Financial Statements of

B.C. WILDLIFE FEDERATION

And Independent Auditor's Report thereon Year ended December 31, 2024



KPMG LLP

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INDEPENDENT AUDITOR'S REPORT

To the Members of B.C. Wildlife Federation

Opinion

We have audited the financial statements of B.C. Wildlife Federation (the Federation), which comprise:

- the statement of financial position as at December 31, 2024
- · the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies (Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Federation as at December 31, 2024 and its results of operations, its changes in net assets 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 auditor's report.

We are independent of the Federation 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.



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In preparing the financial statements, management is responsible for assessing the Federation'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 Federation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Federation'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 the 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 Federation's internal control.
- 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 Federation'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 Federation to cease to continue as a going concern.



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- 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.
- 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 (British Columbia), we report that, in our opinion, the accounting policies applied by the Federation in preparing and presenting the financial statements in accordance with Canadian accounting standards for not-for-profit organizations have been applied, on a basis consistent with that of the preceding period.

Chartered Professional Accountants

Langley, Canada

LPMG LLP

April 10, 2025

Statement of Financial Position

December 31, 2024, with comparative information for 2023

	2024	2023
Assets		
Current assets:		
Cash and cash equivalents	\$ 470,842	\$ 817,492
Restricted cash and cash equivalents (note 2)	2,370,168	4,446,070
Accounts receivable (note 3) Inventories for resale (note 4)	305,198 42,392	183,967 30,271
Prepaid expenses	217,490	82,785
	3,406,090	5,560,585
Capital assets (note 5)	1,130,983	981,999
	\$ 4,537,073	\$ 6,542,584
Current liabilities: Accounts payable and accrued liabilities	\$ 319,711	\$ 247,032
Deferred revenue (note 6)	1,613,527	3,706,194
	1,933,238	3,953,226
Deferred capital contributions (note 7)	14,761	15,424
	1,947,999	3,968,650
Net assets:		
Invested in capital assets	1,116,222	966,575
Internally restricted Unrestricted	756,641 716,211	739,876 867,483
Onrestricted	2,589,074	2,573,934

See accompanying notes to financial statements.

On behalf of the Board:

Statement of Operations

Year ended December 31, 2024, with comparative information for 2023

		2024		2023
Revenues:				
Conservation and education programs	\$	4,938,556	\$	5,003,172
Membership and dues	•	1,393,965	•	1,285,832
Lotteries		1,007,636		617,476
Investment and other income		193,834		84,222
Memorial donations		154,745		37,764
Special events		122,061		116,364
General sponsorships and donations		102,506		81,816
Merchandise and print sales		28,576		40,055
		7,941,879		7,266,701
Expenses:				
Conservation and education		4,769,154		4,822,693
Memberships		778,778		590,667
Lotteries - direct operating costs		712,488		302,510
Office and administration		446,205		758,850
Promotion and advertising		331,717		77,559
Meetings and conventions		265,044		186,723
Board, executive and committees		236,973		192,782
BC Outdoors		180,023		120,385
Professional fees		77,411		43,344
Interest and bank charges		28,240		28,749
Direct mailing costs		21,866		24,784
Repairs and maintenance		12,952		23,577
Property taxes		12,346		11,589
Strata fees and rent		10,464		9,499
Merchandise and art prints		400		11,799
		7,884,061		7,205,510
Excess of revenues over expenses before the undernoted				
items		57,818		61,191
Other income (expense):				
Amortization of capital assets		(48,198)		(53,281)
Amortization of deferred capital contributions		663		663
Gain on disposal of capital assets		4,857		-
		(42,678)		(52,618)
Excess of revenues over expenses	\$	15,140	\$	8,573

See accompanying notes to financial statements.

Statement of Changes in Net Assets

Year ended December 31, 2024, with comparative information for 2023

	U	nrestricted	Internally restricted	ca	Invested in pital assets	Total 2024
Balance, beginning of year	\$	867,483	\$ 739,876	\$	966,575	\$ 2,573,934
Excess (deficiency) of revenues over expenses		17,749	40,069		(42,678)	15,140
Memorial donations transferred to internally restricted (note 9(b))		(154,475)	154,475		-	-
Net change in investment in capital assets (note 8(c))		(14,546)	(177,779)		192,325	-
Balance, end of year	\$	716,211	\$ 756,641	\$	1,116,222	\$ 2,589,074
	U	nrestricted	Internally restricted	ca	Invested in pital assets	Total 2023
Balance, beginning of year	\$	858,015	\$ 759,516	\$	947,830	\$ 2,565,361
Excess (deficiency) of revenues over expenses		87,459	(26,268)		(52,618)	8,573
			(==,===)			
Memorial donations transferred to internally restricted (note 9(b))		(28,970)	28,970		-	-
		(28,970) (71,363)	, ,		71,363	-
internally restricted (note 9(b)) Net change in investment in capital		, ,	, ,		71,363	- - -

See accompanying notes to financial statements.

Statement of Cash Flows

Year ended December 31, 2024, with comparative information for 2023

		2024		2023
Cash provided by (used in):				
Operations:				
Excess of revenues over expenses	\$	15,140	\$	8,573
Items not involving cash:		40.400		50.004
Amortization of capital assets		48,198		53,281
Amortization of deferred capital contributions		(663)		(663)
Gain on disposal of capital assets Changes in non-cash operating working capital:		(4,857)		-
Accounts receivable		(121,231)		(53,416)
Inventories for resale		(12,121)		(455)
Prepaid expenses		(134,705)		(13,459)
Accounts payable and accrued liabilities		72,679		(88,438)
Deferred revenue		(2,092,667)		(2,125,542)
		(2,230,227)		(2,220,119)
Investing:				
Purchase of capital assets		(229,722)		(71,363)
Proceeds on disposal of capital assets		37,397		-
		(192,325)		(71,363)
Decrease in cash and cash equivalents		(2,422,552)		(2,291,482)
Cash and cash equivalents, beginning of year		5,263,562		7,555,044
Cash and cash equivalents, end of year	\$	2,841,010	\$	5,263,562
outer arrangement, or a crip car	<u> </u>	_,0 ,0 . 0		0,200,002
Cash and cash equivalents consists of:				
Cash and cash equivalents	\$	470,842	\$	817,492
Restricted cash and cash equivalents	•	2,370,168	•	4,446,070
·				
	\$	2,841,010	\$	5,263,562

See accompanying notes to financial statements.

Notes to Financial Statements

Year ended December 31, 2024

Nature of operations:

B.C. Wildlife Federation (the "Federation") is a provincially incorporated not-for-profit organization. The Federation is a province-wide voluntary conservation organization representing British Columbians whose aims are, in co-operation with the general public, the media, government, industry and special interest groups, to protect, enhance and promote the wise use of the environment for the benefit of present and future generations.

The Federation is incorporated under the Societies Act (British Columbia) as a not-for-profit organization and is a registered charity under the Income Tax Act (the "Act"), and as such is not subject to income taxes provided certain requirements of the Act are met, and is authorized to issue donations receipts for income tax purposes.

1. Significant accounting policies:

(a) Cash and cash equivalents:

Cash and cash equivalents include cash on hand and short-term deposits that are redeemable without penalty which are highly liquid.

(b) Inventories for resale:

Inventories for resale consists of manuals, merchandise, art prints and art cards and is valued at the lower of cost and net realizable value, on a first-in, first-out basis.

(c) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Federation has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Notes to Financial Statements (continued)

Year ended December 31, 2024

1. Significant accounting policies (continued):

(c) Financial instruments (continued):

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Federation determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Federation expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future year, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

(d) Capital assets:

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Assets acquired under capital leases are amortized over the estimated life of the assets or over the lease term, as appropriate. Repairs and maintenance costs are charged to expense. Betterments which extend the estimate life of an asset are capitalized. Tangible capital assets are written down to fair value or replacement cost to reflect partial impairments when conditions indicate that the assets no longer contribute to the Federation's ability to provide goods and services, or that the value of future economic benefits or service potential associated with the tangible capital assets are less than their net carrying amounts.

Capital assets are amortized using the declining-basis at the following annual rates:

Asset	Rate
Building	4%
Computer equipment	30%
Website	30%
Furniture, fixtures and equipment	20%
Vehicles	30%
Computer software	30%
Office equipment under capital lease	20%

Notes to Financial Statements (continued)

Year ended December 31, 2024

1. Significant accounting policies (continued):

(e) Revenue recognition:

The Federation follows the deferral method of accounting for contributions that are restricted as to their use. Donations and sponsorship for specific programs are deferred and subsequently recognized as revenue at the time the related expenses are incurred.

Unrestricted donations are recognized as revenue when received. Memorial donations are recognized when the Federation's right to receive them has been established and the amount of the donations can be estimated.

Contributions restricted for the purchase of capital assets are deferred and amortized into revenue at a rate corresponding with the amortization rate for the related capital assets.

Restricted endowment contributions are recognized as direct increases in endowment net assets.

Restricted investment income is recognized as revenue in the year in which the related expenses are recognized. Unrestricted investment income is recognized as revenue when earned.

Revenues from fees, contracts and sales of publications is recognized when the services are provided or the goods are sold.

(f) Contributed services:

Volunteers contribute a significant number of hours during the year to assist the Federation. Due to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

(g) Allocation of expenses:

The Federation records a number of its expenses by program. The costs of each program include the costs of personnel, premises and other expenses that are directly related to providing the program. The Federation allocates these expenses based on the relative allocation of wages and benefits attributed to each program based on individual department and project.

Notes to Financial Statements (continued)

Year ended December 31, 2024

1. Significant accounting policies (continued):

(h) Use of estimates:

The preparation of the financial statements 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 revenue and expenses during the reporting period. Actual results could differ from those estimates.

2. Restricted cash and cash equivalents:

		2024		2023
Cash, which is externally restricted by the British				
Columbia Gaming Commission	\$	292,706	\$	803,667
Other externally restricted	Ψ	1,320,821	Ψ	2,902,527
		1,613,527		3,706,194
Special purpose fund (note 9(a))		28,035		27,174
Memorial donations and bequest fund (note 9(b))		669,085		679,635
Automotive fund (note 9(c))		-		33,067
Core fund (note 9(d))		59,521		-
	\$	2,370,168	\$	4,446,070

The Federation has a line of credit of \$305,000 of which nil (2023 - nil) was utilized as at December 31, 2024.

3. Accounts receivable:

	2024	2023
Accounts receivable Goods and services tax receivable	\$ 279,794 25,404	\$ 182,458 1,509
	\$ 305,198	\$ 183,967

Notes to Financial Statements (continued)

Year ended December 31, 2024

4. Inventories for resale:

		2024	2023
		2024	2020
Merchandise	\$	22,959	\$ 22,674
Art prints	·	16,857	16,869
CORE manuals		18,200	7,718
Art cards		1,419	1,535
Firearms manuals		428	400
Diamond rings		719	719
		60,582	49,915
Valuation allowance		(18,190)	(19,644)
	\$	42,392	\$ 30,271

Art prints donated to the Federation are to be used for fund-raising activities by the Federation and related organizations. Because of the uncertainty in the timing of the sale of these items and the amount of proceeds which will ultimately be realized from those sales, donated art prints are not recognized in the financial statements until they are sold, at which time the sale is recorded in the statement of operations.

5. Capital assets:

			2024	2023
		Accumulated	Net book	Net book
	Cost	amortization	value	value
Land	\$ 614,699	\$ -	\$ 614,699 \$	614,699
Building	292,427	102,680	189,747	197,812
Computer equipment	160,304	71,509	88,795	131,474
Website	46,586	39,640	6,946	9,921
Furniture, fixtures and				
equipment	23,153	17,198	5,955	16,860
Vehicles	72,597	10,476	62,121	7,182
Computer software	190,441	27,721	162,720	4,051
	\$ 1,400,207	\$ 269,224	\$ 1,130,983 \$	981,999

Notes to Financial Statements (continued)

Year ended December 31, 2024

6. Deferred revenue:

Deferred revenue represents prepaid membership dues and restricted funding received that is related to costs of programs that are expected to occur in subsequent years. Changes in the deferred revenue balance are as follows:

	Balance, January 1, 2024	Ca	sh received/ receivable	Revenue recognized	Balance, ecember 31, 2024
Action Fund (a)	\$ 5,777	\$	3,030	\$ -	\$ 8,807
Colleen Laviolette Fund (b)	476		- -	-	476
Community Services					
Recovery Fund (c)	30,717		-	30,717	-
Controlled Burns (d)	142,392		115,000	257,392	-
Enforcement/Rewards (e)	12,175		-	-	12,175
Invasive Mussels Fund (f)	-		125,000	112,500	12,500
Lower Fraser Collaborative					
Table (g)	-		41,394	11,293	30,101
Mule Deer Project (h)	43,465		(5,000)	11,725	26,740
Gaming Funds	395,114		510,422	612,830	292,706
Reconciliation Video (i)	-		18,775	-	18,775
Southern BC Cougar Proj. (j)	-		25,000	-	25,000
Stone Sheep Project (k)	-		25,000	15,375	9,625
Watershed Security (I)	2,865,619		2,008,151	3,697,338	1,176,432
Wilderness Watch (m)	190		-	-	190
Other	210,269		73,752	284,021	-
	\$ 3,706,194	\$	2,940,524	\$ 5,033,191	\$ 1,613,527

As at December 31 2024, the deferred revenue balances are included in restricted cash of \$1,613,527 (2023 - \$3,706,194).

- a) The Action Fund was established to manage funds received from affiliated clubs, members, donors, or outside sources. Revenues accumulated within this fund shall be dispersed only to protect the wise use of our fish and wildlife and their habitat while ensuring access to a sustainable harvest of fish and wildlife for present and future generations using legal process, the court system, or other effective lawful means.
- b) The Colleen Laviolette Fund was established in memory of Colleen Laviolette and provides scholarships for the Becoming an Outdoors Woman program.
- c) The Community Services Recovery Fund is a \$400 million investment from the Government of Canada to support charities and non-profits as they focus on how to adapt their organizations for pandemic recovery. BCWF applied for funding to support our administration costs, Human Resource Coordinator, Youth activities and a computer software system overhaul.

Notes to Financial Statements (continued)

Year ended December 31, 2024

6. Deferred revenue (continued):

- d) The Controlled Burn fund is for the reintroduction of cultural and prescribed burning in remote areas of BC, which will reintroduce fire in a controlled manner based in science and traditional knowledge to the landscape. This will include monitoring the impacts/benefits to wildlife and native plant communities, including critical habitat areas for multiple federally listed species at risk.
- e) The source of financing for the Enforcement/Rewards Fund is donated and directed money. Monies from the Enforcement/Rewards Fund (up to the amount of \$2,000) may be paid to individuals for their part in reporting violators. The Enforcement/Rewards Fund also supports special enforcement projects as well as education and promotion of programs that create awareness, use of and support for the Rewards Program and the Observe, Record, Report Ethic.
- f) The Province of British Columbia has committed significant funding to the Invasive Mussel Defence Program (IMDP), with BC Hydro contributing \$900,000 annually and the B.C. Wildlife Federation, Pacific Salmon Foundation, and Habitat Conservation Trust Foundation providing \$150,000. These funds support efforts to prevent the spread of invasive mussels through early detection, monitoring, and mitigation, protecting B.C.'s freshwater ecosystems and fish populations.
- g) The Lower Fraser Collaborative Table brings together stakeholders, including Indigenous communities, governments, and environmental groups, to address challenges facing salmon populations in the Lower Fraser River. Its purpose is to promote cooperation in salmon management, habitat restoration, and the development of science-based solutions to ensure the long-term sustainability of salmon in the region.
- h) The purpose of the Mule Deer Project is to identify the effect of wildfire on mule deer habitat selection and population growth in the Boundary Region, West Okanagan, and Bonaparte Plateau areas of British Columbia, and provide management tools and recommendations to increase mule deer abundance.
- i) The BCWF will produce five short films highlighting collaborative stewardship projects with Indigenous communities to restore fish, wildlife, and habitat. These films will be shared across BCWF platforms and produced in partnership with River and Ridge Productions Ltd. through UBC Vancouver. Potential projects include the Lower Fraser Collaborative Table and Roosevelt Elk Reintroduction. The initiative aims to showcase the benefits of collaboration with Indigenous communities, supported by interviews with provincial staff or Ministers.

Notes to Financial Statements (continued)

Year ended December 31, 2024

6. Deferred revenue (continued):

- j) The Southern BC Cougar Project is focused on understanding the ecology of cougars (Puma concolor) in southern British Columbia, a region where cougar populations are poorly studied, particularly in relation to declining mule deer and other large ungulates. The project seeks to gather essential baseline data on cougar densities, territory sizes, dispersal, and survival, alongside insights into cougar diet composition, including the selection of prey species like mule deer and moose. Additionally, the study investigates the effects of landscape disturbances—such as wildfire, forestry activities, and road construction—on cougar habitat use. The project also examines the role of scavenger communities that interact with cougar kill sites, contributing to broader ecological knowledge of predator-prey dynamics in disturbed environments.
- k) The Sheep Shape project aims to investigate how seasonal range conditions influence the body condition of Stone's sheep in the Finlay-Russell, Tatlatui, and Swannel ranges. These regions represent the southernmost edge of their range in central British Columbia, where the population appears to have undergone an apparent 50-per-cent decline since 1993. Stone's sheep, a species found almost entirely in B.C., play a critical role in the province's biodiversity, making the health of these habitats vital for the conservation of this unique species.
- I) The Watershed Security Program focuses on wetland and stream conservation through education and stewardship. It provides training and resources to support the growth of a watershed sector economy in BC (e.g., training of staff and public), and with a particular emphasis on developing and implementing conservation, education, or restoration projects.
- m) The Wilderness Watch is a program developed by the Federation to stop illegal activities affecting the environment and conservation. Volunteers assist conservation officers to "Observe, Record and Report" on the "Report All Poachers and Polluters (RAPP)" telephone hotline.

7. Deferred capital contributions:

Deferred capital contributions represent the unamortized amount of donations received for the purchase of capital assets. The amortization of deferred capital contributions is recorded as revenue in the statement of operations.

	2024	2023
Balance, beginning of year Amounts amortized to revenue	\$ 15,424 (663)	\$ 16,087 (663)
	\$ 14,761	\$ 15,424

Notes to Financial Statements (continued)

Year ended December 31, 2024

8. Invested in capital assets:

Investment in capital assets is calculated as follows:

	2024	2023
Capital assets Amounts financed by unamortized deferred capital	\$ 1,130,983	\$ 981,999
contributions	(14,761)	(15,424)
	\$ 1,116,222	\$ 966,575
Deficiency of revenue over expenses:		
	2024	2023
Amortization of deferred capital contributions Amortization of capital assets Gain on disposal of capital assets	\$ 663 (48,198) 4,857	\$ 663 (53,281) -
	\$ (42,678)	\$ (52,618)
Changes in net assets invested in capital assets:		
	2024	2023
Purchase of capital assets Proceeds on disposal of capital assets	\$ 229,722 (37,397)	\$ 71,363
	\$ 192,325	\$ 71,363

Notes to Financial Statements (continued)

Year ended December 31, 2024

9. Internally restricted net assets:

(a) Special purpose fund:

In 2002, the Federation received an unrestricted donation of \$20,000 which, together with interest earned, has been internally restricted to be used specifically for the maintenance, care and well-being and future construction of a permanent location for the animal mounts which were donated to the Federation in 2000.

(b) Memorial donations and bequest fund:

The Bequest fund was created to manage unrestricted funds received through bequest, whether they be wills, estates, donations etc. It is to be used in accordance with the terms of reference as a long-term security fund, for potential specified purposes such as acquiring property for a new building, general operating expenses or as specified by the donor. The bequest fund, together with interest earned, is to be accumulated in an internally restricted equity fund. During the year \$155,592 (2023 - \$28,970) of unrestricted memorial donations were recognized as revenue and transferred to the memorial donations and bequest fund.

(c) Building and automotive funds:

The building and automotive funds were created by the Board to help provide for future planned capital additions.

(d) Core online reserve fund:

In 2005, the BCWF began working on a CORE Online program with support from HCTF, but it was discontinued due to high costs. Some early graphics are still used in a CORE DVD for instructors. Many examiners, the CORE Committee, and members desire an inhouse BCWF-developed online program. The CORE Committee proposes creating a reserve fund, allocating 20% of CORE profits annually to develop a BCWF-owned online program, with regular reviews to assess its viability.

10. Remuneration:

For the fiscal year ending December 31, 2024, the Federation paid \$1,009,648 (2023 - \$587,690) to ten (2023 - five) employees or contractors for services whose total annual remuneration was greater than \$75,000. No amounts were paid to members of the board of directors.

Notes to Financial Statements (continued)

Year ended December 31, 2024

11. Financial risks and concentration of risk:

(a) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Federation is exposed to credit risk with respect to the accounts receivable. The Federation deals with creditworthy counterparties to mitigate the risk of financial loss from defaults. The Federation assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible.

(b) Liquidity risk:

Liquidity risk is the risk that the Federation will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Federation manages its liquidity risk by monitoring its operating requirements. The Federation prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations.

(c) Interest rate risk:

The Federation owns significant term deposit which earn interest at market rates applicable to such investments. As a result, the Federation is exposed to interest rate risk due to fluctuations in the term deposit interest rates.

There have been no changes to these risk exposures from the prior year.