



# 2021 AGM REPORT

## May 18, 2021

### BC Institute of Agrologists

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# About the BC Institute of Agrologists

Founded in 1947, the British Columbia Institute of Agrologists (BCIA) is the regulator of registered agrologists in British Columbia.

Thorough effective professional self-regulation, the BC Institute of Agrologists and its Registrants shall be consistently regarded by the people of British Columbia as upholding and protecting the public interest.



The mission of the BC Institute of Agrologists is to ensure the professional integrity and competency of its Registrants to protect the public interest in the sustainable use of resources.

*The BC Institute of Agrologists is the regulatory body that establishes standards for the competent and ethical practice of agrology in British Columbia.*

As described in the *Professional Governance Act, [SBC 2018] Chapter 47, Section 22(1)* it is the general duty of BCIA (and the other regulatory bodies subject to that legislation) to:

- a) serve and protect the public interest with respect to the exercise of a profession, professional governance and the conduct of registrants in the registrants' regulated practice, and
- b) exercise its powers and discharge its responsibilities in the public interest.

**BCIA gratefully acknowledges the agrologists who have generously shared their field photographs with our organization so that everyone may enjoy them!**

# Ministerial Greetings

The online AGM presentation also includes video messages from:

- the Honourable Lana Popham, Minister of Agriculture, Food and Fisheries; and
- the Honourable George Heyman, Minister of Environment and Climate Change Strategy.



## 74<sup>th</sup> Annual BC Institute of Agrologists AGM – Minister Bruce Ralston Message

April 23, 2021



I am pleased to welcome you to the virtual 74<sup>th</sup> Annual General Meeting (AGM) for the BC Institute of Agrologists (BCIA).

Reclamation specialists within our ministry work closely with geotechnical engineers and geoscientists to provide regulatory oversight and technical guidance for the reclamation of mines. I am grateful for the work of our reclamation specialists, who have technical skills and years of experience that fall within the umbrella of agrology. Of the seven provincial mine reclamation specialists within the Ministry, almost all are members of the BC Institute of Agrologists.

These reclamation efforts not only decrease the environmental impact at these sites, but they also benefit the local community by ensuring that these former sites are safe, both for people and the environment now and into the future.

The work that you do is integral to our forward-thinking vision for mining in B.C., which embraces the Environmental, Social, and Governance (ESG) factors.

May is Mining Month here in BC, so this is an excellent opportunity to recognize your contributions to this important industry that will drive BC's economic recovery. As we continue to lead in sustainable mining globally, the work you do is no doubt a critical part of this success.

I thank you for your efforts in this process and look forward to continued engagement with your organization and members.

Thank you,

Bruce Ralston  
Minister of Energy, Mines and Low Carbon Innovation

Ministry of  
Energy, Mines and  
Low Carbon Innovation

Office of the Minister

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# RULES OF ORDER

The following rules of order are intended to facilitate progress throughout the meeting, to include Registrants of BCIA in orderly debate, and to ensure fairness and equity:

1. The BCIA Annual General Meeting (“Meeting”) respecting the 2020 fiscal year shall be guided by, (in descending order of precedence), the *Professional Governance Act* (SBC 2018 Ch. 47 as amended from time to time, the current BCIA Bylaws (“Bylaws”) enacted as of February 5<sup>th</sup>, 2021, these Rules of Order, the current version of Roberts Rules of Order and historical practices of BCIA.
2. The current President of the BCIA Council shall serve as the Chair of the Meeting until the conclusion of the Meeting. If the President is unable or unwilling to serve as Chair then the current Past President shall serve as Chair. If that person(s) is unable or unwilling to serve as Chair the Registrants of BCIA in attendance at the Meeting entitled under the Bylaws to vote at the Meeting shall choose a suitable person to serve as Chair. The Chief Executive Officer of the BCIA (“CEO”) is eligible to be elected as Chair of the Meeting. The Chair is responsible for ensuring that all Bylaw obligations respecting the Meeting are satisfied. A decision of the Chair made during the Meeting can be challenged from the floor by way of a separate motion that requires 2/3rds plus one vote of the Registrants voting on that motion.
3. The appointed Parliamentarian for the meeting shall calculate and determine whether a proper quorum is present for the meeting to proceed. In addition, any questions as to conduct of the meeting including but not limited to the application of these Rules and of Roberts Rules of Order shall be determined and enforced by the Parliamentarian.
4. The Meeting shall be called to order by the Chair at the time specified in the notice of meeting and shall commence with a confirmation by the Parliamentarian of the numbers of Registrants present and confirmation that the required quorum of at least 5% (or 85 registrants) of the total number of voting Registrants of BCIA are present at the Meeting.
5. The business conducted at the Meeting shall include:
  - a) adoption of the agenda of the Meeting;
  - b) adoption of the minutes of the previous annual general meeting;
  - c) adoption of the audited annual financial statements
  - d) appointment of auditors;
  - e) debate and consideration of any properly submitted Resolutions and;
  - f) any other business specified in the notice of the Meeting or the agenda as approved by the Registrants.
6. The Meeting will be conducted at a level of formality considered appropriate by the Chair for a meeting of professional persons. Registrants are obliged to act with tact, decorum, courtesy and respect in debate with fellow Registrants and shall keep their comments relevant to the issue(s) under consideration.
7. Only Registrants in good standing are eligible to comment, make motions, and vote upon any motion put forward at the Meeting. Registrants who wish to speak will be allowed by way of digital audio or by text typed into the indicated comment window, which, once

acknowledged by the Chair will be broadcast to all attendees. The Chair may alternate between proponents and opponents to a pending motion. All voting shall be by a digital recorded vote. The Chair, if a Registrant, is entitled to vote on any motion, but only to break a tie vote.

8. Other than standard administrative motions, only motions that were provided to the Registrar of BCIA at least 31 days prior to the date of the Meeting, as included in the written notice of the Meeting, shall be introduced, debated and voted upon at the Meeting.
9. The Registrant making a motion should speak first to the motion. Registrants may not speak more than twice to a motion. The Chair shall recognize Registrants, generally in the order of Registrants identifying a desire to speak to a motion. On each issue or debatable motion, each Registrant will be entitled to speak up to two (2) times, for no longer than three (3) minutes each time. Speaking a third time or longer than three (3) minutes will require permission from the assembly. To speak a second time on the same issue or to ask an additional question on a report, a Registrant must wait until all other Registrants who wish to speak on it for the first time have spoken. Registrants must direct their comments to the Chair, not to the mover or seconder of the respective motion.
10. Once the question has been stated by the Chair, belongs to the assembly as a whole, and may only be modified or withdrawn through permission of the assembly via:
  - g) appropriate motions (e.g. to amend) or;
  - h) the initial motion maker requesting and obtaining consent of at least 2/3rds plus one vote of the Registrants voting, to withdraw the respective motion.
11. A motion to amend a motion requires the permission of both the mover and seconder of the original motion. If permission is not obtained, the original wording must be the motion that is voted upon.
12. A majority vote of 50% plus one vote of Registrants voting on a motion will decide all motions excepting those matters in the Bylaws, or as outlined in these Rules that require a higher level of approval. The voting system shall record the number of Registrants who wish to abstain from a vote; however the number of abstentions shall not be counted in a determination as to whether a specific motion has been passed by the Registrants. Further, due to the possible presence of guests and students in the online platform, the calculation of the 50% plus one vote determination will subtract the number of non-Registrants in attendance from the calculation of total votes cast in any vote.
13. A vote on a motion shall be taken when discussion ends; however any Registrant may during the course of debate, move a motion for an immediate vote (close debate/"call the question") which, if carried by at least 2/3rds plus one vote of the Registrants voting on the motion, shall end discussion and the vote on the main motion shall then be taken with the main motion subject to the standard 50% plus one vote majority rule. The Chair may also close the debate by asking, "Are you ready for the question?" and if there is no desire for further debate, the Chair may put the motion to a vote.
14. The Meeting shall be adjourned pursuant to a motion for adjournment, which does not require a seconder, voted upon by the Registrants in attendance in accordance with these Rules.

# DRAFT AGM AGENDA

## 74<sup>th</sup> Annual General Meeting

**Tuesday, May 18, 2021 at 1:00pm PDT (held online)**

*For this purpose of this virtual meeting, the location is deemed as Langford, BC, at the main office of BCIA.*

- |  |   |
|--|---|
| 1. Welcome and Land Acknowledgement  | Jane Kerner, PAg(President)                           |
| 2. Ministerial Messages, written and videos  | Jane Kerner, PAg                                      |
| 3. Confirmation of Quorum  | Rob Kupchanko, PAg                                    |
| 4. Adoption of Agenda ( <i>Motion</i> )  | Jane Kerner, PAg                                      |
| 5. Adoption of 2020 AGM Minutes ( <i>Motion</i> )  | Jane Kerner, PAg                                      |
| 6. Agrologist of the Year Award  | Jane Kerner, PAg                                      |
| 7. President's Report  | Jane Kerner, PAg                                      |
| 8. Chief Executive Officer and Registrar's Report -<br>includes Deputy Registrar, Prov. PD Coordinator Reports | JP Ellson, CEO and Registrar                          |
| 9. Business Arising from the 2020 AGM  | Jane Kerner, PAg, and<br>JP Ellson, CEO and Registrar |
| 10. Treasurer's Report   | Rebecca Martin, PAg                                   |
| • Presentation of 2020 Audited Financial Statements  |   |
| • Adoption of 2020 Audited Financial Statement ( <i>Motion</i> )   |   |
| • Presentation of 2021 Budget  |   |
| • Appointment of Auditors for 2021 Fiscal Year ( <i>Motion</i> )   |   |
| • Annual Fees  |   |
| 11. Committee Reports  | Jane Kerner, PAg                                      |
| 12. Consideration of Submitted Resolutions (none)  | JP Ellson, CEO and Registrar                          |
| 13. <i>Professional Governance Act</i> Update  | JP Ellson, CEO and Registrar                          |
| 14. Office of the Superintendent of<br>Professional Governance (OSPG) Presentation                             | Rebecca Freedman                                      |
| 15. Questions from the Floor   | Jane Kerner, PAg                                      |
| 16. Report on Councillor Election Results  | JP Ellson, CEO and Registrar                          |
| 17. Introduction of 2021-2022 Council & Recognition  | Jane Kerner, PAg; and<br>JP Ellson, CEO and Registrar |
| 18. Location of 2022 Conference  | Jane Kerner, PAg                                      |
| 19. Recognition of New PAgS and TAGS   | Jane Kerner, PAg                                      |
| 20. Other Business   | Jane Kerner, PAg                                      |
| 21. Message from Incoming President  | Jessica Morgan, PAg                                   |
| 22. Adjournment of AGM   | Jane Kerner, PAg                                      |

# DRAFT 2020 AGM MINUTES

**73rd Annual General Meeting**  
**Thursday, June 11, 2020 at 1:00 pm**  
 Virtual Session via Adobe Connect  
 Hosted from the Langford Main Office

## 1. Welcome

Jane Kerner, PAg, President, welcomed attendees and acknowledged Executive Director/Registrar JP Ellson, BCIA Treasurer Rebecca Martin, PAg; Laurena Olsen, Deputy Registrar, Julia Henshall, Administrative Officer, and Seija Laukennan, Financial Officer, who all assisted in the meeting presentation. Jane indicated to all attendees that the meeting would be recorded.

Jane respectfully acknowledged the Coast Salish Peoples, including the unceded territories of the unceded territories of the [Xwsepsum \(Esquimalt\)](#) and [Lekwungen \(Songhees\)](#), upon whose lands the BCIA head office is located.

Special guests and key partners were in attendance:

1. Brian Clark, President, College of Applied Biology
2. Theresa McMurray, CEO, Applied Science Technologists & Technicians of BC
3. Brenda Southam, Real Estate Institute of BC
4. Tara Culham, Executive Director, BC Society of Landscape Architects
5. Christine Gelowitz, CEO, Association of BC Forest Professionals
6. Trevor Swan, President, Association of BC Forest Professionals
7. Christina Bhalla, Executive Director, Appraisal Institute BC
8. Ann English, CEO and Registrar, Engineers and Geoscientists of BC
9. Lianna Mah, President, Engineers and Geoscientists of BC
10. Valerie Pearson, Executive Director and Registrar, and staff from the Saskatchewan Institute of Agrologists
11. Dave Crossley, Executive Director, Planning Institute of BC
12. Jasmine Birk-Bhogal, Office of the Superintendent of Professional Governance and Representative to BCIA.

Jane Kerner, PAg, introduced the current 2019-2020 Council members and expressed gratitude for their support throughout the year.

Past-President: Oana Enick, PAg	Kootenay Boundary: Todd Larsen, PAg
Treasurer/CCI: Rebecca Martin, PAg	Okanagan: Jessica Morgan, PAg
Fraser Valley: Brian Mauza, PAg	Peace River: William Shaw, PAg
Vancouver: Warren Mills, PAg	Victoria & Islands: Kirk Phair, PAg
Kamloops: Kevin Eastwood, PAg	

There was a moment of silence in recognition of Roderick Bailey PAg (Ret 75+) and any other Registrants of whom BCIA is not aware, who have passed away this past year.

**The Meeting was called to order at 1:04 pm.**

## 2. Confirmation of Quorum

JP Ellson, BCIA Executive Director and Registrar, was introduced as the parliamentarian for this meeting and confirmed there were 463 eligible voting Registrants in attendance, thus quorum was



confirmed. Registrants were referred to the Rules of Order, pp. 3-4 of the AGM Report. JP also confirmed the presence of 23 guest non-Registrants.

### 3. Adoption of Agenda

**Motion** to adopt the agenda as presented. *Carried.*

### 4. Adoption of Minutes of 2019 AGM

**Motion** to adopt the 2019 AGM minutes. *Carried.*

### 5. President's Report

Jane Kerner, PAg, directed Registrants to page 7 of the AGM Report for the President's Report.

### 6. Executive Director's Report

JP Ellson, Executive Director, Registrar and in-house legal counsel, referred Registrants to page 8 of the AGM report for the Executive Director's Report. JP drew attention to paragraph 5 of the report, where the term "reserved practice" was used, instead of "regulated practice", which is the correct term. Regulated practice will be the legislative definition, or "new" definition for agrology, which is in alignment with the Office of the Superintendent of Professional Governance (OSPG). Once "regulated practice" is enacted in legislation, OSPG will issue definitions for regulated practice solely for agrologists, as compared to the other related professions, and areas of practice that overlap, or joint jurisdiction. There will be an interim period of approximately two years before those working in agrology must be a Registrant with BCIA or one of the other related professions, such as ASTTBC, College of Applied Biology, or the Association of Forest Professionals.

### 7. Business Arising from the 2019 AGM

Jane Kerner, PAg, President, reported that there were no Resolutions submitted in 2019.

### 8. Treasurer's Report

#### **Presentation of 2019 Audited Financial Statements**

Rebecca Martin, PAg, Treasurer, presented a summary of the 2019 Audited Financial Statements as referenced in the BCIA AGM Report, pp 14-16, and posted to the Member Resources section of the website following approval by Council. Additionally, the AGM PowerPoint will be posted under the Member Resources section.

***Motion to adopt the presented 2019 audited financial statements as recommended by Council. Carried.***

Regarding future commitments, the reductions are due to the lease on the photocopier coming due and then in 2024, the lease on the office expires, so the cost is unknown.

Rebecca Martin, PAg, presented the unaudited branch financials.

Council approved the *Branch Expenditure Guidelines* document for branch executives regarding recommended amounts for travel subsidies and the collection of revenues for items such as catering and transportation. This document can be found online under "Member Resources".

Branches carried over a total of \$23,152 from 2019 to 2020.

The 2019 branch financial reports are posted to the BCIA website under Member Resources > Branch Resources.

Rebecca Martin, PAg, presented a summary of the presentation of the 2020 BCIA Budget, which was approved by Council on December 7, 2019, and posted to the BCIA website under "Member Resources" in early January. The deficit of \$56,440 was a result of certain activities budgeted in 2019 having been forwarded into 2020. Consequently these two years should be viewed together.

Revenue is projected to increase by 6% over 2019 due to the steady increase in applications. A new source of revenue for BCIA in 2020 is the administrative services contract with Agrologists Agronomes Canada (AAC), which amounts to \$2333.33 per month. AAC is the national voice of Canadian agrologists.

#### Annual Fees

Rebecca Martin noted that 2020 annual fees remain unchanged from 2019.

#### Appointment of Auditor for the 2020 Fiscal Year

Council issues a Request for Proposals every three years; KPMG was renewed in 2018.

***Motion to appoint KPMG as auditors for BCIA for the 2020 fiscal year. Carried.***

### **9. Committee Reports**

Jane Kerner, PAg, referred Registrants to the Committee reports on page 10 of the AGM Report. Under the new *Professional Governance Act*, some of the names of BCIA's five standing committees have been changed. A list of committee members is on page 12 of the 2020 AGM Report. The current standing committees with Chairs are:

1. **Investigation Committee:** (previously known as the Conduct Review Committee), Don Rugg, PAg; Chair
2. **Credentials Committee:** Martin Sills, PAg(Ret); Chair
3. **Governance Committee:** Rob Kupchanko, PAg; Chair
4. **Audit and Practice Review Committee:** (previously the Professional Practice Committee) Kirk Phair, PAg; Past Chair. After the move of Kirk Phair to the position of Registrant Councillor, Oana Enick, PAg, has been approved as the Interim Chair.
5. **Discipline Hearing Committee:**
6. **Nomination Committee:** Oana Enick, PAg, was Chair for 2019, but her term has now ended. There is currently no chair for this committee.

#### Resolutions

It was noted that the resolutions that were brought forward are in accordance with the current BCIA Bylaws.

#### **Resolution 1**

*Whereas* Sections 8(4)(a)-(m) of *The Agrologists Act* (SBC 2003) authorizes the BCIA Council to make bylaws respecting the following:

- a) The duties, election, terms, removal and temporary appointment of Councillors;
- b) The duties, election, terms, removal, and temporary appointment of the BCIA President or Vice President (President Elect);
- c) The formation of Branches and election of Councillors by the Branches and;
- d) The making of grants to the Branches or other associations of agrologists or persons with similar qualifications and;

*Whereas* BCIA Council enacted an amended set of Bylaws effective March 1<sup>st</sup>, 2020 which address or amend the above noted types of Bylaws including, but not limited to the institution of Regional Electoral Districts for the election of Registrant Councillors, the reduction in the number of Registrant Councillors to seven (7) and the election of the Vice President from within the 7 Registrant Councillors and;

Whereas Section 13(3)(a) of *The Agrologists Act* (SBC 2003) requires that any amendments to the above noted types of Bylaws be ratified by the members at an annual general meeting or in a referendum.

**Motion:** *Be it resolved that the Sections of the March 1, 2020 BCIA Bylaws which amend any prior Bylaws enacted pursuant to Sections (4) (a) – (m) of the Agrologists Act (SBC 2003) are hereby ratified. Carried.*

## **Resolution 2**

Whereas

- a) BCIA is required to convene an AGM which may be held in-person or virtually; and
- b) Personal attendance by an Articling Agrologist at a provincial AGM has been a requirement to attain a PAg designation; and
- c) Personal attendance at the BCIA AGM may interfere with job commitments; and may require additional personal resources (travel, accommodation, time-off, home duty replacement); and
- d) Personal attendance at a BCIA AGM by a Registrant of BCIA has historically qualified for Professional Development hours toward the mandatory annual minimum requirement of each Registrant; and
- e) Contemporary communication technology permits secure options to face-to-face meetings.

## **Resolution 2a)**

*Now Be It Resolved That confirmed online attendance at a BCIA AGM, including the 2020 AGM, by an articling Registrant shall be recognized as attendance required to attain PAg status.*

**Proposed Amendment:** That “or RTAg” be added to the motion after “PAg” and before “status”.

**Motion to accept Resolution 2a) as amended:** *Now Be It Resolved That confirmed online attendance at a BCIA AGM, including the 2020 AGM, by an articling Registrant shall be recognized as attendance required to attain PAg or RTAg status. Carried.*

## **Resolution 2b)**

**Motion:** *Be It Resolved That confirmed attendance by a Registrant at an AGM, either personally or virtually, shall qualify for the respective number of professional development hours as determined by BCIA.*

**Motion to accept Resolution 2b) as presented. Carried.**

## **Resolution 2c)**

**Motion:** *Be It Resolved That BCIA shall offer virtual options at in person AGMs specifically including, but not limited to, on-line voting by Registrants in good standing.*

**Motion to accept Resolution 2c). Not Carried. Tabled for further discussion.**

## **11. Introduction of 2020-2021 Council and Recognitions**

Jane Kerner, PAg, introduced the 2020-2021 Council as follows:

President:	Jane Kerner, PAg (until the 2021 AGM)
Regional Electoral District 1 Councillors:	Todd Larsen, PAg; Rebecca Martin, PAg
Regional Electoral District 2 Councillors:	Kevin Eastwood, PAg; Jessica Morgan, PAg
Regional Electoral District 3 Councillors:	Warren Mills, PAg; Kirk Phair, PAg; and Jane Kerner, PAg.

Recognition of Council and/or committee volunteers whose terms expired in order to come into compliance with the *Professional Governance Act*, were recognized with plaques for their contributions. They were:

- a) William Shaw, PAg; outgoing Councillor, Peace River Branch
- b) Brian Mauza PAg; outgoing Councillor, Fraser Valley Branch
- c) Maryam Mofidpoor, PAg; Councillor, Victoria & Islands Branch to Autumn 2019.
- d) Oana Enick, PAg; outgoing Chair, Nominations Committee
- e) Kirk Phair, PAg; outgoing Chair of the Professional Practice Committee

## **12. Agrologist of the Year Award**

Jane Kerner, PAg, noted that five nominations were received for 2019 Agrologist of the Year, the largest number of nominations to date. BCIA was pleased to announce that Dr. Sue Senger, PAg; of Kamloops branch is the recipient of the 2019 Agrologist of the Year award. Sue's biography can be found on page 24 of the AGM Report.

## **13. Location of 2021 BCIA Annual General Meeting**

The 2021 AGM and Conference are scheduled to be hosted by the Okanagan Branch at the Marriot Grand Okanagan Resort, Kelowna, May 6-8, 2021. This is dependent on the provincial ban on conferences as a result of Covid-19 restrictions. BCIA will keep Registrants informed about 2021 AGM details as they occur.

## **14. Congratulations to new Professional Agrologists and Registered Technologists in Agrology**

Newly graduated Professional Agrologists had their framed certificates mailed to them this year as a result of the Covid-19 restrictions. Their respective Code of Ethics will be recited by them to their branch executive, at an upcoming meeting. BCIA welcomed 95 new PAgS to the ranks since the last AGM in May 2019. Their names are listed on page 22 of the AGM Report. Jane Kerner congratulated James D'Andrea, as the first Registered Technologist in Agrology (RTAg) in BC, under the Expedited Admission Program, after the new designation was implemented in March 2020. There were 1759 Registrants at the end of 2019.

## **15. Other Business**

Volunteers and staff were recognized for their work in preparation for the first virtual BCIA AGM.

## **16. Adjournment of AGM**

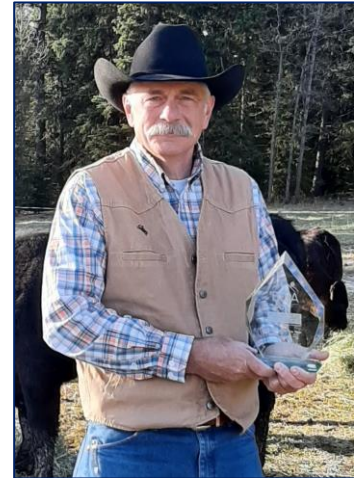
*Motion to adjourn the meeting. Motion Carried.*

**Meeting adjourned at 3:21pm PDT**

## AGROLOGIST OF THE YEAR

The Agrologist of the Year award is presented to a Professional Agrologist who has made a significant contribution to British Columbia's agriculture, natural resource and environmental science sectors. Chris Armes, PAg, of Cariboo Central Interior Branch (District 1) is 2020's Agrologist of the Year.

Chris Armes, PAg, who has been working in the provincial Ministry of Forests, Land, Natural Resources and Range Development program since 1991. Chris studied agriculture at the University of Saskatchewan and the University of British Columbia. He has spent his career working in Williams Lake, where he has raised his family and made significant contributions, both professionally and personally, to the agriculture community. He is fondly referred to as the "Range Godfather."



Most recently, Chris has been involved with supporting ranchers and First Nations through the process of the NStQ Incremental Treaty Agreement and the transition of the Range Program's governance on Tsilhqot'in Nation Title Lands. The NStQ negotiations were the first time in any treaty negotiations that the Province has had to deal with significant potential impacts to the ranching industry.

Chris made significant contributions to a number of ground-breaking and innovative approaches the Province is implementing to address the interests of cattle ranchers. His practical attitude, knowledge and ability to see many possibilities at once makes for lively, outcome-based discussions. He has led the creation of numerous solutions to address grazing overlaps on Conservation Lands and Protected Areas. Since 2017, Chris has worked tirelessly to get range fences rebuilt that were burnt in the wildfires of 2017 and 2018. About 800km of fence was damaged or destroyed in the wildfires and Chris has been the lead on effectively and efficiently getting contractors to the priority fences. He has also done extensive GIS work to aid this effort and walked many burnt fence lines. During this time, he supported a pilot project for a new fencing material that is alleged to withstand the extreme heat created in a wildfire situation.

Chris has also made extensive contributions to range legislation over the years. He worked with a provincial team to amend the *Range Act* and the associated range regulation. Another amendment was the Cariboo Land Use Plan for the protection of BC's Native Grasslands, in particular, Becher's Prairie and Churn Creek Protected Area. If you dig around slightly, you will find Chris' mark on most templates, procedures, policies, and technological solutions currently in use. He has become the operational 'go to' person for mapping and a district administrative Access database that he developed for use by all districts. Appropriately it is titled *Haywire!*

Working through many complex land decisions, Chris has earned the respect of his peers, the local First Nations peoples, and the resource and recreation sector staff with whom he works. Everybody understands that he values their input and will work tirelessly to find sustainable solutions that support everyone. Chris has a passion for principled, evidence-based resource management. He is also widely known and respected, even by those with opposing views, including in all levels of government as well as contributing stakeholders, such as the BC Cattlemen Association and the local chapters.

## PRESIDENT'S REPORT

The year 2020 was indeed a year of change and compromise for BCIA. Due to COVID-19 provincial health restrictions, BCIA increased its use of technology to deliver professional development opportunities, hold virtual meetings and explore new ways of networking. The “new normal” saw staff working from home and juggling hours of office attendance as some restrictions loosened. Council meetings were held via conference calls and Zoom, with Council increasing its tech-savvy skills. The various branch executives rose to the needs of the moment, mounting various new approaches to providing professional development and exercising patience as the BCIA office increased its levels of assistance to facilitate the changes.



The new health parameters placed additional stress on staff and Council as the BCIA prepared for the enactment of the Agrologists' Regulation under the auspices of the *Professional Governance Act* (PGA) this past February 2021, which action defined agrology as a regulated profession in British Columbia. JP Ellson, Chief Executive Officer and Registrar, has been invaluable in working through the changes needed to be in accord with the requirements for the regulators under the PGA. His tireless efforts over the past 3 ½ years have culminated in a fairly seamless transition from the Agrologists' Act, under which BCIA has historically operated, to the new Schedule added to the PGA and a new set of Bylaws incorporating the required changes and additions from the PGA, under which the Institute will now operate.

Since July 2020, BCIA developed a definition of Regulated Practice as the first step toward the implementation of practice rights for agrologists working within the province of British Columbia. The process began with the development of a discussion paper, wherein it was pointed out that a large portion of our registrants practice in the environmental regulatory factions of the industry. As 51% of BCIA's registrants indicated that their areas of practice fall within the environmental and natural sciences categories, it was crucial that the new definition recognized that reality.

Our Chief Executive Director, Registrar and In House Legal Counsel, JP Ellson, has overseen the changes in wording to allow for an expanded definition of agrology, which came into enactment with the Agrologists' Regulation on February 5, 2021. Within that definition it is now clearly shown and recorded that reclamation, restoration and remediation are within the profession of agrology.

The next step in the process is to have the government grant an expanded definition of “reserved practice” for agrologists, which will serve as the basis upon which practice rights are confirmed and enforced. We submitted a proposed definition for this aspect in April 2021, which we hope will pave the way for a smooth transition to practice rights, which should be granted within the next 12-24 months.

Another change has impacted the manner in which branches within the province are represented on Council. This change was subsequent to the requirement by the PGA to reduce the number of councillors from 8 to 7. There are now 3 electoral districts served by a total of 7 councillors - 2 for each of Districts 1 (Peace River, CCI, Kootenay and Registrants At Large), and 2 (Kamloops,

Okanagan and Fraser Valley), with 3 councillors assigned to District 3 (Vancouver and Victoria and Islands branches).

To work within the new regulations implemented by the PGA, Council and the standing committees welcomed new lay members. This transition has allowed a greater scope of understanding and input to be realized within the operations and discussions, and has turned out to be an extremely beneficial addition to the knowledge base provided by those professionals already serving in the many volunteer capacities.

These changes and adjustments could not have been carried out or completed without tireless efforts by those who volunteer their time on Council and the standing committees, nor without strong support from dedicated staff members who are always ready to provide guidance in accomplishing the tasks required to work within this new framework. The Victoria office has stepped forward to increase its organizational support for the choice and presentation of professional development under the new technical parameters dictated by the provincial health regulations during COVID-19 restrictions over the past year. The BCIA staff will likely maintain its level of involvement in the future planning and availability of professional development, of which members will be able to avail themselves, pertaining to Indigenous education and awareness, the public trust, regulatory parameters and ongoing specialized practice training and education.

As I step back to cede the presidency to Jessica Morgan, PAg, I do so knowing that BCIA will be guided by a great team on Council, along with an astute Chief Executive Officer and Registrar, and supportive staff. It has been my privilege to be involved with all who make up this team, which will provide strength and direction for the years ahead.

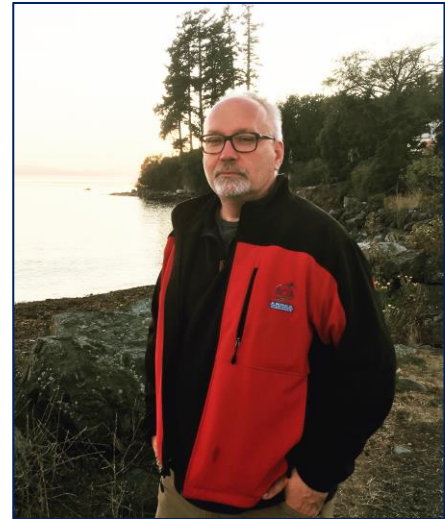
Jane H. Kerner, PAg  
BCIA President



## CEO AND REGISTRAR'S REPORT

Although the year since our last AGM has been very busy and successful for the BCIA, the entire year can be summarized up in just two words: COVID-19 and the *Professional Governance Act* ("PGA"). One created a multitude of challenges and may result in a permanent change in the nature of work; the other was a staggering amount of work which will permanently change the nature of the profession.

Due to provincial health protocols, the BCIA office could have closed completely for a period of time. Rather than do that, the staff decided that for the months of April and May 2020, most of us would work from home but the office itself would always be staffed during business hours by at least one person. This allowed us to maintain a good level of service to our registrants, continue to process the regular workload of credentials and professional development, and to keep our staff as safe as possible. When we returned to full office operations on June 1st, we instituted a process where some staff could perform a portion of their duties from their home. This has worked quite well and it is probable that a version of work from home will continue on a permanent basis. One of few benefits of the health restrictions was that it forced us to move our professional development activities onto a completely virtual platform. This has resulted in a tremendous increase in attendance by our registrants and has allowed many, especially in rural areas, to more easily maintain their mandatory minimum professional development (PD) requirements. The downside; however, is that many PD activities that would be more informative and thus useful, do require field tours. We are fully committed to facilitating in-person PD activities once it is safe to do so, but we will continue with an enhanced virtual PD program thereby ensuring that BCIA registrants are always informed, current, qualified and relevant.



If there could be one thing over this past year that was bigger for the BCIA than COVID-19, it must be the enactment of the PGA and most significantly the Agrologists Regulation. That regulation formulated a definition of regulated practice for the profession which very clearly confirms that the environmental restoration, reclamation and remediation work in which a majority of our registrants are engaged, is within the profession of agrology. It also confirmed your relevance in atmospheric ecosystems, not just terrestrial and aquatic, and removed any doubt whatsoever that agrology is not only activities connected solely to agriculture. British Columbia now has the most extensive definition of agrology in the country; we will look back at this new definition as a pivotal moment in the development of the profession.

The next step is the development of a definition of "reserved practices" within the parameters of regulated practice. This definition will confirm which activities are solely to be performed by agrologists, and which activities which have joint jurisdiction with other professions. These practice rights will also provide a firm foundation which BCIA can enforce against those persons providing agrology services without being a BCIA registrant. The details of this enforcement, including legacy periods are still being developed, and we expect that it will take 12-24 months before full implementation is reached.



With respect to financial matters, 2020 again resulted in a surplus even though a deficit budget was approved by Council at the beginning of the year. The advent of COVID-19 restrictions significantly reduced our expenses, and as a consequence a reduction in services BCIA could provide. For 2021, we are operating again under a deficit budget but we are constantly striving to attain a balanced fiscal situation for 2021. We do expect however, that for 2022, assuming all COVID-19 restrictions have been removed, that an annual fees increase may be required, dependent on the costs of implementing all of the new obligations placed on the BCIA by the PGA.

On the national level I was elected as President of Agrologists Agronomes Canada in October 2020. I am a firm believer in the benefit of a national voice; however that organization does need some strategic redirection. I have instituted a strategic review and hope to see some meaningful changes within the next year.

In this year of challenges, I had the privilege of working with the most hard working staff and Council in the regulation industry. To that group must be added the numerous registrants that served on our committees and working groups, without whom we would not have achieved the tremendous success that we have this year. 2021-2022 will continue with that success and I thank all of you for your work.

Respectfully Submitted,

JP Ellson, B.A., Hon.Cert., L.L.B.

Chief Executive Officer and Registrar, In House Legal Council



# DEPUTY REGISTRAR'S REPORT

## Applications

This past year the most applications ever were assessed by the Credentials Committee. This was due in part to the introduction of the Technical Agrologist designation that came into effect in March 2020, and the allowance of transfers of this designation from other provinces as outlined below. In addition, applications for dual and transfer-in requests from other provinces for our other designations have increased with the availability of work in BC. The online application assessment process conducted by the Credentials Committee to review all of the applications is done through a secure portal, thus the Committee has been able to continue its work despite COVID-19 restrictions.



## Technical Agrologist Designation

When first introduced, the new registration stream was known as Articling Technologist in Agrology (ATAg) and Registered Technologist in Agrology (RTAg). It was soon realized that these titles were not in alignment with terminology in the *Professional Governance Act* (PGA), proposed draft BCIA Bylaws, and terminology used in other provinces. With the full enactment of the PGA and the BCIA Bylaws, both effective February 5, 2021, the terminology was changed from Technologist in Agrology to Technical Agrologists and the term 'Agrologist' will be inclusive of the four different designations (AAg, PAg, ATAg, TAg). The Technical Agrologist designation prepares BCIA for impending practice rights (or 'Right to Practice') that will be granted by the provincial government in the coming year or two. This milestone allows those with education which may not meet the requirements of the PAg designation to continue practicing within their field, and more importantly become regulated under the PGA. Similar to the Professional Agrologist designation, new registrants are granted articling status with Articling Technical Agrologist (ATAg) activated and placement in the Articling Program.

## Restricted Scope of Practice for (Articling) Technical Agrologists

It is required that ATAg and TAg declare up to two areas of practice, with those areas of practice directly related to the diploma program from which the applicant has graduated. *So at renewal time those with ATAg and TAg status must declare up to two (2) area(s) of practice within the PD Report prior to making payment for the renewal year.* If a registrant wishes to change their scope(s) of practice they must provide for the Registrar's consideration a reference letter from a registered professional, with direct knowledge of the TAg's employment and experience, affirming the competency in the new area of practice.

## 2021: A New Year

Introducing new committee members: In January, four new BCIA registrants were appointed to the Credentials Committee due to the ever increasing work load of the committee and recent vacancies – these new Registrants are: Charlotte Norris, PAg, Harmanjit Dhadli, PAg, Kristen Cockburn, PAg, and (Yuan) Kyrie Zhang, AAg. In February in conjunction with the full enactment of the PGA, the Credentials Committee welcomed 5 lay members to its team. Each statutory committee must have at least one lay committee member present at every meeting, proceeding or hearing. These new committee members will not review applications in detail but will be part of the final approval process based on recommendations from the review panels on which only agrologists may sit.

**As of January 1, 2021 all newly accepted articling registrants** are required to complete a foundational knowledge course respecting Indigenous peoples (that includes the foundational content as outlined by BCIA) as part of their Articling Program. **If the acceptance date is prior to January 1, 2021 ALL Registrants are required to complete a course by December 31, 2022.** Further details are on the BCIA website at [www.bcia.com](http://www.bcia.com) behind the log-in.

### Thank You to the Credentials Committee

The work of the committee is strictly on a volunteer basis. Without our volunteers BCIA would not be able to fulfill its mandate to protect the public interest. A huge thank you for the committee's dedication and time to ensure new Registrants are coming into the fold with the credentials that qualify them as professionals in their field. Over the last few months the committee said good-bye to Theresa Loewen, PAg and Jessica Morgan, PAg. Their expertise and skillset will be of a benefit towards their new positions as Okanagan Branch Vice-President and BCIA President, respectively.

### Some friendly reminders:

- The Articling Program page in each BCIA profile must be maintained while progressing through the program. For detailed information on the PGA and what the terms Regulated Practice and Reserved Practice mean to you please check the webpage under News on the BCIA website.
- BCIA entered into a partnership agreement with '[Notarius](#)', a trusted digital signature provider, to provide safe, legally secure and reliable options for digital signatures and seals. AAg/ATAg registrants may utilize a digital form of their signature **only** on documents for convenience. For full details of this annual subscription service refer to the BCIA website.
- There is a new feature on the website which Registrants can select in their online profile under 'Employment' if they would like to be contacted for contracting services by the public.

Below is a snapshot of registration including new ATAgS and TAgS, showing a steady increase in numbers across most categories with annual growth percentages noted.

Respectfully,  
Laurena Olsen, Deputy Registrar

	2020	2019	2018	2017	2016	2015	2014	2013
Applications	<b>137</b>	112	129	109	87	105	88	88
New AAgS	<b>102</b>	102	111	103	81	103	71	85
New ATAgS	<b>18</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New PAgS	<b>78</b>	93	96	71	91	60	52	71
New TAgS	<b>4</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AAgS	<b>251</b>	234	244	248	232	272	246	243
ATAgS - NEW	<b>18</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PAgS	<b>1196</b>	1147	1107	1045	1014	977	952	914
TAgS - NEW	<b>6</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PAg(Retired)	<b>171</b>	167	157	145	137	119	114	99
On Leave	<b>85</b>	85	67	86	80	50	43	64
Students	<b>119</b>	125	94	71	47	39	21	18
Honorary Ag	<b>1</b>	1	1	1	1	1	1	0
Total	<b>1847</b>	<b>1759</b>	<b>1670</b>	<b>1596</b>	<b>1511</b>	<b>1458</b>	<b>1377</b>	<b>1338</b>
Annual Growth	<b>5.00%</b>	5.10%	4.40%	5.30%	3.50%	5.60%	2.80%	

## PROVINCIAL PROFESSIONAL DEVELOPMENT COORDINATOR'S REPORT

In July 2013, after over 20 years working in adult continuing education, I started with BCIA in the position of Financial Officer. As the needs of BCIA changed with the implementation of the PGA, I took on the role of Provincial Professional Development Coordinator in 2019. This was a new position created to work with branches to increase the number of professional development (PD) opportunities available to BCIA registrants, to provide guidance to registrants on current PD requirements and to monitor PD reporting. The PD coordinator works closely with the Audit and Practice Review Committee.



The PD coordinator's responsibilities include coordinating the BCIA Ethics workshop. Before 2020, the BCIA Ethics course was held as an in-person workshop, in different locations throughout the province. There was no online option. With COVID-19 restrictions preventing in-person workshops, I worked with Rob Kupchanko to develop the Ethics workshop into an online course. The first *Ethics for Professionals* online course was offered in June 2020, since then almost 200 registrants, mostly articling registrants, have completed it.

With the implementation of the *Professional Governance Act* (PGA) on February 5, 2021, parts of the online *Ethics for Professionals* course were rewritten to include the Duty to Report and references to the new Bylaws. At that time it was also decided to create a *Refresher Ethics* online course for PAg's who had previously taken BCIA's *Ethics* course, allowing them to update and refresh their knowledge and gain PD hours. I would like to thank Rob Kupchanko, PAg and Brian Mauza, PAg for their hard work developing the *Ethics* online courses this past year, and for facilitating the numerous discussion groups, both written and virtual.

One of the requirements under the new PGA is that all BCIA registrants take training on Indigenous awareness and reconciliation by the end of 2022. BCIA has endeavoured to provide a course on Indigenous cultural awareness for registrants who cannot get this training elsewhere. The *Village Workshop*, facilitated by Kathi Camilleri, was developed into an online format for BCIA and is currently delivered monthly to BCIA registrants. Since September 2020, over 250 BCIA registrants have completed the foundational knowledge training.

Before COVID-19 restrictions, branches organized mostly regional events, in person seminars and tours. Since the restrictions, branch PD coordinators and executives have stepped up to organize a plethora of virtual events. Between May and December 2020, branches organized over 20 webinars on topics ranging from *COVID-19: Impacts on Agriculture*, *LiDar Dataset*, to *The Ecology of Bees*. Virtual workshops on grasslands plant identification, Robert's Rules, and public speaking were also organized. In 2021, branches continue to organize webinar speakers on topics such as food waste, professional liability and the environmental impacts of cannabis production. Recordings of the webinars have been posted for BCIA registrants. Thank you to all of the branch executives for your great work.

My responsibilities as Provincial PD Coordinator include educating registrants on the importance of continuing professional development. Continuing education has always been a passion of mine, and I have greatly enjoyed helping BCIA registrants work through the PD guidelines and the reporting process.

At the end of June, I will be retiring from BCIA. Working as the Provincial PD Coordinator has been a great experience. I have learned so much about the diversity of agrology and what agrologists do. I have met so many interesting and dedicated people. Thank you to all who have served on the branch executives, Council and committees through the years. It's been great working with you all.

Sincerely,  
Bonnie Keleher,  
Provincial Professional Development Officer



**THANK YOU TO COUNCIL FOR VOLUNTEERING THEIR TIME, EXPERIENCE AND EXPERTISE!**

**Current Council 2020 – 2021**

**District 1 Councillors:** Rebecca Martin, PAg and Todd Larsen, PAg

**District 2 Councillors:** Kevin Eastwood, PAg and Jessica Morgan, PAg, Vice President

**District 3 Councillors:** Jane Kerner, PAg, President ; Warren Mills, PAg, and Kirk Phair, PAg

**Lay Councillors (provincial Order In-Council appointees):** Aiden Weichula, Brock Endean, Carla Corbett Schiller and Matthew Voell.

# COMMITTEE REPORTS

## Audit and Practice Review Committee

The Audit and Practice Review Committee (APRC) is established in accordance with the *Professional Governance Act (PGA)* to address issues related to professional practice. Our mandate, as listed on our website is to “ensure BCIA Registrants have the competence and expertise to serve the profession and protect the public in accordance with the PGA and the Bylaws”. A core business issue that falls within the APRC’s purview is the implementation of an auditing program examining registrants’ professional development activities. Additional tasks include fostering continuing education and professional development in collaboration with the BCIA branches, developing standards of competence and expertise for specialized areas of practice, developing recommendations for program improvement and, addressing members’ concerns as and when those arise.

During a time that has been repeatedly described as unusually challenging, I had the privilege of working with a professional and dedicated team. I would like to express my heartfelt gratitude to the BCIA staff: Laurena Olsen, Bonnie Keleher, Julia Henshall and Seija Laukkanen for their unmeasurable support and patience and to the committee members: Maureen Grainger, Andrea McCormick, George Powell, Mandeep Purewal, Matthew Davidson, Rebecca Martin and Geoff Hughes-Games for their commitment and grace under difficult conditions.

On behalf of myself and the APRC, I would like to welcome the four lay members to the committee: Tim Clark, Kalpna Solanki, Barb Carle-Thiesson, and Avy Woo. Thank you for your enthusiasm and evident devotion to supporting the public good.

I am proud to highlight some of the work that occupied the APRC’s time this year, including:

- Overseeing the implementation of the 2020 Professional Development (PD) Audit and reporting full compliance with PD requirements exceeding 92% (continuing our positive trend over the last several years). Thank you to: BCIA staff, Don Rugg, and our volunteer auditors,
- Finalizing the *Enforcement of Compliance with Professional Development Requirements* document,
- Recommending 2021 BCIA Indigenous Peoples Awareness Training requirements,
- Continuing work on our *PD Auditor’s Guidebook* and the *PD Reporting User Guide*, and
- Developing a *draft ARPC Professional Development Communications Plan* and promoting BCIA registrants’ professional and technical competence.

The APRC is looking forward to working with the staff and executive, the registrant community and other professionals to increase awareness of our programs and to foster continuing education and professional development.

Oana Enick, PAg, RPBio  
Chair, ARPC Committee

## Governance Committee

The BCIA Governance Committee's (GC's) primary mandate is to guide the BCIA Council on matters of governance and compliance with the Act, Bylaws, policies, and operating procedures. Specific activities undertaken by the Governance Committee (GC) during the 2020/2021 Council year included:

### Council Oversight

The GC continues to provide oversight of the Council through ongoing evaluation and continuous improvement processes that include:

- Council meeting survey evaluations: confidential Council member questionnaires are completed after each Council meeting to gauge member perception of preparedness, organization, and function. Responses are collated and provided back to the Council to provide constructive feedback and guidance on potential improvement areas while maintaining member anonymity.
- Council meeting annual evaluations: confidential Council member questionnaires are completed at the final Council meeting before the AGM. Like regular meeting surveys, Councillors are asked to provide directed questions that allow them to rate the Council's function on an annual basis. A summary of the overall evaluations is provided back to the Council to guide areas of potential improvement.

### Policy Reviews

Conflict of Interest Policy - As part of the integration of policy and procedure with the *Professional Governance Act*, Bill 49; the GC reviewed and submitted edits/revisions to the Conflict of Interest Policy on August 28, 2020. These were accepted and adopted by Council shortly after.

**Committee Terms of Reference** - In March and early April 2021, the GC reviewed seven Committee Terms of Reference (TOR) and submitted them to GC for final acceptance and adoption. The standing committee and working group TORs included:

- Audit and Practice Review
- Communications Working Group
- Credentials
- Investigations
- Discipline
- Nominations, and
- Governance.

### Bylaw Review and Revision

As part of the phased implementation of the *Professional Governance Act* (PGA) and repeal of the *Agrologists Act* (2003), the BCIA needed to transition our existing bylaws to be consistent with the authorities in the PGA. In conjunction with BCIA Chief Executive Officer and Registrar, JP Ellson, the Governance Committee completed a thorough review of our bylaws and prepared an updated version on February 2, 2021, for consideration by the BCIA Council and the Office of the Superintendent of Professional Governance (OSPG). The final revised BCIA bylaws were adopted by Council effective February 5, 2021, and are available to members and the public via the BCIA website.

### Welcome new members to the Committee

In late 2020 the GC was pleased to welcome two new registrants to the committee, and in February 2021, two Lay Committee members.

I want to extend gratitude to all our GC members for their time and contributions to the year, including Registrant members Dave Struthers, PAg, Brian Mauza, PAg, Keith Duhaime, PAg, Yeganeh Asadian, PAg, and Carl Withler, PAg; and our Lay members, Laurelle Funk and David Morel.

Rob Kupchanko, PAg  
Chair, Governance Committee

## Investigation Committee

The Investigation Committee is mandated to investigate and, where applicable, resolve complaints alleging incompetency, professional misconduct, or conduct unbecoming of a Registrant regarding BCIA Registrants that are either submitted to the Committee or are derived from investigations instituted on the Committee's own initiative. The Committee is composed of:

Don Rugg PAg Chair	Andrea Gunner PAg	Kiarash Izadifar, Lay Member
Jim Collins PAg Retired	Rob Kupchanko PAg	Avy Woo, Lay Member
Keith Duhaime PAg	Alice Hale, Lay Member	Jayde Wood, Lay Member

The Committee has not to date been required to conduct an investigation.

Don Rugg, PAg  
Chair, Investigations Committee

## Nomination Committee

The Nomination Committee was originally established in accordance with Section 10 of the *Agrologists Act* and Section 90(h) of the BCIA Bylaws. As various sections of the *Professional Governance Act* (PGA) came into effect, the Nomination Committee (the Committee) was adjusted in 2019 to comply with requirements of the PGA. The Committee's mandate is to ensure identified individuals meet the merit criteria set out in the PGA and the BCIA Bylaws to stand for election to the positions of Registrant Councillor, Standing Committee Chairs and members of committees and working groups. The Committee functions in accordance with Policy Governance principles, with all operational decisions made by management of BCIA.

The 2020-2021 year brought changes to the Committee members. Oana Enick, PAg, stepped down as Chair in September and George Geldart, PAg, was appointed Chair by Council, taking over the role in October 2020. Heather Richardson, PAg, and Jeff Rees, PAg, resigned and Leslie Berkes, PAg, was appointed to the Committee in September. As required under the PGA, BCIA Council identified and appointed Lay Members Laurelle Funk and Wilson Chim to the Committee, effective February 5, 2021, when the PGA was fully enacted.

The current Committee members are:

- George Geldart, PAg, Chair, Okanagan
- Melanie Lantz, PAg, Fraser Valley
- Karey Dow, PAg, Vancouver
- Leslie Berkes, PAg, Victoria and Islands
- Melanie Mamoser, PAg, Victoria and Islands
- Myron Roth, PAg, Victoria and Islands
- Martin Sills, PAg (Ret.), Cariboo Central Interior
- Laurelle Funk, Lay Member
- Wilson Chim, Lay Member
- Vacant, Kamloops Branch
- Vacant, Kootenay Boundary

The Committee supported the process for the election of 5 Registrant Councillors for BCIA Regional Electoral District 1 ( a 3 year position and a 1 year position), District 2 (a 3 year position and a 1 year position), and District 3 (a 3 year position) with a call for nominations running from January 11, 2021 to January 22, 2021. The Committee reviewed and vetted the nominations in accordance with the selection criteria outlined in Section 5 of the Regulations and prepared a report to BCIA Council.



I would like to express my sincere thanks to the BCIA staff for their support, efficiency and patience with me as a new Chair. I would also like to take this opportunity to acknowledge and thank past and present members of the Committee for their efforts and support.

Moving forward, the committee will continue assess and respond to our newly established protocols as well as our list of qualifications and eligibility requirements for each position to confirm compliance with the PGA, the BCIA Bylaws and the values of transparency, accountability and clear communication.

George Geldart, PAg  
Chair, Nomination Committee

## Credentials Committee

Under Section 14 of the current BCIA Bylaws (“Bylaws”) Council must appoint a Registrant to be the Chair of each statutory committee who must be appointed in accordance with the selection principles referred to in Section 25(1) of the PGA. Each statutory committee must have at least one lay committee member present at every meeting, proceeding or hearing. Under Section 16 (b) the Bylaws state that the Credentials Committee, established in accordance with and authorized by Council under Section 44 of the PGA which is delegated responsibility for ensuring that Applicants meet or exceed the then current qualification requirements for registration and for overseeing the Articling Agrologist and other training programs.

The Credentials Committee is one of BCIA’s statutory committees that play a critical role in facilitating the completion of all operation tasks. As Chair of the Committee for the past 3 years and a registrant of BCIA for 44 years in various other volunteer capacities along the way I can appreciate the work of our volunteers in carrying out the committee’s mandate. The committee had the busiest year of applications received with 137 assessed. For 2020, the following members dedicated their time and efforts to serving on the committee: Vafa Alizadeh, PAg, Geneve Jasper, PAg, Theresa Loewen, PAg, Ruth McDougall, PAg, Andrea Mah, PAg, Jessica Morgan, PAg, and Rafiullah Sahibzada, PAg and Martin Sills, PAg (Retired).

Our usual face to face meetings were cancelled with three conference call meetings held instead to discuss complex applications, review application procedures and to roll out and assess applications relating to the new Articling Technical Agrologist (ATAg) and Technical Agrologist (TAg) designations. Let your friends and co-workers know about this new opportunity to be registered with a professional organization! When practice rights are granted by government this secondary option for registration will be available for those working in agrology and required to be registered.

As mentioned in the Deputy Registrar’s report we have welcomed a number of new committee members to the team. The introduction of lay committee members seemed daunting at first but after a comprehensive onboarding in the New Year the new members have transitioned nicely and are engaged with the online application approval system. Please welcome the following new lay committee members:

- Evelina Odrzygozdz
- Alice Hale
- Kathy Siedlaczek
- Kiarash Izadifar
- Wilson Chim

I cannot thank the committee members enough for their skills and analysis of often complex applications as we collectively are charged with deciding on a individuals' professional future.

### **Looking Ahead**

The *Professional Governance Act* (PGA) became fully in force February 2021 and with this came a new definition of agrology, now termed 'Agrologists Regulation' to which expands the work of Agrologists within the environmental sciences in restoration, reclamation and remediation of ecosystems. As a committee, we reference the Agrologists Regulation in assessing if a science course has a direct relation to the definition of agrology. For each course not previously assessed a deep dive assessment is conducted to ensure the content is agrology related, not how the course may assist in doing the work such as statistics and sociology focused courses.

In closing, as you can see by the numbers that this an extremely active committee dealing with many varied and diverse applications, this is only made possible by our much valued and highly skilled Deputy Registrar, Lauren Olsen.

Respectfully submitted,  
Martin Sills, PAg(Ret)  
Chair, Credentials Committee



### **Annual Demographic Survey**

BCIA wishes to thank over 700 registrants for participating in the *2021 Demographic Survey*. The Survey is a good indicator of trends for the future of our organization and is a vital component of planning, particularly in conjunction with the provincial Office of the Superintendent of Professional Governance.

**From 2021 onwards, the *Annual Demographic Survey* will be incorporated into the annual fees payment process.**

# COMMITTEE & WORKING GROUP MEMBERS

Thank you to our amazing volunteers!

## **Audit and Practice Review Committee**

Oana Enick, PAg, Chair; Andrea McCormick, PAg; George Powell, PAg; Mandeep Purewal, PAg; Matthew Davidson, PAg; Geoff Hughes-Games, PAg; Rebecca Martin, PAg; and Lay Members Tim Clark, Kalpna Solanki, Barbara Carle-Thiesson and Avy Woo.

## **Credentials Committee**

Martin Sills, PAg(Ret), Chair; Vafa Alizadeh, PAg; Kristen Cockburn, PAg; Harmanjit Dhadli, PAg; Geneve Jasper, PAg; Ruth McDougall, PAg; Andrea Mah, PAg; Charlotte Norris, PAg; Rafiullah Sahibzada, PAg; Yuan Zhang, AAg; Jessica Morgan, PAg, (to Feb 2021); Theresa Loewen, PAg (to Dec 2020). Lay Committee Members are Wilson Chim; Alice Hale; Evelina Odrzygodz; Kathy Siedlaczek; and Kiarash Izadifar.

## **Discipline Committee** (not activated in 2020)

(Vacant) Chair; David Morel, Lay Member

## **Executive Committee**

Jane Kerner, PAg, Chair; Rebecca Martin, PAg; Jessica Morgan, PAg.

## **Governance Committee**

Rob Kupchanko, PAg (Chair); Yeganeh Asadian, PAg; Keith Duhaime, PAg; Brian Mauza, PAg; David Struthers, PAg; Carl Withler, PAg. Lay Members are Laurelle Funk, and David Morel.

## **Investigation Committee**

Don Rugg, PAg (Chair); Jim Collins, PAg; Keith Duhaime, PAg; Andrea Gunner, PAg; Rob Kupchanko, PAg. Lay Committee Members: Alice Hale, Kiarash Izadifar, Avy Woo and Jayde Wood.

## **Nomination Committee**

George Geldart, PAg Chair; Martin Sills, PAg(Ret); Melanie Lantz, PAg; Karey Dow, PAg; Myron Roth, PAg; Melanie Mamoser, PAg; Leslie Berkes, PAg. Lay Members are Laurelle Funk and Wilson Chim.

## **Communications Working Group**

Eryne Croquet, PAg (Chair); Serena Black, AAg; Martin Sills, PAg(Ret); Linda Wilson, PAg(Ret); and Kevin Eastwood, PAg.

## **Professional Governance Act (PGA) Working Group**

Brent Barclay, PAg; Matthew Davidson, PAg; Karey Dow, PAg; Kevin Eastwood, PAg; Kiara Jack, PAg; Katie McMahren, PAg; Barb Oke, PAg; Mikayla Roberts, PAg; Eveline Wolterson, PAg.

## BRANCH EXECUTIVES

### Cariboo Central Interior (District 1)

Articling Coordinator: Kevin Vaughan, PAg  
 Director Central: Tim Antill, PAg  
 President: Barbara Oke, PAg  
 Secretary: Nicole Pressey, PAg  
 PD Coordinator: Adriana Almeida-Rodriguez, PAg

Director South: Kassia James, PAg  
 Director West: William Elliott, PAg  
 Treasurer: Caroline Feischl, AAg  
 Vice President: Marc Schuffert, PAg

### Fraser Valley (District 2)

Articling Coordinator: Parashar Malla, PAg  
 Past President: Eryne Croquet, PAg  
 PD Coordinator: Rashmi Gaire, PAg  
 President: Kim Grout, PAg

Secretary: Paramdeep Nahal, AAg  
 Treasurer: Lynn Pinnell, AAg  
 Vice President: Kirandeep Kaur Mani, AAg

### Kamloops (District 2)

Articling Coordinator: Jim Fox, PAg  
 Director: Rachel Whitehouse, PAg  
 Director: Rae Dunphy, PAg  
 Director: Tracy Ronmark, PAg

PD Coordinator: Margarete Dettlaff, AAg  
 President: Mairi Dalgleish, PAg  
 Secretary: Chelsea Enslow, PAg  
 Treasurer: Tara Salm, AAg

### Kootenay Boundary (District 1)

Articling Coordinator: Benjamin Foulger, PAg  
 PD Coordinator East: Shawna LaRade, PAg  
 Vice President: Robyn Hooper, PAg  
 President: Natasha Neumann, PAg  
 PD Coordinator West: Maureen Nadeau (On Leave)

PD Coordinator East: Hanna McIntyre, PAg  
 PD Coordinator West: Moss Giasson, PAg  
 Secretary: Cindy Hall, PAg  
 Treasurer: Casandra Knooihuizen, PAg

### Okanagan (District 2)

Articling Coordinator: Gisele Rehe, PAg  
 Director: Central: Andrew Kuiper, PAg  
 Director: North: Melissa Graydon, PAg  
 Director: South: Jason Lasuik, PAg  
 Past President: Kirsten Kurjata (On Leave)

PD Coordinator: Keith Duhaime, PAg  
 President: Danielle Hirkala, PAg  
 Secretary: Christina Delaney, PAg  
 Treasurer: Catherine Piedt, PAg  
 Vice President: Theresa Loewen, PAg

### Peace River (District 1)

Articling Coordinator: Kelly deCaux, PAg  
 North Director 1: Michelle Schaeffer, PAg  
 North Director 2: Erin Maxfield, AAg  
 Past President: Cali Seater, PAg  
 PD coordinator: Liia Schilds, AAg

President: Tina Harms, PAg  
 Secretary: Cierra Redel, (Parental Leave)  
 South Peace Director: Brenna Schilds, AAg  
 Vice President: Caitlin Russell, AAg

### Vancouver (District 3)

Articling Coordinator: Kathy Ma, PAg

Director: WeiTao (Nick) Rong, AAg

Director: Kate Schendel, PAg  
Director: K. Graham Watson, AAg  
Director: Marika Green, PAg  
Director: Robert Larson, PAg  
PD Coordinator: Taisha Mitchell, PAg

President: Kelly-Ann Moore, PAg  
Secretary: Saba Zarif-Karimi, AAg  
Student Rep: Yuchen (Carson) Li, AAg  
Treasurer: Duncan Wood, PAg  
Vice President: Debbie Bryant, PAg

### **Victoria and Islands (District 3)**

Articling Coordinator: Stephanie James, PAg  
Director: North: Kiara Jack, (Parental Leave)  
Director: At Large: Steven Stussi, PAg  
Director: South: Hanaa Saeed, PAg  
PD Coordinator 1: Melissa Demyen, AAg

PD Coordinator 2: Bejay Mills, PAg  
President: Thomas Elliot, PAg  
Secretary: Jennifer Wilson, PAg  
Treasurer: Katherine (Kate) Bergen, PAg  
Vice President: Natalie Tashe, PAg



## AUDITOR'S REPORT – KPMG

We have audited the financial statements of British Columbia Institute of Agrologists (the Entity), which comprise:

- the balance sheet as at December 31, 2020
- 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 Entity as at December 31, 2020 and its results of operations 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 "***Auditors' Responsibilities for the Audit of the Financial Statements***" section of our auditors' report.

- We are independent of the Entity 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.

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

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

## KPMG: Auditors' 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 auditors' 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 Entity'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 Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' 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 auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- 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.

KPMG Chartered Professional Accountants

## 2020 FINANCIAL STATEMENTS

### Statement of Financial Position

#### Balance Sheet

December 31, 2020, with comparative information for 2019

#### Assets

<b>Current assets:</b>	2020	2019
Cash and cash equivalents	\$247,799	\$165,393
Short-term investments (note 2)	\$625,000	\$625,000
Accrued interest receivable	\$3,044	\$1,599
<u>Prepaid expenses</u>	<u>\$9,606</u>	<u>\$19,233</u>
	\$885,449	\$811,225
Capital assets (note 3)	<u>\$65,623</u>	<u>\$4,861</u>
	<b>\$951,072</b>	<b>\$816,086</b>
<b>Liabilities and Net Assets</b>		
<b>Current liabilities:</b>		
Accounts payable and accrued liabilities (note 4)	\$51,809	\$27,277
<u>Deferred revenue (note 5)</u>	<u>\$116,320</u>	<u>\$125,424</u>
	\$168,129	\$152,701
<b>Net Assets:</b>		
Internally restricted (note 6)	\$225,000	\$225,000
<u>Unrestricted</u>	<u>\$557,943</u>	<u>\$438,385</u>
	\$782,943	\$663,385
Commitments (note 7)		
	<b>\$951,072</b>	<b>\$816,086</b>

- See accompanying notes to financial statements on page 33

### Statement of Comprehensive Income (Profits and Losses)

Year ended December 31, 2020, with comparative information for 2019

	REVENUE	2020	2019
Membership dues		\$677,914	\$641,803
Professional development revenue		35,703	19,027
Other income		34,477	13,315
Application and other fees		30,125	25,608
Interest income		8,178	8,171
AGM and conference revenue		6,305	25,750
<b>TOTAL REVENUE</b>		<b>\$792,702</b>	<b>\$733,674</b>



**GENERAL AND ADMINISTRATIVE EXPENSES:**

AGM's and conference expenses	\$21,483	\$40,996
Amortization	2,549	3,252
Bank charges and credit card fees	22,747	21,348
Committee expenses	2,935	13,964
Communications and memberships	16,625	23,795
Council and executive expenses	16,508	46,227
Discipline process	-	6,589
Executive director expenses	26,612	41,470
Office and general	51,311	58,623
Other	8,108	7,177
Professional Governance Act	15,024	3,034
Professional development	50,735	35,697
Professional fees	24,079	29,917
Rent	31,277	20,645
Salaries and benefits	383,151	336,141
<b>TOTAL EXPENSES</b>	<b>\$673,144</b>	<b>\$688,875</b>
<b>NET EARNINGS (LOSS)</b>	<b>\$ 119,558</b>	<b>\$ 44,799</b>

**STATEMENT OF CASH FLOWS**

Year ended December 31, 2020, with comparative information for 2019.

<b>Cash provided by (used in):</b>	<b>2020</b>	<b>2019</b>
<b>Operations:</b>		
Excess of revenues over expenses	\$119,558	\$44,799
Items not involving cash:		
Amortization	2,549	3,252
	122,107	48,051
<b>Changes in non-cash operating working capital:</b>		
(Increase) decrease in accrued interest receivable	(1,445)	1,031
Decrease in accounts receivable	-	10,390
Decrease (increase) in prepaid expenses	9,627	(12,147)
Increase (decrease) in accounts payable and accrued liabilities	24,532	(12,883)
Increase (decrease) in deferred revenue	(9,104)	9,084
	145,717	43,526
<b>Investing:</b>		
Purchase of capital assets	(63,311)	(3,346)
<b>Increase in cash and cash equivalents</b>	<b>82,406</b>	<b>40,180</b>
<b>Cash and Cash Equivalents, beginning of year</b>	<b>165,306</b>	<b>125,213</b>
<b>Cash and Cash Equivalents, end of year</b>	<b>\$247,799</b>	<b>\$165,393</b>

## NOTES TO FINANCIAL POSITION

### 1. Significant accounting policies:

These financial statements present the assets, liabilities, revenues and expenses of the Institute's head office and its eight branches.

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. For a complete description of the accounting policies please login as a registrant at [www.bcia.com](http://www.bcia.com) and go to Registrant Resources/BCIA Financials.

### 2. Short-term investments:

Short-term investments consist of three guaranteed investment certificates. The first guaranteed investment certificate for \$225,000 has an interest rate of 0.75% and maturing on July 21, 2021. The second guaranteed investment certificate for \$200,000 has an interest rate of 1.2% maturing on June 24, 2021. The third guaranteed investment certificate for \$200,000 has an interest rate 1.0% maturing on June 24, 2021.

### 3. Capital assets:

	Cost	Accumulated Amortization	2020 Net Book Value	2019 Net Book Value
Furniture & Equipment	\$13,142	\$12,282	\$861	\$1,514
Computer Hardware & Software	16,629	9,985	6,644	3,347
Capital Projects In Progress	58,118	-	58,118	-
<b>Totals</b>	<b>\$87,889</b>	<b>\$22,267</b>	<b>\$65,623</b>	<b>\$4,861</b>

### 4. Accounts payable and accrued liabilities:

Included in accounts payable and accrued liabilities are government remittances payable of \$13,879 (2019 - \$10,183), which includes amounts payable for payroll remittances and workers' safety insurance.

### 5. Deferred revenue:

Deferred revenue represents funds received in advance for 2021 membership fees. The amounts will be recognized as revenue in 2021.

### 6. Internally restricted:

The Board has internally restricted a reserve to a maximum of \$225,000 for potential legal and other costs that may arise in overseeing and administering professional conduct related issues of the Institute's members.

### 7. Commitments:

The Institute is committed to base rental payments for office premises and office equipment as below:

2021	\$52,366
2022	35,006
2023	25,634
2024	<u>2,042</u>
	<b>\$115,048</b>

### 8. Financial risks and concentration of risk:

The maximum credit risk exposure for the Institute's financial assets is the carrying value of those assets. To reduce credit risk, cash and cash equivalents and short-term investments are only held at major financial institutions. It is management's opinion that the Institute is not exposed to significant interest rate or foreign exchange risk.

Beginning March 2020, the outbreak of the novel strain of coronavirus, specifically identified as "COVID-19", has resulted in governments worldwide enacting emergency measures to contain the spread of the virus. Many governments have likewise declared that the COVID-19 outbreak in their jurisdictions constitutes an emergency. Reactions to the spread of COVID-19 have led to, among other things, significant restrictions on travel, business closures, quarantines and a general reduction in operational activities. While these affects are expected to be temporary, the duration of the disruption and related financial impact cannot be reasonably estimated at this time. Given the unprecedented and pervasive impact of changing circumstances surrounding the COVID-19 pandemic, there is inherently more uncertainty as compared to prior periods.

Other than as noted, there have been no changes to risk exposure in the last year.

## 2020 BRANCH FINANCIALS

### Unaudited 2020 Branch Allocations, Net Expenses and Revenues

<b>BRANCH</b>	<b>Branch Account at December 31, 2020</b>	<b>2020 Branch Allocations</b>	<b>2020 Branch Net Expenses /Revenue</b>
Cariboo Central Interior	\$ 6,683.00	\$ 5,040.00	-\$ 2,369.00
Fraser Valley	\$ 3,458.00	\$ 4,860.00	-\$ 5,581.00
Kamloops	\$ 5,420.00	\$ 3,570.00	-\$ 911.00
Kootenay Boundary	\$ 2,083.00	\$ 2,640.00	-\$ 2,320.00
Okanagan	\$ 4,804.00	\$ 4,290.00	-\$ 2,230.00
Peace River	\$ 2,007.00	\$ 3,030.00	-\$ 3,411.00
Vancouver	\$ 6,265.00	\$ 8,190.00	-\$ 3,012.00
Victoria and Islands	\$ 6,326.00	\$ 7,260.00	-\$ 5,353.00
<b>TOTAL</b>	<b>\$ 37,046.00</b>	<b>\$ 38,880.00</b>	<b>-\$ 25,187.00</b>

In 2020, the branches spent a total of \$25,187 of BCIA funds for branch professional development; this was 65% of the branch allocations for 2020. Branches were able to hold webinars and virtual sessions, but the costs associated with most of those events were significantly less than holding traditional in-person events.

# BRANCH REPORTS

## Cariboo Central Interior (District 1)

It comes as no surprise that COVID-19 was a defining issue this past year, not only for the Cariboo Central Interior (CCI) branch but for professionals across BC and beyond. I had hoped that by this year's update, COVID-19 would be a distant memory and we could reminisce about how well agrologists in CCI were able to adapt to and overcome the challenges that this virus posed.

While we are not there yet, I want to commend all agrologists on their professionalism and ability to adapt to an ever-changing landscape over this past year. In the CCI, as in other regions, agrologists were able to rise up to the challenges that the virus presented and continued to deliver the high-quality services that many companies, organizations and the public rely on.

While the virus put many things on hold, the demands on agrologists in the CCI did not cease. We saw a number of major industrial projects move forward this year, including projects such as Site C, the LNG Canada liquefaction facility and the Coastal Gas Link pipeline. A wetter than normal Spring, Summer and Fall, while effectively reducing the wildfire risk, also resulted in flooding and high-water levels throughout the region. This, combined with the regular demands of our work and the extra COVID-19 planning/management that was needed to keep our work safe, kept many of us busier than normal.

At the branch executive level, we also had to adapt to the COVID-19 realities. Instead of hosting in-person events, all of our professional development (PD) events were moved online, including our first ever virtual AGM. While we can't say that we had no growing pains, this experience offered up some fantastic opportunities to be innovative and collaborate with other branches and the BCIA main office. Overall, we were able to offer and access more PD sessions in 2020 than in previous years and while we miss the face to face interactions, the virtual platforms offer some great benefits for our region, given its size and how difficult it can be for agrologists, especially those in more remote areas, to access PD opportunities.

As in previous years, I want to thank all of our registrants, volunteers, committee members, Council, the main Victoria office and especially the CCI executive team for their commitment to the profession.

As we begin to move towards the implementation of United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), I also want to respectfully recognize and give a special thank you to all of the First Nations upon whose lands CCI members work, live and play. I hope everyone stays safe and healthy!

Barb Oke, PAg  
2021 President,  
Cariboo Central Interior Branch

## Fraser Valley (District 2)

I [we] would like to respectfully acknowledge the territory in which the members of the Fraser Valley Branch of the BCIA live, work, and play, as the ancestral home-lands and unceded territories of the unique and diverse Nations of the Coast Salish peoples, and respect the stewardship of other unique and diverse First Nations, as well as the Métis.

2020 was a year to remember. The COVID-19 pandemic really changed how the branch and its members engaged and it was difficult for many, given changes in their home and work life, to volunteer with the branch. Despite the challenges brought about by the pandemic, the dedicated group of volunteers that served on the Fraser Valley Branch Executive did a great job of changing gears, meeting and organizing events virtually.

Only one event, organized in collaboration with the Pacific Regional Society of Soil Science (PRSSS) was held in person in the 2020; the remaining sessions were all held virtually by webinar. The joint session with PRSSS was focused on promoting interesting and exciting careers in soil science. In addition to this event, the branch also hosted several webinars on a variety of topics including composting, COVID-19 & environmental health, insects of note, and collaborative sessions with other branches on Robert's Rules of Order and Making Better Presentations in Virtual Meetings. With the workplace disruptions caused by COVID-19, the branch did not have a PD Coordinator and it took teamwork from all members of the Executive to develop and organize events in 2020. The uncertainty and adjustments to the reality of 2020 is reflected in the FV BCIA balance sheet with underspends due to the cancellation of some events and hosting other events online.

The Fraser Valley Branch continued to experience moderate growth in membership in 2020 with 10 more registrants this year than in 2019. The total number of registrants in the Fraser Valley Branch in 2020 is 217. Registrant breakdown for 2020 is listed below:

28	Articling Agrologists	133	Professional Agrologists
5	Articling Technologists in Agrology	25	Registered Technologists in Agrology
25	Members retired	18	Student members
7	Members On leave		

Student membership has really increased in the last few years; there were 18 student members at the end of 2020 as compared to 3 at the end of 2018. We take this as an indication that students pursuing studies in areas related to Agrology are becoming aware of BCIA's student membership provisions.

In 2020, the Fraser Valley Branch Executive remembered registrants Timothy Marshall and Jack Reams, and recognized four members, Barbara Edwards, PAg (Retired); Andrew Upper, PAg, Kim Grout, PAg, and Michael Younie, PAg, at their 25 year milestone as PAGs in BC.

The professional development events and Branch AGM for 2020 were made possible by the hard work and dedication of the branch executive to BCIA and the Fraser Valley Branch registrants. These volunteers worked hard to fulfill the Branch mandate and deserve to be recognized for the work they completed.

Kim Grout, PAg  
2021 President, Fraser Valley Branch

## **Kamloops (District 2)**

The Kamloops Branch of BCIA respectfully acknowledges that we are on the territory of the Secwepemc Nation, specifically the territory of the Tk'emlúps te Secwépemc People.

The current Kamloops Branch Executive Committee consists of Jim Fox, Articling Coordinator; Kevin Eastwood, Councillor; Tracy Ronmark, Director; Rae Dunphy, Director; Rachel Whitehouse Director; Margarete Dettlaff, Professional Development Coordinator; Mairi Dalgleish, President; Chelsea Enslow, Secretary; and Tara Salm, Treasurer.

I would like to thank Kamloops Branch registrant Jane Kerner, PAg, for her service as BCIA President over the past two years. Last year, a major focus of the Kamloops branch was preparing for the provincial AGM and conference at Sun Peaks resort. We are grateful to our branch members for their hard work and dedication that went into planning this event. Due to the COVID-19 pandemic, the conference activities could not proceed, and the AGM was held virtually. Our 2020 Branch AGM was successfully held online on Adobe Connect in November 2020.

The Kamloops Branch has continued to adapt to a virtual world in 2021. At the beginning of the year, branch members were asked to complete a professional development (PD) survey, to provide feedback on types and topics for future PD Events. Thanks to the overwhelming response to this survey, and the generosity of many volunteer speakers, the Kamloops Branch Executive is planning several exciting online PD events for 2021, including such topics as: Invasive Plants, Ethnobotany, Food Security, Climate Change, and, Legislation and Policy. I remain hopeful that we will be able to resume in-person professional development and networking events in late 2021, when safe to do so. This has been a challenging year for many of us, but it has showcased our ability to seamlessly adapt to changing times.

On behalf of the Kamloops Branch Executive, we look forward to re-connecting with you all soon.

Mairi Dalgleish, PAg  
2021 President, Kamloops Branch

## **Kootenay Boundary (District 1)**

Greetings to the Kootenay Boundary Branch membership of BCIA from my home office on Sinixt and Ktunaxa territory!

I'd like to start by expressing my sincerest gratitude to the 2020 Branch Executive who have been steadfast in their roles in this unprecedented year of uncertainty. The Executive Committee for the Kootenay Boundary Branch had ten active members in 2020 (Natasha Neumann, Jeff Rees, Ben Foulger, Jennifer McConnachie, Derrick Curtis and Todd Larsen) as well as four (4!) professional development coordinators (Jessica Lowey, Rachel Pennell, Audrey Ehman, and Jazmine Lowther).

We needed a big Executive team because we had big aspirations for 2020; The professional development opportunities that we had planned were ambitious and included a themed field trip with a visit to a marijuana grow-op, a brewery, and a meth lab waste reclamation site. We had lined-up a FortisBC dam tour with a Columbia River Treaty focus. We were gearing-up for Indigenous cultural training with the Ktunaxa at the former residential school near Cranbrook. We were planning in-person social gatherings for mentors and mentees and we had the objective to attend tradeshow and educate the public about all the great things agrologists do. Those were

our best laid plans for 2020. But I won't dwell on what could have been. Suffice it to say that the seeds for those amazing field trips have been sowed and lay dormant, waiting for a time when the growing conditions are optimal and when the words "in-person", "social" and "public" are no longer whispered behind a mask.

Amid Covid-19, organizing professional development was an interesting experience that required creativity, flexibility, and technological innovation. The Kootenay Boundary executive adapted to the pandemic by transitioning to virtual events as in-person events were cancelled. Two webinars on the *Giant Asian Hornets* and *Restoration for Pollination* were successfully organized and hosted and an online workshop on Robert's Rules was co-hosted by other branches.

Throughout the year, several articling registrants attended the Kootenay Boundary Branch Executive meetings as part of their articling process, and a recently graduated articling registrant read the Professional Oath (formerly Code of Ethics) as the final step in attaining their PAg status. We hope to continue to see registrants join the meetings. The Kootenay Boundary Branch welcomed seven new articling registrants and had six existing articling registrants complete the final requirements of the program and advance to PAg status. Congratulations!

The Branch Executive was also very excited to award our first annual Green Shoot and Willow Tree awards to Rachael Roussin and Greg Utzig respectively. The Green Shoot is awarded to a branch member in recognition of their growth, passion, and fresh perspective in the field of agrology. The Willow Tree is awarded to a branch member in recognition of their leadership and commitment to protect, preserve and restore the earth's natural systems. The branch also honoured Martin Carver for his 25-years of service as a Professional Agrologist. Thank you, Martin, for your contribution over the years.

As we move into 2021, and begin to see the exciting changes planned for our professional development requirements, mandatory Indigenous cultural training and a more defined commitment to our specialization, I encourage all of us to lean into it, find worth in its purpose, explore and uphold our values and never stop learning because agrologists have a very important role to play on this planet and I am very proud to be among you.

Thank you for giving me the opportunity to be a part of this amazing community.

Sheila Street, PAg  
2020 Past President  
Kootenay Boundary Branch

## **Peace River (District 1)**

The Peace River Branch respectfully acknowledges and thanks the Treaty 8 First Nations and all First Nations upon whose unceded lands we are located.

The BCIA website says, "Agrologists are scientists, teachers, inspectors, technicians, consultants, administrators and managers all working to ensure the responsible sustainable use of the food production and natural resources of British Columbia." The amazing breadth and versatility of our profession I believe is what is helping us to adapt and to continue to provide the best services to our region and to the province despite the ongoing COVID 19 situation.

The Peace River Branch would like to thank BCIA staff members, who have helped to support us in our virtual meetings, training and our AGM; their assistance made all our activities possible.

Our Peace River Branch registrants and Council have embraced the opportunities that virtual meetings and professional development have provided, that allow more of our registrants across our region to participate. With the move to virtual professional development, the Peace River Branch conducted several ‘lunch and learn’ virtual sessions on reclamation of abandoned well sites. The branch also hosted a virtual grass identification course which was an astounding success. Many members indicated that although grass identification courses are historically in person, the virtual training was very fulsome and allowed registrants that may not normally have been able to attend to participate. Finally, our virtual AGM was well attended early last winter.

As a branch we are continuing to focus on providing our registrants with professional development opportunities for this coming year, adapting as required. As a local branch and as a part of the larger provincial BCIA, we are looking forward to all this new year has in store with the *Professional Governance Act*, professional development opportunities and continuing to practice as agrologists.

Tina Harms, PAg  
2021 President, Peace River Branch

## Okanagan (District 2)

BCIA’s Okanagan branch respectfully acknowledges that the land upon which we live, work and reside is located on the traditional and unceded territory of the Syilx Okanagan First Nations peoples.

What an unconventional year this has been and I’m sure everyone is now well versed in ‘Zooming’ or even getting ‘Zoomed-out’. Though there were shut-downs and restrictions, the Okanagan Branch still met through conference call on a monthly basis, had one socially-distanced outdoor meeting in the summer, and hosted many interesting virtual speakers.

I thank my executive team and appreciate their commitment as they worked through this pandemic and its challenges. Even though our face-to-face networking and professional development sessions were reduced, many opportunities through virtual platforms were offered. These included:

- Lunch & Learn: Microbial Fuels Cells for Wastewater Treatment
- Integrating Ecosystem Services and Biodiversity in Landscape Management for Multifunctional Agroecosystems: A case study in the Okanagan Valley, British Columbia
- Lunch & Learn: LiDAR Dataset Overview
- Smart Farming and a Glimpse into the Future
- Covid-19 and the challenges to Agricultural Production Systems
- Covid-19 and the Impacts on Agriculture and Food Supply in Canada
- Weaknesses and Resilience in Food Supply Chains exposed by COVID-19

A strong executive makes these sorts of events happen. I would like to thank the 2020 team for dedicating their time to the Okanagan Branch; Danielle Hirkala (Vice-President), Catherine Piedt (Treasurer), Gisele Rehe (Secretary), Theresa Loewen (Articling Coordinator), Keith Duhaime (PD Coordinator), Jason Lasuik (Director South), Melissa Graydon (Director North), Andrew Kuiper (Director Central), John Garland (Member at Large), Carley Simpson (Member at Large), Christina Delaney (Member at Large), and Carl Withler (Past President). The Okanagan Branch was also incredibly lucky to have two District 2 Councillors for 2020. BCIA Vice President



Jessica Morgan sat on many executive meetings. Thank you, Jessica, for keeping us informed and guiding us along the way. And this year we welcomed Kevin Eastwood into the Okanagan as well.

A final thanks to BCIA Head Office; promptly answering any questions we have and guiding us through as health directives continually changed. Membership in the Okanagan Branch has increased slightly over the past year. The Branch total as of December 31 was 206 including student members – an increase of 24 over 2019. And since the inception of the Registered Technologist in Agrology designation, our Branch currently has two ATAgS registered and one RTAg under the expedited program.

I am thankful for the opportunity you have given me to lead this branch over the past two years. I now welcome Danielle Hirkala to the role of Okanagan Branch President.

Kirsten Kurjata (on leave)  
2020 Past President  
Okanagan Branch

### **Vancouver (District 3)**

I would like to begin by acknowledging that the land on which we live, work and play is the unceded territory of the Coast Salish Peoples, including the territories of the xwməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwitulh (Tsleil- Waututh) Nations.

This year went completely different than all of us expected. Not only does our organization continue to change and adapt in this new environment under the professional reliance review, we also had the pandemic curve ball thrown our way. The roles and goals of the branch executive are to create opportunities for registrants to expand their professional knowledge, increase their professional network, and help Articling Agrologists achieve professional status. Although this year has been challenging, we had another successful year achieving these goals thanks to the 2020 Vancouver Branch Executive Members.

Our Directors, Saba Zarif, Marika Green, Graham Watson, and Rob Larson, all came up with their own interesting and engaging events this year. Our Directors' team held events focused on native plants, the uncertainty of COVID-19, and of course an operation tour on the interaction of barley, hops, water, and yeast. A special acknowledgement to Taisha Mitchell; Taisha was a very active member of our executive and the first person to raise her hand to help.

In the year of creative new challenges, Kathy Ma, as Articling Coordinator had to adapt to the recent changes to the articling program with the new technologist designations and did a great job of managing the province's largest membership branch. We welcomed 34 new Articling Agrologists (AAGs) and 5 Articling Technical Agrologists (ATAgS) to our Branch. The Vancouver branch is proud to welcome 15 new Professional Agrologists (PAGs) this year.

Not to be stopped by her maternity leave, Elisa Munro has championed through crunching the numbers as Treasurer, and has brought us to a solid financial position leading into 2021.

Thank you to both Carson Li and Yasemin Parkinson for leading the charge in establishing a better connection with the local universities as our Student Representatives. Our team held multiple

events this past year specifically targeting student engagement and messaging revolving around the new professional reliance model. Both of you were outstanding assets on the executive and I hope this step toward student engagement continues.

Deb Bryant continued her great work as Secretary this past year in what has been a complete reformatting of our local executive meeting minutes. Thank-you Deb!

Lastly, Eric Distefano, our 2020 President, was exceptional at leading our Executive through a very dynamic year. Eric quickly adapted to a new normal for our meetings, and assisted in pivoting in-person events as required. Not only was Eric a vital part of our Executive this past year, he was overall a much needed positive energy and was always in good spirits in this very challenging year. On behalf of the entire Executive, thank you Eric for all your contributions in 2020.

Our branch AGM was held online in February where the 2021 Executive was elected. The Executive has already been busy planning our first events. May is Invasive Species awareness month with a weekly webinar and a Project Management training seminar is currently being slated for June. There are several other events in the works so stay tuned! Please also take a minute to thank your Executive committee members as they are all volunteers who dedicate a significant amount of their time to make these events happen.

Kelly-Ann Moore, PAg  
2021 President, Vancouver Branch

### **Victoria and Islands (District 3)**

What an unusual year. I would like to recognize the tremendous employment, social and personal challenges that our registrants, communities and First Nation neighbours have been facing throughout the global COVID-19 pandemic. Additionally, the Victoria and Islands Branch Executive (VIBE) humbly recognizes our presence on unceded territory of the Coast Salish people: Huy ch q'u.

#### **The Executive**

The 2021 VIBE consists of:

Articling Agrologist Coordinator:	Stephanie James, PAg
North Island Director:	Kiara Jack, PAg
South Island Director:	Hanaa Saeed, PAg
Director at Large:	Steve Stussi, PAg
PD Coordinator (1 of 2):	Melissa Smith, AAg
PD Coordinator (2 of 2):	Bejay Mills, PAg
Treasurer:	Kate Bergen, PAg
Secretary:	Jenn Wilson, PAg
President Elect:	Natalie Tashe, PAg
President:	Thomas R Elliot PhD, PAg P.Geo

Our 20/21 Executive Team has seasoned veterans making up over half of our group, with an overwhelming number of us being focused on environmental practice. We have an even split between government and non-government employers, with one of us identifying as a private practitioner.

Our VIBE has made motions to strongly support professional development opportunities, which dovetails to social/inter-collegial opportunities, local best practices as well as practice and technical mentorship. Our social and inter-collegial opportunities continue to be curtailed, and we

are now working social opportunities into each PD event, either prior or after, to encourage casual discussion amongst registrants.

There are a majority of us who believe that the VIBE should also support our member's understanding of Legislation and Practice Rights, which is also identified by the majority of us as an area of Professional Practice for which we would have appreciated earlier exposure/development opportunities. There is additional minor interest in supporting enterprising and business mentorship to our registrants who would be interested, which – I feel – has interplay with exposure to time management and professional practice strategies.

### **Engagement Methods**

The mode of engagement delivery that we have historically gained the most from are the regular BCIA periodical emails, followed by knowledge exchange/meet & greet opportunities, direct communication between fellow agrologists and the passive support available through the local VIBE or through the stellar BCIA staff working behind the scene.

Our method for this year has been in two veins, as follows:

- Establish PD presentations and training course opportunities for our members, with costs heavily subsidized, and subsequently advertise through regular BCIA emails.

Our Branch feels this is the most effective in digital engagement given current restrictions.

- Virtual tours of facilities with agrology-specific knowledge and practices on display. Typically narrated by the PD coordinator or the facility operator, these webinar-based expositions deliver a high value for minimal input (when videographer labour is available at low cost).

### **Branch Annual General Meeting**

Our AGM was held this year under a virtual context with enormous support from head office in terms of both personnel to manage any technical issues, but also organizationally and in an advisory sense as well. It is amazing to see over 100 attendees to our first virtual AGM, which was particularly encouraging for our new VIBE members.

### **Finances**

Our finances remain strong due to the reduced cost associated with having virtual AGM. We anticipate that, moving forward in a post-pandemic world, we will facilitate a physical and virtual blended AGM in future years due to the high level of attendance to this year's branch AGM. We have projected into 2021/2022 and identified enhanced opportunity to facilitate professional development of our members through virtual facility tours, panel-style discussions on pertinent agrologist practices, and supporting involvement of women and minorities in the practice of agrology.

### **Closure**

This has been a challenging year for everyone. With the increased awareness around food security, and warranted restrictions on socialization due to the COVID-19 health orders (Dr. B. Henry is great!); there has been a noted increase in people seeking agrologist services on projects both large and small. This bodes well for our post-pandemic professional practice, which the VIBE is proudly striding toward.

Thomas R. Elliot PhD, PAg, P.Geo  
2020/21 President, Victoria and Islands Branch

# RECOGNITION

## IN MEMORIAM

[Clayton Campbell, PAg\(Ret\)](#), [Tim C. Marshall, PAg](#), [Stewart Paulson, PAg](#), [Jack Reams, PAg](#); [Lyle Resh, PAg\(Ret75+\)](#), [Adrian Semmelink, PAg](#) (posthumously awarded).

## 50 YEAR REGISTRANTS (recognized mid 2020 – April 2021)

[John Berry, PAg\(Ret\)](#)

[Noel Roddick, PAg\(Ret\)](#)

## 25 YEAR REGISTRANTS (recognized mid 2020 - April 2021)

Martin Carver, PAg

Terry Chow, PAg

Barbara Edwards, PAg(Ret)

Kim Grout, PAg

Ernie Maynard, PAg

Daniel McAllister, PAg

Donald Meeks, PAg(Ret)

Katherine O'Leary, PAg

Terry Peters, PAg(Ret)

Todd Redding, PAg

Michael Shum, PAg

Wendy Siemens, PAg

Sandra Sulyma, PAg

Andrew Upper, PAg

Kevin Walker, PAg

Michael Younie, PAg

## NEW ARTICLING AGROLOGISTS (AAGs)

Jennifer Anema

Bobby Asuncion

Rachel Backer

Bradley Bennett

Emily Betz

Shauna Black

Drew Bondar

Eric Boudreau

Rachel Brotherston

Sara Carlson

Spencer Gilbert-Parkes

Hunter Gleason

Megan Gray

Alison Groenen

Nathan Hartnett

Mitch Harris

Sarah Hirschfeld

Jordan Hromyk

Vera Ikharea

Kirandeep Kaur Mani

Laura Keery

Olivia Kirby

Franz Kirschbaum

Skylar Kylstra

Andrew Chan

Crystal Chan

Roman Chapman

Kailey Charest

Christopher Cheater

Myeongzae (Chad) Choi

Jack Common

Carolina Costa-Giomi (on leave)

Angeli de la Rosa

Myles Lamont

Nicole Lavoie

Vanessa Lea

Hok Ling (David) Lee

Edward (Ted) Lewis

Nicole JM MacDonald

Brennan Macdonald

Kalyn May

Ross McCarter

Kelly McKinnon

Georgia (Taylor) McRae

Mark Metcalfe

Acacia Meyer

Katerina Miller

Margarete Dettlaff

Ashwinder Dhaliwal

Lindsay Dodds (on leave)

Bryan Driscoll

Katarina Duke

Laura Ferguson

Alaina Fontes

Michelle Gagnon

Katherine Garrah

Philip Garvey

Kristina Mosely

Eric Moses

Victoria Munroe

Paige Munro

Paramdeep Nahal

Le Triet Nhan Nguyen

Connor Nielsen

Adrian On

Rebecca Ouellette

Andrew Owens

Adebusola Oyenuga

Michele Parisien

Lynn Pinnell

Samuel Pittman

Stefany Rasmussen  
Shane Roberts  
Connor Robinson  
Devin Robinson  
Cynthia Robinson  
Jose Rojas Doyharcabal  
Siamak Roshani Zaferanloo  
Shazia Sabir (on leave)

Tara Salm  
Xavier Sandoval  
Andrea Seager  
Heather Short  
Amy Sigsworth  
Jasper Smith  
Christian Smith  
Katherine (Kate) Smith

Byron Vallis  
Thomas Varley  
Nicole Veikle  
Dardy Vixamar  
Diana Vyssokikh  
Janine Weber  
Jillian Wheatley

### **NEW TECHNICAL AGROLOGISTS (TAgS)**

James D'Andrea  
Loren Price

Kristy Palmantier  
Kaylin Salanski

Justin St. Andrassy

### **NEW DUAL REGISTRANTS (registered in 2+ provinces)**

Muhammad Adil Akbar, PAg  
Anne Anderson, PAg  
Cortney Angelstad, PAg  
Stephanie Brown, TAg  
Travis Butler, TAg  
Kara Dallaire, PAg  
Paul Fuellbrandt, PAg  
Kyle Griffin, PAg

Nathan Hachey, PAg  
Kristin Kendrew, PAg  
Benjamin Misener, TAg  
David Novak, PAg  
Samuel Ogali, PAg  
Kasey Reber, TAg  
Jason Richl, PAg  
Ronald Salomonson, PAg

Erica Schell, PAg  
Rashmi Sinha, PAg  
Keegan Smith, PAg  
Oleksandr (Alex) Tarika, PAg  
Melanie von Engelhardt, PAg  
Timothy Wyatt, PAg

### **TRANSFER-IN REGISTRANTS (from other provinces)**

Alexander Allsopp, AAg  
Lindsay Benbow, PAg  
Angela Gessleman, PAg  
Natasha Kinloch, PAg(Ret)

Jenna Lajoie, AAg  
Andrew Llewelyn-Jones, PAg  
Chad Loyek, ATAg  
Brock McLeod, PAg

Cintia Nascimento, PAg  
Jennifer Nguyen, AAg

### **NEW ARTICLING TECHNICAL AGROLOGISTS (ATAgS)**

Phoebe Ayer  
Jordan Chia  
Stephanie Crowe  
Mariah Dornsbusch  
Julie Galloway  
Jaden Gross  
Melisa Gunn

Alexander Hyde  
Sherri Jonkman  
Sianna Kennedy  
Lenore Mallis  
Allison McCabe  
Britney Myers (on leave)  
Nicholas Naylor

Kacie Peever  
Sydney Raison  
Steven Reichheld  
Steele Warkentin  
Tabitha Zoche

### **NEW PROFESSIONAL AGROLOGISTS (PAgS)**

Pablo Aleman Taco  
Tyler Anderson  
Iraleigh Anderson  
Joshua Andrews

Paul Antonelli  
Carmela Arvelo  
Courtney Barr  
Cori Barraclough

Erin Bates  
Stephen Bazzo  
Sharon Bennett  
Landon Benson

Leslie Berkes  
 Kazlyn Bonnor  
 Celia Boone  
 Jacquelyn Boruch  
 Emily Carmichael  
 Kristen Cockburn  
 Christopher Coxson  
 Kathrynne Cunningham  
 Mairi Dalglish  
 Jasmin Dobson  
 Sabina Donnelly  
 Caitlin Dorward  
 Rae Dunphy  
 Chelsea Enslow  
 Katie Galliazzo  
 Chris Garda  
 Kim Geeves  
 Melissa Graham  
 Marika Green  
 Taylor JP Griffin  
 Celina Guerreiro  
 Andrew Haddock  
 Daphne Hall (on leave)  
 Danalee Harvey (on leave)  
 Ryan Herbert

JP Hervieux  
 Breanne Hill  
 Robyn Hooper  
 James Humble  
 Mathew Isenor  
 Anastasia Ivanusic  
 Bryan Jackson  
 Stephanie James  
 Kelly Krawchuk  
 Amanda Kuhn  
 Andrew Kuiper  
 Jordan Kummerfield  
 Isabelle Larocque  
 Carole Mahood  
 Leanne McDonald  
 Benjamin McKinnon  
 Cali Melnechenko  
 Natalie Morrison  
 Sarah Mortenson  
 Jennifer Moss  
 Elmira Nazar  
 Amy Norgaard  
 Alissa Nyheim-Rivet  
 Ibukun Oluseyi Olasanmi  
 Steven Pasichuk

Nicole Penner  
 Sonja Peters  
 Jennifer Petersen  
 Timothy Philpott  
 Mahesh Pudasaini  
 Gundeep Randhawa  
 Hamud-ur Rehman  
 Christine Reimer  
 Kamalpreet Sran  
 Darren Stewart  
 Taylor Strosher  
 Emma Swabey  
 Serina Swanson  
 Jillian Tamblyn  
 Chris Thoreau  
 Ashley Tod  
 Miranda Tuininga  
 Meagan Vidian-Jones  
 Megan Wainwright  
 Charles Weiterman  
 Cedar Welsh  
 Allison Westin  
 Bryce Whitehouse  
 Brandon Wood (on leave)

## NEW STUDENTS

Aruzhan Amangaliyeva  
 Alexandra (Alex) Bissett  
 Cheyenne Chu  
 Crystal Crompton  
 Bethany Diver  
 Sulgi Drysdale  
 Derek Gilbert  
 Andrew Hartford  
 Ryu Her  
 Elizabeth Houghton

Maxwell Hoyer  
 Samantha Jung  
 Nicola Jurinovic  
 Madison Lee  
 Alejandro Leiva  
 Jorrin Lenton  
 Cynthia Limantono  
 Tiffany Limantono  
 Julianna Louth  
 Rosina Mak  
 Diego Martinez Mayorga

Genevieve Mindorff  
 Donovan Roberts  
 Danielle Rosenberg  
 Brittany Savoie  
 Ali Schroeder  
 Soomin Shin  
 Ellen Storey  
 Madeline Stuart  
 Emalee Vandermale  
 Wenwen Wang  
 Minghuan Xu  
 Lu Xu

