages,
comprehensive grant-research services to uncover new funding,
and hands-on AI training so entrepreneurs could harness generative tools for marketing and business-plan writing

As an organization, we've maximized every AI opportunity, continually upskilling through our network so we can guide clients into the digital age.

On the governance front, we updated our updated core policies—Loans over \$150,000, conflict of interest, Syndicated loans, Interest Rates and Transfers as well as Appeals and Redress.

Recruitment has been a priority: we welcomed two female directors and are actively filling seats with representatives from Fort St. James.

Outside our doors, the region showed real promise: Artemis Gold's Blackwater Mine reached about 75% completion, and exploration around Fort St. James is poised to create roughly 320 new jobs.

We helped an Indigenous-led millwright training business get off the ground, aligning perfectly with PacifiCan's rural and Indigenous economic-development goals.

By year-end, our combined efforts had launched or expanded nine enterprises, created more than twenty jobs. Looking ahead, we'll fill the Small Business BC workshop gap, deepen partnerships with Indigenous organizations, and roll out digital coaching tools so Northern BC entrepreneurs can keep thriving.

SECTION 2

Success Stories

Provide three success stories, specifying the role your organization played and the reasons that make these success stories.

Ensure you have received approval from these clients regarding the use of success stories in PacifiCan publicly available departmental communications materials.

Client Name	Service Provided (Loan, Business Services)	Description should include: <ul style="list-style-type: none"> • Provide a short description of the client/business • How did your support (e.g. business service, loan, community initiative) make a difference to your client and/or community? • What role did your organization play? • Did your initiative align with GOC/PacifiCan priorities? • What were the final outcomes from the activity (e.g. economic and/or socio-economic benefits for the client and/or community, including jobs created, businesses created, skills development / people trained, growth in 	Client agrees to PacifiCan using the story in departmental communications materials.

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		sales, new office(s) opened, new products or services created, successfully assisted companies to enter new markets, new export sales, investment attracted to a business, successful joint venture established, etc.) (6-8 sentences)	
Chris Morin Chuck's Food Service	Loans (3) Business Planning One on One Coaching.	<p>Chuck's Food Services (formerly Chris' Meals), run by Chris Morin in Vanderhoof, BC, is serving up fresh, homemade fare from a mobile canteen and a newly outfitted commercial kitchen.</p> <p>Between August and December 2024, Community Futures Stuart Nechako stepped in with three loans to acquire his mobile food business, to build out a commercial kitchen, and to install a walk-in freezer – plus strategic planning and one-on-one coaching. We structured flexible financing, sharpened his business plan and mentored. By mid-summer, Chuck's was fully booked for local events, still delivering wholesome meals to homes and popping up around town with sandwiches that kept taste buds guessing (in the best way). That buzz translated into reliable income for Chris, new business for local suppliers, and a fresh food scene that brings neighbors together. With a polished new logo and menu in hand, Chris is already mapping out expansion into nearby markets and experimenting with seasonal specials. It's proof that practical support mixed with a pinch of ambition can transform a hometown kitchen into a thriving business.</p>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Z4 Contracting	Coaching, Business Loan, Strategic Planning (Graham)	<p>Z4 Contracting Ltd., launched in 2024 by Robert and Vicki Zielke in Vanderhoof, BC, brings decades of forestry and construction know-how to forging futures in their community.</p> <p>With a startup loan, strategic planning support, and hands-on coaching from Community Futures Stuart Nechako, they transformed their idea into a thriving business.. In under a year, Z4 has built a 12-person crew, including Indigenous apprentices logging real hours toward Red Seal certification as they learn the ropes on actual job sites. This approach creates skilled jobs, boosts local capacity, and builds confidence in apprentices who might otherwise miss out.</p> <p>Looking ahead, Robert and Vicki are already plotting how to share their mentorship-driven model with other entrepreneurs across BC. It's proof that practical support paired with big ambition can nail the perfect build—on and off the job site.</p>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Rodger Martin	Micro-Loan Coaching	<p>Chunih Cho Contracting, founded by Rodger Martin in Vanderhoof, BC, builds rugged bush cabins and retreats designed for life off the beaten path. With a microlending boost from Community Futures Stuart Nechako, Rodger invested in an all-terrain quad that hauls materials and crew into remote build sites.</p> <p>As an Indigenous entrepreneur, he's committed to hiring local Indigenous men, creating hands-on training and stable work within the community. Community Futures structured the financing and guided him through the loan process. Since then, Rodger's calendar is booked through multiple seasons, transport time and fuel costs have plummeted, suppliers are busier than ever—and his quad's seeing more action than his fishing rod these days. His venture operation fills a key housing and employment gap</p>	Yes <input type="checkbox"/> No <input type="checkbox"/>

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SECTION 3

Alignment with Government of Canada and PacifiCan priorities in key areas

Describe the initiatives or projects your organization was involved in that aligned with the PacifiCan operational priorities listed below:

Inclusive growth: Support efforts to enhance the economic potential of Indigenous peoples, women, youth (aged 15-34) and persons with disabilities.

Quality jobs: Help job creators and the organizations that support them to create the quality jobs that British Columbians need.

Competitive Industry Clusters: Support industry clusters, which are local groups of companies and other organizations who cooperate and compete to create products and services at an advantage.

Globally successful businesses: Support businesses to accelerate their growth and expand to new markets.

	Strategy	Project / Initiative (2 – 3 sentences)	Outcome Achieved
1	Inclusive growth: <ul style="list-style-type: none"> • Women • Indigenous peoples • Youth (age 15-34) • Persons with Disabilities 	Provided a loan advance to a maintenance contractor servicing the Artemis Gold Mine; the business will incorporate millwright-apprenticeship programs and prioritize creating high-quality employment opportunities for Indigenous individuals	12 full time jobs.
2	Quality Jobs:	Our Hands-On AI Training pairs you one-on-one with a coach who walks you through using generative AI on real projects. You'll learn how to automate the boring stuff, build marketing campaigns that pretty much run themselves, and even spot fresh ways to make money. By tapping into your data, you'll make smarter choices, speed up your work, and watch your business take off—kind of like giving your company its own AI sidekick.	Business improvements through efficiency
3	Competitive Industry Clusters:	Continue support for local farmers to strengthen the regional food supply chain and encourage local consumption; advocate for and enhance the farmers' market and other food-processing ventures.	Strengthening local food supply
4	Globally successful businesses:	Provided loans to honey producers to expand operations and export a variety of products outside the region.	Expanded markets

SECTION 4

Performance Indicator Variance

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Performance Indicators	Targets	Actual	For MPSs not met, indicate the reason for not meeting the MPS and outline a plan for ensuring the MPS will be met next year.
		Group 2	
Number of new community-based projects	2	9	
Number of business training session participants	400	242	
Number of business advisory services		323	
Value of loans (Total) *	\$400,000	\$437,000	
Number of loans *	8	9	

*Total value of ALL loans and other investments approved where initial disbursements made

FOR REFERENCE ONLY:

MPS	GROUP 1	GROUP 2	GROUP 3
Number of new community-based projects	2	2	2
Number of business training session participants	400	400	300
Number of business advisory services			
Value of loans	\$600,000	\$400,000	\$200,000
Number of loans	12	8	6

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**SECTION 5
CF web reporting**

Provide the link to the completed 2024-25 Annual Performance Results for web reporting template on your website (the template for web reporting is attached to the email requesting this Annual Performance Report).

Link to 2024-25 Annual Performance Report (for web reporting) on your website	We are currently redoing our website and we will provide this link once its finished.
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**SECTION 6
Loans over \$150,000**

Does your CF have any loan clients with an outstanding balance (of all loans combined) over \$150,000?

Yes No

If yes, complete the table below. Indicate your internal file or client numbers, not the names of clients.

File #	Total Outstanding Amount	Rationale

➤ **Note: If you have not provided your updated policy on loans over \$150,000 to PacifiCan, upload a copy of the policy to the PacifiCan portal (along with your Annual Performance Report).**

**SECTION 7
Syndicated loans**

Did your organization participate in any syndicated loans in 2024-25? Yes No

If yes, in the table below, provide a list of syndicated loans your organization has participated in.

Lead CF	Which CF reported the loan in the reporting system?	Amount contributed by your CF	Total loan amount \$	Number of partner CFs

➤ **Note: As per the Contribution Agreement (Schedule “G” - Investment Fund Administration Terms and Conditions), each CF participating in a syndicated loan may only provide up to \$150,000.**

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SECTION 8

Loans with interest rates less than prime plus 2% (excluding RRRF loans)

In 2024-25, did your CF provide loans with interest rates less than prime plus 2%, excluding RRRF Loans?

Yes No

If yes, in the table below, provide a list of all loans given (with interest rates less than prime plus 2%) and the reasons/justifications for providing the loans. To identify each loan, use your internal file or client numbers, not the names of clients.

File #	Amount	Interest Rate	Rationale for interest rate less than prime plus 2%

➤ **Note: If you have not provided your updated policy on interest rates less than prime plus 2% to PacifiCan, upload a copy to the PacifiCan portal (along with your Annual Performance Report).**

SECTION 9

Investment Fund

1. PacifiCan Investment Fund activity (as of March 31, 2025)

	Total value of loans receivable	Total number of loans receivable	Total value of loans receivable over 90 days	Number of loans receivable over 90 days
PacifiCan Investment Funds (Exclude RRRF)	1,460,006	21	47500	1
RRRF	\$136,608.32	4		

2. RRRF Loan Fund data (as of March 31, 2025)

RRRF Loans	Number	Value
RRRF loans approved (Total)	28	\$910,000
RRRF loans repaid (exclude portion forgiven)	22	\$ 722,500
RRRF loan portions forgiven	12	\$187,500
RRRF loans converted to term loans due Dec. 31, 2026	4	\$104,059.76
RRRF loans in default	4	\$120,000

3. Equity Investment / Related Entities / Subsidiaries as of March 31

Does your CF have investments in equity, related entities, or subsidiaries as of March 31, 2025? Yes No

If yes, list them below.

Company Name	Percentage of shares %	Dollar value \$
ITM Business Network	100	0

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4. Interest transfers up to 75% of net growth (net growth = interest and other revenue – bad debt and other expenses) up to a maximum of \$100,000.

Did your CF transfer an amount of interest in 2024-25? Yes No

If yes, list all interest transfer amounts, the activities supported by the interest transfer, and the PacifiCan Investment Fund type the transfer is from.

Activities supported by the interest transfer	PacifiCan Investment Fund	Amount transferred \$
	Choose an item.	
	Choose an item.	
	Choose an item.	
	Choose an item.	

➤ **Note: If you have not provided your updated policy on interest transfers to PacifiCan, upload a copy to the PacifiCan portal (along with your Annual Performance Report).**

5. Interest transfers above 75% of net growth (net growth = interest and other revenue – bad debt and other expenses) or \$100,000

Did your organization transfer more than 75% of net growth or \$100,000 in the past fiscal year? Yes No

If yes, list all interest transfer amounts, the activities supported by the interest transfer, the PacifiCan Investment Fund type the transfer is from, and the date PacifiCan approved the transfer. **If the transfer has not been approved by PacifiCan, complete the interest transfer request form and submit the signed form to PacifiCan for a late approval (upload the form to the PacifiCan portal along with your Annual Performance Report).**

Activities supported by the interest transfer	PacifiCan Investment Fund	Amount transferred \$	Date PacifiCan approved the transfer
	Choose an item.		
	Choose an item.		
	Choose an item.		
	Choose an item.		

➤ **Note: If you have not provided your updated policy on interest transfers to PacifiCan, upload a copy to the PacifiCan portal (along with your Annual Performance Report).**

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SECTION 10

Other Investment Funds (optional)

1. Report on the loan activity from other sources of funding (non-PacifiCan) as of March 31, 2025.

Name of Fund	Total value of loans receivable	Total number of loans receivable	Total value of loans receivable over 90 days	Number of loans receivable over 90 days
FCLP	301340	5	59983	1

SECTION 11

Appeals

1. Report on the number of appeals your organization received in fiscal year 2024-25. If there were no appeals, indicate “0” in the box below.

Number of appeals	0
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ATTESTATION

I attest that the information contained in this document is true and correct and has been presented to and approved by the appropriate authority.

Name:	Graham Stanley
Title:	General Manager
Date:	May 28, 2025

PORTAL SUBMISSION INSTRUCTIONS

- Upload this Annual Performance Report to the [PacifiCan portal \(https://pacifican.prairiescan.gc.ca\)](https://pacifican.prairiescan.gc.ca) by **May 31**.
 - See detailed instructions on how to upload documents to the portal in an attachment to the email requesting this report.
- Your Annual Performance Report must be in **WORD format** only. Do not submit a PDF format.
- Click the “**Notify Officer & Exit**” button to complete the upload.
- Email your PacifiCan officer to indicate that the APR has been submitted.