

# 2023

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# Annual REPORT



MAY 2024



**BC INSTITUTE OF  
AGROLOGISTS**

Cultivating Natural Resource Professionals

# Land Acknowledgement

We respectfully acknowledge the 2024 AGM takes place on the ancestral lands of the Snuneymuxw First Nation, which is embraced within the Coast Salish Peoples who reside on the eastern coast of Vancouver Island but whose territory touches many parts of the Salish Sea. We would like to expand that acknowledgment to all Indigenous Nations within the province from the home of the Taku River Tlingit (ta-koo river tling-get) and Tahltan (tall-tan) in the far northwest to the Ktunaxa (toonah-ha) people in the southeast region. Agrologists have worked together with Indigenous peoples since time immemorial. We share a common goal of respect for the land and the resources it can provide, and we recognize our duty to foster meaningful relationships as we help sustain it.



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# History, Vision and Mission

Founded in 1947, the British Columbia Institute of Agrologists (BCIA) is legislated under the *Professional Governance Act (PGA)* of British Columbia, which came into effect on February 5, 2021. BCIA is granted the privilege of self-regulation under the guiding disciplines of the PGA. The Office of the Superintendent of Professional Governance (OSPG) oversees the governance of regulatory bodies under the PGA and sets the policy directives which the regulators must follow.

Under the PGA, BCIA's mandate is to serve and protect the public interest for the exercise of the profession, professional governance and the conduct of its Registrants in the Registrants' regulated practice. In addition, BCIA is to exercise its powers and discharge its responsibilities in the public interest.

## Regulated Profession

BCIA is the self-governing regulator of registered agrologists in British Columbia. To consistently achieve its primary objective of protecting the public interest, BCIA requires that all those practicing agrology within the province be qualified, competent and accountable through Regulated Practice. The definition of Regulated Practice is outlined on the BCIA website at [www.bcia.com](http://www.bcia.com) and is the basis upon which the Institute governs its Registrants.

## BCIA's Vision

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

## BCIA's Mission

The mission of the British Columbia 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.

## BUILDING AND MAINTAINING A STRONG BC INSTITUTE OF AGROLOGISTS

The BCIA Board exists to implement the mission and mandate of the organization. The Strategic Plan guides the actions of the Board to meet its statutory role.

In supporting the imposition and administration of its mandate under the Act, BCIA undertakes to:

- Support & strengthen its statutory committees:
  - Audit & Practice Review
  - Credentials
  - Discipline
  - Investigation
  - Nomination
- Maintain high standards of conduct for its Registrants
- Provide a certification process which includes the requirement for its Registrants to have achieved certain educational standards and to undertake ongoing professional development once certification has been granted.
- Promotes the agrology profession and liaises with other related regulators.



# 2023-2024 Board

The Board is responsible for BCIA's strategic direction within the guidelines of the *Professional Governance Act* and BCIA Bylaws. The annual election process fills positions on the Board. The positions are volunteer, and members do not receive remuneration.

## The Role of the Board

There are five ways in which the Board meets its leadership responsibilities:

- Defines the strategic direction of the organization
- Set policies of governance within the Institute
- Provides financial and legal stewardship
- Monitors and evaluates organizational effectiveness
- Hires and evaluates the Chief Executive Officer

## District 1 Board Members



**Rebecca Martin, PAg**  
Chair



**Natasha Neumann, PAg**



**Jessica Morgan, PAg, RPBio**  
Past Chair



**William Shaw, PAg**

## District 2 Board Members

## District 3 Board Members



**Warren Mills, PAg**



**Yasemin Parkinson, PAg**



**Kirk Phair, PAg**  
Treasurer

## Lay Board Members



**Guy Chartier**



**Carla Corbett Schiller, RPBio**



**Brock Endean**



**Betsy Gibbons**

Regulators under the *Professional Governance Act* are required to have four Lay Board Members appointed by CABRO (Crown Agencies and Board Resourcing Office) serving on their boards. Lay Board Members contribute to the BCIA Board by representing the public interest in the governance of the profession.

BCIA would like to welcome the newest Lay Members Guy Chartier and Betsy Gibbons who joined in 2024.



# Chair Report

Hello, my name is Rebecca Martin, PAg and I am the elected Board Chair of the BCIA. I have been a registrant since 2007 practicing in the areas of contaminated site assessment, investigation and remediation, and regulatory authorizations. I reside in Prince George which is situated on the unceded traditional territory of the Lheidli T'enneh First Nation, part of the Dakelh (Carrier) peoples' territory.

First Nations across the province permit us to practice our work in agrology and expect us to walk lightly on their land and maintain their thousands of years of stewardship. I do believe that the inherent nature of our work promotes land stewardship and the tendency to leave the land "in a good way". I commit to continue to strive to be a good steward during my time here and continue to acknowledge the grief imposed through our settlement of these lands and encourage you to do the same.

2023 marked a year of organizational transition for the BCIA as we continued our transition from a member-based association to a public interest-based regulator. To position the Institute for success the Board made staffing changes in July with the temporary appointment of Jane Kerner, PAg as our Interim CEO, and the hiring of Ryan O'Grady, PAg in October as our Registrar. Throughout 2023, the office continued to grow with the hiring of Kara Hamilton, Finance Officer, and most recently Jennifer Hobson, Administrative Assistant.

The Board continues to focus on identifying the key organizational requirements needed in our future leader. There were strategic cost overruns in 2023 deemed necessary to meet our organization and statutory requirements. We continue to be transparent and fiscally prudent while ensuring we meet the Regulatory mandate of the *Professional Governance Act (PGA)*.

Staff led us through the latter half of 2023, with extensive province-wide outreach initiatives raising our visibility, strengthening our engagement with the other regulators and the OSPG, and conducting informative compliance activities for practitioners of agrology across the province who may not be aware that they now fall under our regulated umbrella. This educational outreach is part of BCIA's compliance requirements under the PGA, which is an approved approach of the OSPG Superintendent.

The statutory work of the BCIA could not have been carried out without tireless effort by those who volunteer their time on the Board, the standing committees, Branches, and the working groups, 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 Board recognizes we are in an active period of growth. Thank you to our staff, and the volunteers who worked countless hours on provincial committees/working groups and branch executives, you are invaluable to the function of our Institute!

As we move through 2024, the Board will continue to make decisions in alignment with our statutory obligations and strengthen relationships and collaboration with the other regulators under the PGA as we all move forward under this new PGA framework. It continues to be my privilege to lead an outstanding group of people on the Board.

**Rebecca Martin, PAg**  
BCIA Board Chair



# Interim CEO Report

The 2023 year was, again, one of change. The 2023 Conference/AGM was held in Kamloops in April, however, because BCIA had not been able to have its financial audit completed in time for the meeting, the meeting's conclusion was postponed to a later date.

In July 2023, BCIA's former CEO's role was terminated, and I was asked to step in as Interim CEO, which I did as of July 23, 2023.

Initial tasks included getting the 2023 financial audit underway in preparation for the culmination of the 2023 AGM, working with BCIA's Human Resources consultants to effect further changes in staffing, coordinating the off-site management of accounts and payroll, and working with CRA to bring all accounts current. In September 2023, Kara Hamilton was hired as Finance Officer, and has taken over all in-house financial tasks, including branch budget management, on-site bookkeeping, account reconciliation and payments, along with all financial file management. She was able to work effectively with the auditors, BDO Canada, to initiate and finalize the 2023 financial audit and has since, been instrumental in allowing the current audit to be prepared on time.

BCIA's Deputy Registrar took on an increased task load as well, and a huge thank you goes out to Don Rugg, PAg, who

stepped in as Interim Registrar for a few months, to assist with the transition.

To provide additional guidance after the initial staffing changes, the Board of Directors brought Tecker International in to provide governance training to its members and to the chairs of all statutory committees. Glen Tecker provided a 2-day governance training workshop in September in Nanaimo, whereat the basis of a new strategic plan was discussed along with other governance issues and implementation approaches. (It should be noted that BCIA is still working on an appropriate perspective for the creation of a new Strategic Plan.)

In October, 2023, a new Registrar was hired - Ryan O'Grady PAg, PEng - who was able to take on the task of working with the Deputy Registrar just as registration renewal notices were sent out. He has since handled many questions from existing and potential registrants & attended many outreach activities and Conferences in an effort to bolster the BCIA registration base and provide a much-needed source of educational information regarding the requirements affecting the practice of agrology as defined within the *Professional Governance Act (PGA)*.

Over the months leading up to December, BCIA senior staff were actively involved with the *Crown Agencies & Board Resourcing Office of BC* to secure 2 additional lay members for its Board of Directors.

For some time, the Board had operated without the availability of the required 4 lay members, placing additional responsibilities on its remaining 2 lay persons. In February 2024, the interview efforts were rewarded with the appointment of two new lay members, Guy Chartier, and Betsy Gibbons, both of whom have extensive business and governance experience.

Unfortunately, the changes in staff over the past year, coupled with some finalization agreements with previous staff, have been expensive for BCIA and regrettably, this year's budget was inclusive of a deficit. So far, we have not had to tap into any savings as economies have been accessed wherever possible. Although there had been some plans for more senior staffing inclusions which would have been helpful in implementing the regulatory expectations under the Professional Governance Act, such additions have had to be temporarily postponed. A new Administrative Assistant, Jennifer Hobson, was recently hired to provide much-needed immediate relief for the Deputy Registrar, and to undertake other aspects of office management in the future.

In January 2024 BCIA received the 2023 audited financial statements from BDO Canada so was able to schedule the finalization of its 2023 AGM. The meeting was held virtually on January 16th, 2024, and attending registrants were presented with the findings of the Report.

Moving forward, BCIA will be focusing on continuing outreach, timely financial management and expanding its relationships with the other regulating

bodies with which it frequently meets and works closely– Forest Professionals BC (FPBC), Engineers & Geoscientists BC (EGBC), the College of Applied Biologists (CAB), Applied Science Technologists & Technicians of BC (ASTTBC), and the Architectural Institute of BC (AIBC). Already these important relationships have been strengthened through our efforts to participate in conferences, collaborate on best practices and provide supportive outreach via meeting with government departments, post-secondary institutions, and other agricultural associations (BC Organics, BC Agriculture Council, the BC Land Commission, etc).

With the pending implementation of the *International Credential Recognition Act* (ICRA) which endeavors to streamline the application process for international applicants to obtain their professional designation here in Canada, we have been meeting with government and other regulators to prepare for the increased data collection and analysis which the government will require as of summer 2024.

In line with its legislated requirements as a regulatory body under the *Professional Governance Act*, BCIA has engaged Bradley Chisholm of The Regulator's Practice to provide specific regulatory governance training to its Board. In addition, it has engaged outside regulatory legal counsel to consult on the update of parameters necessary to provide more effective support for all BCIA's statutory committees, and eventually update its bylaws to accord more fully with the *Professional Governance Act* (PGA).

BCIA has continued to be an active participant in Agrologists Agronomes Canada,

the federal agriculture association. Recently the body changed its name to the Alliance of Canadian Agrology Regulators (ACAR) to accord more fully with the purposeful changes which most of the provincial organizations have experienced. As a consortium of regulators across Canada, the mandate is to, at all times, preserve and protect the public interest with respect to the exercise of a profession, professional governance and the conduct of the registrants.

Over the past 8 months, BCIA has been active on the Board of the *Land Summit Society*, as it, along with the Planning Institute of BC, Appraisal Institute of BC, BC Society of Landscape Architects and Real Estate Association of BC, prepared for the combined Land Summit conference which occurs every 5 years and which this year, is planned for May 8-10th, 2024 in Nanaimo at the Vancouver Island Conference Centre.

Over the next year BCIA will be looking to clarify its needs based on its legislated position, as earlier outlined, and will be looking to hire long-term senior staff to administer its future development. In addition to fulfilling its regulatory duties, however, BCIA will remain focused on providing service to its current and potential registrants as they also progress along their professional path and looks forward to continuing to overcome the challenges it has faced and strengthening its position as a stable reliable regulator of all practicing agrologists within BC.

**Jane H. Kerner, PAg**  
BCIA Interim CEO



# Registrar Report

Since joining the BCIA staff as Registrar in October 2023, I have had the pleasure of meeting many of you virtually and in person. I offer a brief introduction for those whom I have not yet met.

Like many of you, my career path has been quite diverse. I spent my first 20 years on a Saskatchewan grain farm, where we grew cereals, oilseeds, and legumes. I received my agricultural and bioresource engineering degree from the University of Saskatchewan and spent most of my twenties working internationally in agriculture. I was fortunate to gain experience in over 30 countries with a wide range of agricultural commodity crops beyond those common in Canada, including cotton, sugar cane, pineapples, avocados, and many more. I was also fortunate to gain experience with livestock, including cattle, sheep, poultry, camels, and emus. I am grateful for the perspective gained from working in many agricultural sectors and cultural settings.

In 2008, I made a significant career shift, transitioning my focus from agricultural production to environmental protection. Since then, I've worked with municipal, regional, and provincial governments throughout Western Canada as a government employee and consultant. In 2020, I joined the BC provincial government and worked with the Climate Action Secretariat before joining the Ministry of Emergency Management and Climate Readiness (EMCR). While at EMCR, I had the unique opportunity to lead the

co-development of the new *Emergency and Disaster Management Act* with Indigenous partners. As an uninvited settler on Coast Salish lands, it was incredibly humbling to witness Royal Assent of the first piece of co-developed legislation to address inherent rights and title in alignment with the *Declaration on the Rights of Indigenous Peoples Act*. My personal commitment to advancing Indigenous reconciliation has been bolstered through learning firsthand the disproportionate impact of climate and emergencies on Indigenous peoples. I encourage all of us to consider how these impacts have been further exacerbated through the impacts of colonialism on both agricultural and environmental systems.

The BCIA community continues to grow, and I am pleased to report that registration increased almost 6% last year. We are now over 2000 registrants. I acknowledge all of you for continuing to cultivate and grow the BCIA community, especially through your volunteer efforts. Attending events in person has reinforced the incredible value that volunteers bring to BCIA through generous contributions of time and expertise. I acknowledge this as the BCIA Registrar responsible for our statutory requirements and personally, as everyone has busy lives, and your generous contributions continually inspire me. I encourage all of you to consider joining a BCIA Committee, your local Branch Executive, or the BCIA Board. I also recognize and appreciate that many of you not in formal volunteer roles continue to champion the practice of agrology through your day-to-day work, professional networks, and answering

everyone's favourite question: What is an Agrolgist?

As a result of the Professional Governance Act (PGA), BCIA has undergone a significant transition in recent years, and I am grateful to be part of the leadership team that is positioning the organization for the future. This transition includes a fundamental culture shift from a member-based association to a public-interest-based regulator. Culture shifts can be challenging for many reasons, especially when considering professional careers and personal identities. We realize this culture shift has resulted in many ongoing changes, and we appreciate your patience and understanding as we collectively navigate the transition. As the PGA operationalization process continues to evolve, we are working closely with the other PGA regulators and the Office of the Superintendent of Professional Governance (OSPG) to better understand and streamline process requirements for PGA registrants.

The regulated and reserved practices of the PGA and the Agrolgists Regulation are foundational for ensuring public safety. They also result in significantly increased responsibilities for the PGA regulators, particularly compliance related. BCIA is fortunate that the OSPG has been very understanding as we raise awareness of the PGA for current and future registrants. Much of my time will continue to be allocated toward advancing compliance for current and future registrants. This includes the Statutory Duty to Report, which many of you have asked about. I invite you to connect with me to discuss specific circumstances or interpretation of the duty to report materials provided on the OSPG website.

**2023 BCIA ANNUAL REPORT**

On a personal note, I would like to acknowledge the BCIA Deputy Registrar, Laurena Olsen. Laurena has been with the BCIA for 19 years and is the epitome of institutional knowledge. Through immense transition, Laurena has been an unwavering champion, generously offering her wisdom, time, and patience. She navigates change with grace while coordinating countless initiatives simultaneously behind the scenes. Laurena provides a warm and welcoming first point of contact for new registrants, and I received her warm welcome when I transferred my PAg from Saskatchewan in 2012, and again when I became Registrar. BCIA would not be where it is today without Laurena and her commitment to the organization. Thank you, Laurena.

As BCIA registrants moving forward together, I welcome the opportunity to learn more about your personal practice of agrolgy and any questions or recommendations you may have for BCIA. Please feel free to connect. I wish all of you a fulfilling and prosperous 2024.

**Ryan O'Grady, PAg, PEng**  
BCIA Registrar





# Provincial PD Coordinator Report

In this report I will highlight key achievements, initiatives, and collaborations that have contributed to the growth and success of professional development within BCIA over the last twelve months. Having joined BCIA on April 20, 2023, I have had the privilege of collaborating with all eight Branches of BCIA and witnessing the remarkable dedication and enthusiasm of our Registrants. During this time, BCIA has fulfilled its commitment to promoting excellence in agrology, fostering Indigenous engagement, advancing professional development, and strengthening community connections.

**Indigenous Programs:** The Level 1 Indigenous requirement was successfully achieved by mid-2023 following a dedicated two-year effort to ensure compliance. Subsequently, all new registrants are required to complete a designated course from a list of BCIA-recommended Level 1 courses, allowing Registrants to attend training sessions that suit their schedules. These courses are listed on our website for easy access.

In October 2023, BCIA staff attended the "Canadian National Association of Regulators" for training and material gathering to support our indigenous programs.

Recognizing the importance of authentic Land Acknowledgments, BCIA engaged an Indigenous Consultant to develop and deliver Land Acknowledgment Webinars. These sessions aim to educate Registrants on appropriate wording, respectful mannerisms,

and the meaningful significance of Land Acknowledgments.

To commemorate the Truth and Reconciliation Public Holiday, BCIA organized a social media and email campaign encouraging Registrants to participate in related events over the long weekend, fostering reflection and awareness.

**BCIA Ethics for Professionals and Refresher Courses:** Our Ethics for Professionals and Refresher courses continued throughout the year with significant interest and participation rates. While this course was previously available online due to the pandemic, it is now just offered in-person for individuals undertaking it for the first time as new Registrants. This adjustment was made due to the highly interactive nature of the course, which significantly enhances the learning experience in a face-to-face setting.

Upcoming Ethics Course dates and locations are TBA pending the completion of the spring Ethics course series. We will publicize those courses once the details are confirmed.

**Branch Professional Development:** In working with various BCIA Branches, we have successfully organized and facilitated a range of professional development opportunities throughout the year. These initiatives have not only strengthened connections within our community but have also provided invaluable learning experiences for our members, contributing to

their ongoing professional growth and development.

Acknowledging the value of face-to-face interactions, BCIA is actively encouraging Branches to host more in-person events to facilitate community building and networking among Registrants. These include tours, social gatherings, and educational sessions, aimed at engaging and supporting Registrants across various regions.

**Professional Development and Articling Coordinator Support:**

I initiated a collaborative support group for Professional Development Coordinators and Articling Coordinators to convene bi-monthly, aiming to enhance PD experiences across branches and foster a robust network for troubleshooting and sharing recommendations. This initiative emerged from the need to adapt PD offerings in response to registrants' evolving preferences and the challenges posed by remote work and virtual engagement following the pandemic. The inaugural session took place on January 9, 2024, and will be held bi-monthly under the oversight of Ryan O'Grady, PAg, PEng, Registrar.

**BC Climate Action Fund (BCCAF) and BCIA Collaboration:**

Through collaboration with the BCCAF, BCIA successfully delivered in-person and webinar sessions on topics including Rotational Grazing, Cover Cropping, and Nitrogen Management. These sessions aimed to enhance understanding and adoption of sustainable agricultural practices among Registrants and the broader public.

**Professional Governance Act (PGA)**

**Communications Group:** I attend quarterly meetings to collaborate on sharing best practices and identifying opportunities for

operational improvements with our partner regulatory bodies. These engagements provide valuable insights that enhance collaboration and contribute to improved organizational effectiveness within the PGA network.

**Audit and Practice Review Committee (APR), and the Communications Group:**

During the transition at BCIA, I was the BCIA staff representative for both the APR and Communications Group. The APR's activities included efforts to ensure adherence to professional standards and ongoing improvement of BCIA practices. The Communications Group's activities included the scholarship program, best marketing practices and exploring opportunities for operational improvements. I have since transferred the responsibility of these groups to Ryan O'Grady, PAg, PEng, Registrar, and Jane Kerner, PAg, CEO, respectively.

It has been a truly rewarding experience to work alongside the BCIA team and the Branches, as well as engage with agrologists across the province.

**Jasmine Wong**

Provincial PD Coordinator



# Committee and Working Group Reports

## Audit & Practice Review Committee

The Audit and Practice Review Committee (APRC) has been established in accordance with the *Professional Governance Act* (PGA) to address issues related to professional practice. Our mandate is to “Ensure the BCIA Registrants have the competence and expertise to serve the profession and protect the public in accordance with the PGA and the Bylaws” and to “Act in accordance with policy governance principles, with all operational decisions to be made by management of the BCIA”. During 2023 this committee has expanded significantly and has been very active addressing the needs of the BCIA.

The Committees Members:

- Geoff Mercer, AAg, Chair
- Matthew Davidson, PAg
- Philip Garvey, PAg
- Geoff Hughes-Games, PAg
- Nicole Pressey, PAg
- Eveline Wolterson, PAg
- Lay Committee Member: Barb Carle-Thiesson

As we continue to work on redeveloping practice and professional standards, we acknowledge the great work that was

done by our colleagues on the Credentials committee to move those two aspects forward. As that work has been achieved, this committee has begun the audit and professional development work required to implement the positive impacts of reserved practice.

The 2023 Professional Development (PD) Audit was finalized on October 25, 2023, with 68 of the total 81 registrants meeting PD requirements. The APRC is working with the 13 registrants who did not meet PD requirements in order to help them meet their objectives. Thank you to the BCIA staff, BCIA contractors Don Rugg, PAg and Bonnie Keleher, and our volunteer auditors for their dedication during this audit.

We wish to thank Jasmine Wong, the Provincial PD Coordinator. This committee is eternally grateful for the countless hours and hard work she has dedicated to it. We would also like to thank Ryan O’Grady, PAg, PEng who joined the BCIA in 2023 as Registrar. His tireless efforts have been essential in the progress that the APR Committee has made in 2023.

We look forward to working with our new members that recently joined the committee: Eveline Wolterson, PAg, Nicole Pressey, PAg, and Philip Garvey, PAg.

The combined experience and knowledge they bring to the committee is invaluable and we thank them for their service. This committee is working on redeveloping the PD requirements to be better aligned with current and future PGA requirements. This work will be a priority for BCIA, and we thank all the members of the APR Committee for taking this on. If you are interested in helping to develop these guidelines, please contact the BCIA office.

**Geoff Mercer, AAg  
Chair, Audit and Practice Review  
Committee**

**Credentials Committee**

- The BCIA Register had 1999 registrants and 107 Student Members plus 1 Honourary Agrologist as of December 31, 2023 for a total of 2107 on the register.
- There was an increase of 116 registrants and 1 student member in 2023 from 2022.
- In 2023, BCIA reviewed a total of 190 applications under the five regulated designations. This was an 18% increase in applications from 2022. Under the Expedited Admission Program 32 of the 190 applications were approved for immediate PAg or TAg designation.
- Under Bylaw 13, 49% of the total number of applications reviewed were assessed primarily by the Chair of the Credentials Committee. Applications with no questions presented with courses previously assessed are filtered only through the Chair so that the committee can focus on the more challenging applications.
- 16% of applications were approved for an articling term reduction from two years to one year.
- Advances from articling status to full professional status (AAg to PAg, ATAg to TAg) were approved internally by the Registrar with a total of 73 applications.
- The Limited License Agrologist designation launched in September 2022 is designed for those qualified to practice a limited scope of agrology at a professional level yet may not have the educational qualifications to become a PAg or TAg. Since launch to December 31, 2023, 10 applications have been reviewed and approved.
- 35 dual and transfer-in request applications from those registered with another agrology institute in Canada were approved internally by the Registrar.
- The highest percentage of registrants on the register are PAg (77%), with the next largest registrant category being AAg (15%). The remaining registrants (8%) included healthy increases of TAg (+23), ATAg (+15), and LLAG (+9) registrants in 2023.

In closing I would like to acknowledge the consistent and ongoing dedication of the BCIA Deputy Registrar, Laurena Olsen as well as our closely aligned committee whose experience and skillsets are invaluable in the launching of Agrologists and the expansion of the BCIA.

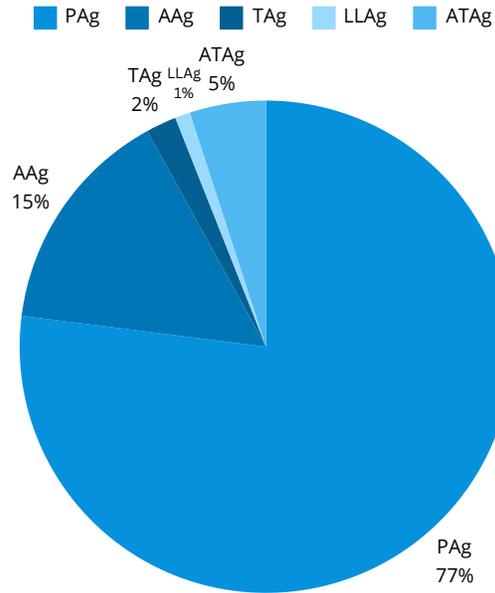
Thank you to the following committee members:

- Martin Sills, PAg(Ret), Chair
- Vafa Alizadeh, PAg, Vice Chair
- Kristen Cockburn, PAg

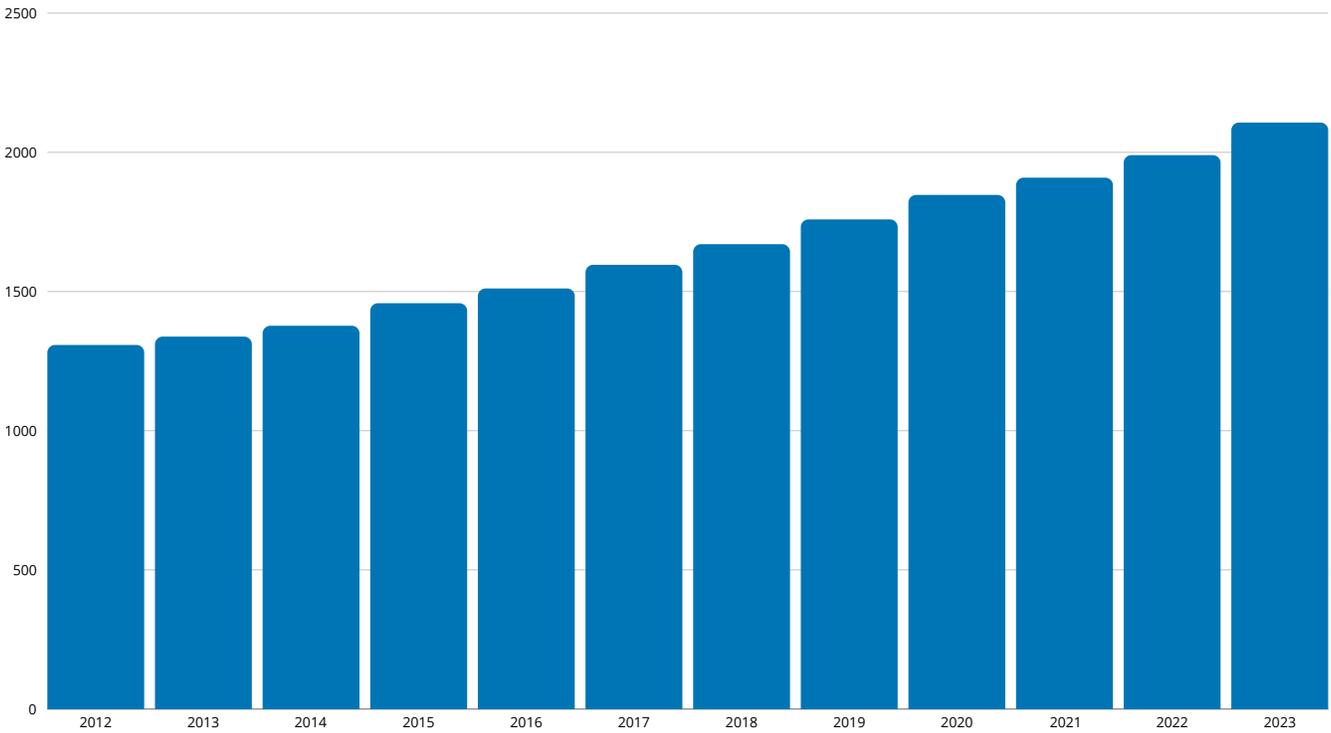
- Harmanjit Dhadli, PAg
- Philip Garvey, PAg
- Geneve Jasper, PAg
- Ruth McDougall, PAg
- Charlotte Norris, PAg
- Rafiullah Sahibzada, PAg
- Yuan Zhang, PAg
- Lay Committee Members:
- Wilson Chim
- Kiarash Izadifar
- Evelina Odrzygozdz
- Kathy Siedlaczek (resigned March 2024)

**Martin Sills, PAg (Retired)**  
**Chair, Credentials Committee**

**Percentage of BCIA Registrants as of December 31, 2023**



**BCIA Register, 2012 to 2023**



## Investigation Committee

The Investigation Committee has not met in person but a sub-committee of the Investigation Committee, under an appointed Chair, has met remotely to investigate a complaint against an agrologist. The sub-committee has prepared a report and will be forwarding it to the Discipline Committee.

In 2023, four complaints were received with three of these dismissed by the Registrar.

The mandate of the Investigation Committee is to initiate complaints and/or investigations of matters that may constitute a breach of bylaws or the PGA.

The committee is composed of:

Don Rugg, PAg, Chair

Andrea Gunner, PAg

Rob Kupchanko, PAg

Barb Oke, PAg

Brian French, PAg

Lay Members:

Kiarash Izadifar

The PGA section 58 requires registrants to report the practice of an identified registrant when there is reasonable and probable grounds to believe that the identified registrant's practice may pose a risk of significant harm to the environment or to the health and safety of the public or group of people. This reporting duty extends to an employer or partner of an identified registrant when employment or partnerships are impacted because of the risk of harm from the identified registrant's practice.

The ethical obligation for professionals to raise concerns about another professional's conduct or practice is well established in code of ethics and is an important role that professionals play to protect the public interest. While this ethical obligation remains, the new statutory duty to report is important to understand.

Given the requirements of the PGA section 58 (2) it is expected that the committee will become more active in the coming years.

- 58(2) "If a Registrant has reasonable and probable grounds to believe that an identified Registrant (which means a Registrant of any regulatory body subject to the PGA) is engaged in the regulated practice that may pose a risk of significant harm to the environment or the health or safety of the public or a group of people" then, they must report this to the registrar even if the information on which the belief is based is confidential.

**Don Rugg, PAg**  
**Chair, Investigation Committee**

## Nomination Committee

The Nomination Committee is currently authorized by the BCIA Board under Section 32(2) of the *Professional Governance Act* of BC [SBC 2018] CHAPTER 47 (PGA), and Section 14 and 16(e) of the BCIA Bylaws. 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 Board Member, 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.

We welcomed Sheila Street, PAg to the committee in October bringing our total membership to 9. The current Committee members are:

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

In 2023, the Nomination Committee received requests for review of 6 nominees for various positions within BCIA.

The following nominees were reviewed and approved by the committee.

- Nicole Pressey, PAg- Member, Audit & Practice Review Committee
- Eveline Woltersen, PAg- Member, Audit & Practice Review Committee
- Sheila Street, PAg- Member, Nomination Committee
- Russ Horton, PAg.- Instructor, BCIA Ethics Course
- Philip Garvey, PAg- Member, Audit & Practice Review Committee
- Cory Davis, PAg- Member, Governance Committee

Regarding the 2023 Board Member nomination process, there was one vacancy in District 3 (Vancouver and Victoria & Islands Branches) and Warren Mills, PAg was acclaimed into the position; no election was required.

I would like to express my sincere thanks to all members of the Nomination Committee for their work and commitment, and to the BCIA staff for their support.

Moving forward, the committee will continue on behalf of BCIA to fulfill our mandate through encouraging BCIA Registrants to volunteer on committees and working groups, conducting fair and equitable nominations reviews and to meet our delegated responsibility for developing, publishing and enforcing the desired qualifications and eligibility requirements for elected positions on the Board in compliance with the PGA, the BCIA Bylaws and the values of transparency, accountability and clear communication.

**George Geldart, PAg**  
**Chair, Nomination Committee**

## Communications Working Group

The Communications Working Group (CWG) operates within its current TOR under the purview of the BCIA. The CWG Members are:

- Serena Black, PAg, Chair
- Kevin Eastwood, PAg
- Martin Sills, PAg (Ret)
- Linda Wilson, PAg (Ret)

Members are appointed for two-year terms and may serve a maximum of three consecutive terms (maximum six years) unless the Board grants a term extension. Linda Wilson, PAg (Ret), completes her time on the committee in April 2024. We extend a sincere thank-you to Linda for her dedication to the CWG. Her professionalism and attention to detail on all matters was greatly appreciated, including her expertise and leadership around scholarship delivery. We wish Linda fair winds and following seas, for all her future endeavors (and sailing adventures).

The *Professional Governance Act* (PGA) has led to changes to activities that are appropriate for BCIA to participate in and subsequently, to those activities which may be suitable for the CWG to pursue. A priority for the CWG moving forward is assessing proposed activities under the consideration of how they comply with the rules and principles within Section 22 of the PGA.

### Special Projects

The CWG explored two special outreach projects this past year. One of those projects was to establish a Toastmaster's Club for BC Agrologists to support professional development by allowing participants to increase their leadership and communication skills while having some fun networking. Although it would not be associated with BCIA directly, it is still in the planning stages with

additional information planned for September 2024. The other project was the development of a podcast program however, its focus was not within the parameters of the PGA, so its pursuit was discontinued.

### Scholarships

Although the BCIA Scholarship opportunities are funded and administered by the Institute itself, the CWG oversees the evaluation of the submissions and makes recommendations for their award. The group updated the essay question and assessed the responses. BCIA received 11 scholarship applications in 2023. Overall, the Working Group was happy to see an improvement in the quality of applications and the question sparked intriguing discussions in the essays submitted. We continue to urge applicants to read the provided guidelines when writing their essays. We recommended that the Board award two scholarships: one to undergraduate Avery Chan (BCIA Student Member) and one to graduate student Kayla Harris (on leave).

### Meetings

The CWG has had a total of six virtual meetings, and one in person meeting for the calendar year of 2023. The CWG is eagerly looking for new members to join the working group to bring in new perspectives and ideas, and to help BCIA navigate these activities and ensure that effective communication activities continue and serve BCIA's new role. Volunteering with the working group is an excellent opportunity for the creative and analytical thinkers who can help determine the future role of the working group under the new PGA guidelines.

**Serena Black, PAg**  
**Chair, Communications Working Group**

## Governance Working Group

Members supporting the mandate of the Governance Working Group over the past year were:

- Rob Kupchanko, PAg (Chair)
- Yeganeh Asadian, PAg
- Keith Duhaime, PAg
- Brian Mauza, PAg
- Carl Withler, PAg
- Cory Davis, PAg, and Curtis Ruttan, AAg, appointed to the working group in December 2023, and March 2024, respectively.

Because the BCIA Board approved the Governance Committee shift to a working group in late 2023, there is no requirement for lay member(s).

As BCIA operates fully under the *Professional Governance Act (PGA)* it moves to preserve and protect reserved titles or reserved practices in the public interest. It is also responsible to govern the registrants with respect to the PGA, Regulations and Bylaws. One of the roles of the Board is to make the decisions regarding the strategic plan, goals and priorities of the BCIA. The Board is also responsible for maintaining the Board Governance manual and abiding by the adopted governance model.

We note the need for review of Governance manual to update terms to bring it into line with the PGA and our Bylaws.

Board operation and function relies on individual Board members input through evaluations and it our job to ensure their voice be heard and reported back to the Board for improving their effectiveness.

We have made it a priority to ensure that the evaluation questions be carefully crafted to gain the necessary information that will assist Governance Working Group in evaluation and oversight.

Our purpose in BCIA continues to oversee the Institutes function under the Complimentary Governance Model. After promulgation of the Agrologists Act in 2003, BCIA chose the Complimentary Governance Model above other models such as the Carver and Traditional Governance Models, however, with the PGA integration, there seems to be more emphasis with the separation of the Board with day to day operations, a model more reflected under the Carver Model. Nevertheless, the Complimentary Governance Model continues to work well for that purpose. Even under the PGA, this model will continue to serve us well. It optimizes function in several ways:

- by allowing the Board to be responsible for both the governance and management of the BCIA as a regulator,
- the CEO and Registrar are accountable to the institute for the management of the BCIA and employed staff,
- the Board is responsible for determining all governing policies of the institute, while the CEO and Registrar are responsible for determining the administrative policies, and
- the Board defines and approves Code of Conduct for Board members, while defining a separate code of conduct for the CEO and Registrar.

To summarize, under the Complimentary Governance Model, the management structure allows the BCIA to be responsible for defining strategic direction, policy development and implementation by way of volunteer standing committees and working groups, providing financial and legal stewardship, monitoring organization effectiveness, and hiring and evaluating staff.

**Rob Kupchanko, PAg**  
**Chair, Governance Working Group**





# Branch Reports

## Cariboo Central Interior Branch

In 2023 the CCI Executive Committee included Marc Schuffert, PAg (Chair), Emma Swabey, PAg (Vice-Chair), Kevin Vaughan, PAg (Secretary), Alyssa Skov, PAg (Treasurer), Michelle Miller, PAg (Articling Coordinator), Brittany Moore, ATAg (PD Coordinator), Katie Galliazzo, PAg (Director – South), Brennan Beaudin, AAg (Director – Central), Nicole Veikle, PAg (Director – West), and Melissa Nitz, AAg (Director at Large). This group met virtually once a month to plan, coordinate and manage branch business.

Many excellent ideas for PD were put forward in 2023, however greatly reduced volunteer capacity meant reduced branch PD offerings. We focused on providing a high quality, in-person event to encourage members to get back to connecting face to face.

A well-attended “Climate Action in Agrology” event was hosted on November 3rd, 2023 in Prince George. The audience heard from farmers, teachers, planners and scientists in a day of climate action conversations focused on climate reality, hope, bright spots, and what it takes to experiment, feel and connect as we continue to experience, respond, and adapt to climate change in Interior and Northern BC. A carbon neutral winery tour and social was hosted that evening at Northern Lights Winery, where members gathered to connect & learn about fruit production, brewing, and business.

Big thanks to Andrea Byrne, George Powell, and Traci van Spengen – without their help these events would not have been possible.

At the Pacific Northwest Regional Science Fair hosted in Smithers on March 15 multiple well done agriculture projects made selecting a winner for our award challenging. After interviews with the students and consultation with the judges, Branch Chair, Marc Schuffert, PAg, presented the BCIA CCI Agrologist Award to a student for a project titled “Lettuce’ Use A Refractometer”. This project aimed to determine if homegrown or local vegetables have a higher Brix % than store bought vegetables and therefore are possibly more nutritious. Providing support to regional science fairs is a great opportunity to speak with youth engaged in agriculture and science and is something our Branch Executive continues to enjoy supporting.

A big thanks to Nicki Veikle, PAg, Director West, for planning and coordinating the CCI branch AGM this year. Held virtually on November 1st, the AGM was well attended (73 participants) and provided an opportunity for over 15 articling members to make their presentations. A strictly virtual AGM format works well for our branch, given the broad geographic area.

Learning from 2023 – we plan to offer more virtual events through 2024.

We'll be starting our Lunch and Learn series back up and launching a CCI Agrology Reading Club.

This past year – we have been so grateful for the support and direction that Jasmine Wong has provided since joining the BCIA. We want to send a massive thank you directly to Jasmine, and to all the BCIA staff for their support.

For CCI members wanting to stay up to date or connect with other CCI agrologists, check out our “Cariboo Central Interior Agrologists” Facebook Page. Any members interested in helping put on PD events throughout the year, you're welcome to join one of the monthly branch meetings to get connected.

**Emma Swabey, PAg**  
**CCI Branch**

## Fraser Valley Branch

I am thankful for the 2023 executive committee team who worked diligently throughout the year to deliver on our mandate. Their collective efforts resulted in six PD events, and a year-end networking event for our mentors and articling members.

The Fraser Valley Branch Executive met 11 times this past year to plan for professional development opportunities that help further our members continuing education and professional development.

While we continued to offer virtual events in 2023, we were pleased to be able to host several in-person events, including field

tours and social networking events. The Branch is grateful for the teachings and learnings shared by all our presenters this past year.

Please keep in mind that your branch depends upon you, as members, to retain relevance and to function adequately under the umbrella of the BCIA. The focus of any branch is the Articling Agrologist program along with networking and professional development and your Executive will welcome your input. We encourage everyone to be involved and reach out to us if you have ideas for training or professional development.

Membership in the Fraser Valley Branch grew this past year, up 7%, to 241 from 225 in 2022. The registrant breakdown for the 2023 and 2022 year for comparison is provided in the table below.

The BCIA and Fraser Valley Branch Executive would also like to recognize the long service of Douglas Janzen, PAg (retired) who has been a Professional Agrologists with the Institute for 25 years and David Sand PAg (retired) who has been Professional Agrologists with the Institute for 50 years.

Moving forward in 2024, we will continue to focus on providing our Fraser Valley Branch members with professional development opportunities with a mix of virtual and in-person gatherings. Thank you to all those who helped organize our events that help serve our registrants and thank you to the BCI staff for supporting our Branch.

**Kim Grout, PAg**  
**Fraser Valley Branch**

## Kamloops Branch

The Kamloops Branch Executive would like to acknowledge that they live, work and facilitate BCIA events on the beautiful territory of the Secwepemc Nation.

The 2024 Kamloops Executive consisted of the following excellent members:

- Andrew Nielsen, PAg – Chair
- William Woods, AAg – Vice-Chair
- Margarete Dettlaff, PAg – Secretary
- Elizabeth (Lisa) Grisenthwaite, AAg – Treasurer
- Ben Sampogna, PAg – Articling Coordinator
- Mandeep Saini, AAg – Professional Development Coordinator
- Rae Dunphy, PAg – Director at Large
- Mairi Jones, PAg – Director at Large
- Amy Sigsworth, PAg – Director at Large
- Kathyne Cunningham, PAg – Director at Large

The Executive met several times in 2023 to budget and plan for professional development. We were able to move away from strictly virtual PD events this year to include in-person gatherings and presentations.

The Kamloops Branch Executive put on the following events in 2023:

Kamloops Hosts BCIA-AGM

- Additional Events include: BCIA workshops held on Friday, April 21
  - Indigenous awareness and professional governance act
  - Waste reduction at City of Kamloops
  - Working with First Nations to protect water

- Community economic development
- Consultation in BC
- Archaeology in BC
- April 22 BCIA Tours:
  - Cinnamon Ridge Composting facility tour
  - Grasslands Restoration Tour of Lac Du Bois
  - New Afton Mine Tour

Spring Social, April 27, 2022

- Kamloops members gathered at a Mason's Kitchen and Bar at the Sun Rivers golf course to mingle, share appetizers and listen to a presentation by Fred Fortier of the Simpcw First Nation.

Invasive Weeds Field Trip Event with TNRD, July 27, 2023

- The Thompsen-Nicola Invasive Plant Management Committee facilitated a workshop with multiple stakeholders to address and learn the impacts of terrestrial invasive weeds in the region.

BC Cumulative Effects Framework Lunch and Learn, September 20, 2023

- Kamloops Branch hosted a lunch and learn on the multiple human and natural disturbances in the Thompson Okanagan Region. Chelsea Enslow, PAg, presented on climate change and growing resource demands in the region.

Moving forward in 2024, we will continue to focus on providing our Kamloops members with professional development opportunities with in-person gatherings to encourage reconnecting post covid.

**Andrew Nielsen, PAg**  
**Kamloops Branch**

## Kootenay Boundary Branch

In 2023, the Kootenay Boundary Branch included Hanna McIntyre, PAg as Chair; Kenzie Lightburn, TAg as Chair-Elect; Jason House, PAg as Secretary; Shawna LaRade, PAg as Articling Coordinator; Alexa Matthes, PAg as Treasurer; Sarah Hirschfeld, PAg, Danny Smart, ATAg, and Kenzie Lightburn, TAg as Professional Development Coordinators; Robyn Hooper, PAg as Past-Chair; Natasha Neumann, PAg and Rebecca Martin, PAg as Board Members.

Our executive team started the year by revisiting the member survey from 2022 to continue to explore diverse opportunities for professional development. Professional development (PD) was a challenge in 2023 for our branch. There were many operational challenges throughout the year that impacted professional development delivery in the Kootenay Boundary. Despite these challenges, the Professional Development team continued to look for opportunities despite setbacks.

In 2023, we saw an increase in new members following the enactment of the *Professional Governance Act*. It was great to see so many professional and articling members join our meetings throughout the year to gain some PD hours and introduce themselves to the branch. We were amazed by the many, diverse, and dedicated folks joining our branch. This region is full of incredible people who are clearly dedicated to their work as Agrologists.

I am very appreciative of the work the executive team has done this year and it has been a privilege getting to know everyone. I'd like to thank the executive for

their professionalism, hard work, and persistence. I'd also like to thank all of the members and registrants of the Kootenay Boundary Branch for all of the work that you do in our region.

**Hanna McIntyre, PAg**  
**Kootenay Boundary Branch**



## Okanagan Branch

Every year when I write this report, I reflect on the events of the previous year and take stock, considering the main issues facing agrologists. Looking back over the last three years there have been incredible challenges. Pandemics, flooding, drought, wildfires – it sounds like the premise for an apocalyptic blockbuster film. Yet these are the everyday challenges that face agrologists today. My hope is that by gathering together and supporting each other, sharing ideas and participating in discussions, we are stronger together and can collaboratively create solutions to better improve our resiliency as individuals and as members of the agrology community.

In the spirit of this, Professional Development opportunities are one of the ways that we as the Okanagan Branch can help facilitate opportunities for learning and networking in our community. Some highlights from the last year include the grazing for fine fuel management pilot site field tour, a collaboration with the BC Cattlemen's Association, Kalamalka Forestry Centre tour and social at Marten's Brew Pub, and many Lunch and Learn sessions.

Membership in the Okanagan Branch has grown. Since last year's AGM, we have 255 members, which represents an increase of 24 members from the previous year. This includes 168 Professional Agrologists, 24 Articling Agrologists, 8 Technical Agrologists, 13 Articling Technical Agrologists, 11 Student Members, 1 Limited License Member, 9 Agrologists on Leave, and 21 Retired Agrologists.

I would like to thank the 2023 executive members for their volunteered time, hard work, and dedication to the Okanagan Branch: Andrew Kuiper, PAg (President Elect), Adrian Arts, PAg and Lindsay King, PAg (PD Coordinators), Catherine Hayes, PAg (Articling Coordinator), Melissa Graydon, PAg (Secretary), Paige Munro, PAg (Treasurer), Maureen Grainger, PAg (Director Central), Christina Forbes, PAg (Director South), Gisele Rehe (resigned) (Director North), and Alana Crump, PAg, Carl Withler, PAg and Harmanjit Dhadli, PAg (Members at Large). Thank you all, I have enjoyed working with each and every one of you, and truly appreciate your contributions to the Okanagan Branch!

The Okanagan Branch is also lucky to have District 2 Board Member William Shaw, PAg and BCIA PD Coordinator Jasmine Wong – thank you both! And a final thanks to the BCIA Head Office for supporting our branch answering our many questions, and guiding us through the year.

I am so grateful for the opportunity you have given me to lead this branch these past three years, and I look forward now to passing the torch to our incoming President, Andrew Kuiper, PAg!

**Theresa Loewen, PAg**  
**Okanagan Branch**

## Peace River Branch

2023 was a busy year as we finally moved past global pandemic restrictions. Looking back into the near future, the pandemic ultimately changed how people and professionals interact. The fires and drought conditions, that started early in the season, made travel and work challenging with smoke and air quality, access and constant changes to work plans. The continued fallout from the fire and drought will persist through this year, with further drought conditions and the potential for high risk-fire activity.

While we lots of great ideas for professional development, it was difficult to organize with differing areas of practices. Ideas such as erosion control, restorative agriculture, tours of the Tse'k'wa Caves are all still on the table and finding ways to make some technical professional development in the Peace River Region is incredibly challenging. This year our branch hopes to have some more in person and virtual events to meet everyone's needs and we are actively receiving feedback to help facilitate this.

We want to continue to on providing our members with professional development opportunities for this coming year with the hopes we can arrange a few in person gatherings. We have had several new members join in the past few years and would like to give everyone the opportunity to meet again.

**Kristen Zoerb, PAg**  
**Peace River Branch**



## Vancouver Branch

I acknowledge that the land on which we live, work and play is the unceded territory of the Coast Salish Peoples, including the territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwitulh (Tseil-Waututh) Nations and extend our thanks to them.

The Vancouver branch executive held monthly Microsoft Teams meetings in 2023 with two in-person meetings to discuss branch business. This year the Vancouver Branch hosted one webinar, two farm tours, and one networking event along with the joint-professional development (PD) event co-hosted with the Fraser Valley Branch.

Our directors Jamie Townsend, TAg, Dan D'Angelo, PAg, Patricia (Trish) Hanuszak, PAg along with support from Lori Larsen, PAg and Kate Schendel, PAg planned and executed several great PD events. Events included a cranberry harvest tour at Hopcott Farms, an articling registrant networking event where attendees played a round of contaminated sites Jeopardy, along with a webinar on the Highly Pathogenic Avian Influenza. A tour of the Petkov kiwi farm was planned by the provincial coordinator and offered to Vancouver branch registrants.

Our PD Coordinator, Kelly Moore (on leave), with support from Trish and our secretary Carson Li, PAg worked with the BC Agricultural Climate Action Research Network to host a full day PD event called "Innovating Agrology: Emerging Tech for Sustainability & Climate Resilience".

This all-day event included speakers and site tours followed by a networking reception co-hosted by the Vancouver and Fraser Valley Branch.

Along with playing a significant role in organizing the joint-PD event, our secretary Carson Li, PAg, took our meeting minutes and kept us accountable with our action items.

Adrian On, PAg, our Treasurer, ensured that our events were able to stay within our budget and collaborated with fellow board members in the event planning process.

Graham Watson, PAg our Articling Program Coordinator, graduated many articling registrants to full Professional status, organized volunteer opportunities, virtual introductions and oath readings, and always made himself available to answer any questions articling registrants have had.

Kathy Ma, PAg our President-Elect, supported the team throughout the year, including covering for me to lead our executive meetings and being available to help with PD when I was unavailable. Kathy also has been a huge help in organizing the Annual General Meeting (AGM) this year.

Warren Mills, PAg, Yasemin Parkinson, PAg and Kirk Phair, PAg represent District Three on the board. Warren and Yasemin are part of the Vancouver Branch and kept us informed of board updates and were always available to provide valuable feedback and support to the executive.

Our branch 2023 AGM was held in person on February 7, 2024, at the Vancouver Creekside Community Center. Before the AGM was called to order, a talk on the tools of chemical analysis to predict, prevent and mitigate the impact of forest fire smoke on grapevines and wine was delivered by Dr. Wesley Zandberg from the University of British Columbia – Okanagan. The AGM included an overview of 2023 branch goings on as well as the election of the 2024 Executive. The 2024 Executive includes Kathy Ma, PAg, Carson Li, PAg, Graham Watson, PAg, Marika Green, PAg, Deb Bryant, PAg, Adrian On, PAg, Kate Schendel, PAg, Trish Hanuszak, PAg, Kyrie Zhang, PAg, Noa Bridson, AAg, and Tyler Prentice, PAg.

I would like to thank to the outgoing executive committee members for their contributions over the past year. The significant time dedicated to BCIA has allowed for the Vancouver Branch to create meaningful PD opportunities for Registrants to expand their professional knowledge, increase their professional network and help articling registrants achieve professional status.

**Taisha Mitchell, PAg**  
**Vancouver Branch**



## Victoria & Islands Branch

The Victoria and Islands Branch Executive has the ongoing goal of providing our Branch Registrants with diverse opportunities for professional development, socialization and networking, and volunteering and community support.

### Branch Events April 2023 to March 2024

April 16: Vancouver Island Regional Science Fair with Katarina Duke, PAg and Lana Harach, AAg participating as judges.

April 27: Lunch and Learn webinar "BC's River Forecast Centre: An Operational Overview" presented by two RFC hydrologists, Jon Goetz, PAg and Natasha Cowie, PAg.

May 10: Agrologists Reading Club "Undermining environmental assessment laws: post-assessment amendments for mines in B.C., Canada and potential impacts on water resources," facilitated by Jenn Wilson, PAg.

May 27: Swan Lake Christmas Hill Nature Sanctuary invasive species removal volunteer event led by Melina Sorensen, PAg.

June 13: Agrologists Reading Club "Source, migration and toxicology of microplastics in soil", facilitated by Melina Sorensen, PAg.

July 8: Tour of the GFL Organics Recycling Facility in Delta, led by Jeff Styles, PAg.

August 3: Lunch and Learn webinar "Cascadia Seaweed: Nature Based Solutions for a Healthier Planet" presented by Bill Collins and Erin Bremner-Mitchell.

September 9: Tour of the Westholme Tea Farm in Duncan, coordinated by Jenn Wilson, PAg.

September 13: South Island Social at Ile Sauvage Brewing in Victoria, led by Melina Sorensen, PAg and Natasha Cowie, PAg.

September 16: K'omoks First Nation Tour of Comox River and Kus-kus-sum Site, coordinated by Natalie Tashe, PAg.

September 19: Agrologists Reading Club "Western Canadian freshwater availability: current and future vulnerabilities," facilitated by Natasha Cowie, PAg.

September 23: North Island Social at Longwood Brew Pub in Nanaimo, led by Steve Stussi, PAg.

October 1: Branch AGM and Sea Cider Farm and Ciderhouse Tour in North Saanich, coordinated by Jenn Wilson, PAg.

October 28: Nanaimo Foodshare Urban Farm Tour in Nanaimo, coordinated by Steve Stussi, PAg.

November 17: McLoughlin Point Wastewater Treatment Plant Tour in Victoria, coordinated by Beth Sobieszczyk, PAg and Jeff Styles, PAg.

December 5: Agrologists Reading Club  
 “Spatial distribution of selenium and other potentially toxic elements surrounding mountaintop coal mines in the Elk Valley,”  
 facilitated by Jenn Wilson, PAg.

January 15: Agrologists Reading Club  
 “Reducing food’s environmental impacts through producers and consumers,”  
 facilitated by Thom O’Dell, PAg.

February 2-3: Islands Agriculture Show with multiple registrants participating as volunteers at the BCIA booth.

February 21: Agrologists Reading Club  
 “Identification and quantification of macro- and microplastics on an agricultural farmland,” facilitated by Melina Sorensen, PAg.

February 28: Agrologists Reading Club  
 “Paleohydrological context for recent floods and droughts in the Fraser River Basin,” facilitated by Natasha Cowie, PAg.

Going into 2024, we will continue to provide an array of fun and educational events for our Registrants. This year’s Branch AGM, in a hybrid online and in-person format, is planned for Saturday, October 12, 2024 at Fairwinds Golf Club in Nanoose Bay.

A thank you to all those who help organize our events and activities that help serve our Registrants and our communities on Vancouver Island and the Gulf Islands.

Finally, thank you to the BCIA staff for supporting our Branch and being a wonderful resource for answering our questions and giving us new ideas.

**Natasha Cowie, PAg**  
**Victoria & Islands Branch**





# Financial Statements

For the Year Ended December 31, 2023

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## Independent Auditor's Report

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To the board of directors of British Columbia Institute of Agrologists

### Report on the Audit of the Financial Statements

#### Opinion

We have audited the financial statements of British Columbia Institute of Agrologists (the Institute), which comprise the statement of financial position as at December 31, 2023, the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Institute as at December 31, 2023, 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 *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Institute 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.

#### Emphasis of Matter - Restated Comparative Information

We draw your attention to Note 9 to the financial statements, which explains that certain comparative information presented for the year ended December 31, 2022 has been restated. Our opinion is not modified in respect of this matter.

BDO Canada LLP, a Canadian limited liability partnership, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.



### **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 Institute'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 Institute or to cease operations, or has no realistic alternative but to do so.

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

### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these 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 Institute'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 Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Institute 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.

We 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

*BDO Canada LLP*

Chartered Professional Accountants

Vernon, British Columbia

April 19, 2024

## British Columbia Institute of Agrologists Statement of Financial Position

December 31	2023	2022 (Restated)
<b>Assets</b>		
<b>Current</b>		
Cash	\$ 127,117	\$ 440,355
Investments (Note 2)	775,000	575,000
Accounts receivable	104,743	36,178
Prepaid expenses	-	2,796
	1,006,860	1,054,329
Tangible capital assets (Note 3)	872	73
Intangible capital assets (Note 4)	93,010	92,932
	\$ 1,100,742	\$ 1,147,334
<b>Liabilities and Net Assets</b>		
<b>Current</b>		
Accounts payable and accrued liabilities (Note 5)	\$ 70,169	\$ 51,342
Deferred revenue (Note 6)	303,988	181,156
	374,157	232,498
<b>Net Assets</b>		
Internally restricted	225,000	225,000
Unrestricted	501,585	689,836
	726,585	914,836
	\$ 1,100,742	\$ 1,147,334

On behalf of the Board:

 Director

## British Columbia Institute of Agrologists Statement of Changes in Net Assets

For the year ended December 31	Restricted Funds	Unrestricted funds	2023 Total	2022 Total
Balance, beginning of the year	\$ 225,000	\$ 728,558	\$ 953,558	\$ 845,556
Prior Period Adjustment	-	(38,722)	(38,722)	-
Balance, beginning of the year	225,000	689,836	914,836	845,556
Excess (deficiency) of revenues over expenses	-	(188,251)	(188,251)	108,002
Balance, end of the year	\$ 225,000	\$ 501,585	\$ 726,585	\$ 953,558

**British Columbia Institute of Agrologists  
Statement of Operations**

For the year ended December 31	2023 Total	2022 Total (Restated)
<b>Revenue</b>		
Membership dues	\$ 1,069,230	\$ 1,036,279
Professional development revenue	64,509	42,183
Application and other fees	-	1,850
Interest income	33,699	5,506
Other revenue	54,074	23,450
	<u>1,221,512</u>	<u>1,109,268</u>
<b>Expenses</b>		
Amortization	16,879	18,415
Bank charges and fees	40,211	30,536
Council and executive fees	38,702	57,744
Executive director expenses	9,015	61,427
Insurance	4,924	4,614
Office and miscellaneous	243,225	203,371
Professional fees	308,963	123,757
Rental	36,881	33,871
Repairs and maintenance	2,724	3,351
Transportation	3,242	4,202
Travel	49,791	21,018
Utilities	13,031	6,885
Wages and benefits	642,175	470,797
	<u>1,409,763</u>	<u>1,039,988</u>
<b>Excess (deficiency) of revenues over expenses</b>	<b>\$ (188,251)</b>	<b>\$ 69,280</b>

**British Columbia Institute of Agrologists  
Statement of Cash Flow**

For the year ended December 31	2023	2022
<b>Cash flows from operating activities</b>		
Cash receipts from members	\$ 1,242,079	\$ 1,059,507
Cash paid to suppliers and employees	(1,409,981)	(956,918)
Interest received	33,699	5,506
	<u>(134,203)</u>	<u>108,095</u>
<b>Cash flows from investing activities</b>		
Purchase of investments	(775,000)	(575,000)
Proceeds on investments	575,000	675,000
Purchase of capital assets	(17,757)	(73,001)
	<u>(217,757)</u>	<u>26,999</u>
<b>Net (decrease) increase in cash</b>	<b>(351,960)</b>	<b>135,094</b>
<b>Cash, beginning of the year</b>	<b>479,077</b>	<b>343,983</b>
<b>Cash, end of the year</b>	<b>\$ 127,117</b>	<b>\$ 479,077</b>

# British Columbia Institute of Agrologists Notes to Financial Statements

December 31, 2023

## 1. Significant Accounting Policies

**Nature and Purpose of Organization** British Columbia Institute of Agrologists (the Institute) is a non-profit organization incorporated under the laws of the British Columbia Agrologists Act. The Professional Governance Act took effect on February 5, 2021 which resulted in the repeal of the Agrologists Act. The Professional Governance Act provides a consistent governance framework for self-regulating professions and governs the five regulatory bodies overseeing agrologists, applied biologists, applied science technologists and technicians, engineers and geoscientists, and forest professionals.

The Institute is engaged to ensure that all members apply, represent, and maintain the highest ethical standards of professional conduct and competence.

The Institute is an agricultural organization under the Income Tax Act.

**Basis of Accounting** The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations.

**Use of Estimates** The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available.

**Financial Instruments** Financial Instruments are recorded at fair value when acquired or issues. In subsequent periods, financial instruments are reported at cost or amortized cost less impairment. If applicable, financial instruments are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of the financial instruments are charged to the financial instruments.

**Cash** Cash consists of cash on hand and bank balances.

**Tangible Capital Assets** Capital assets are stated at cost less accumulated amortization. Contributed capital assets are recorded at fair value at the date of contribution and are amortized, unless fair value is not determinable in which case contributed capital assets are recorded at nominal value at the date of contribution. Expenditures for repairs and maintenance are expensed as incurred. Betterments that extend the useful life of the capital asset are capitalized.

Amortization based on the estimated useful life of the asset is calculated as follows:

	Method	Rate
Computer hardware and software	Straight-line	2 years
Furniture and equipment	Straight-line	5 years

**Intangible Capital Assets** Intangible assets with finite useful lives are amortized over their estimated useful lives as follows:

	Method	Rate
Website	Straight-line	8 years

Intangible assets with finite useful lives are tested for impairment when events or circumstances indicate that their carrying amount may not be recoverable. The impairment test entails comparing the estimated future undiscounted cash flows associated with the asset to the asset's carrying amount to determine if a write down to fair value is required.

Research costs are expensed when incurred.

Expenditures on internally generated intangible assets in the development phases are expensed as incurred unless they meet the criteria for capitalization and amortization. Capitalized development expenditures are recorded at cost and amortized on a straight line basis over 8 years.

## 1. Significant Accounting Policies (continued)

**Revenue Recognition** The Institute follows the deferral method of accounting for contributions.

Membership dues, application and other fees are recorded when received or receivable. Membership dues, application and other fees are received in advance to the year to which they relate and are recorded as deferred revenue.

Professional development fees are recorded as revenue when received or receivable.

Interest income is recognized as revenue in the appropriate fund when earned.

Other revenue consists of late fees, reinstatement charges, ethics workshops, AGM and conference income, advertising fees, and professional seals. Late fees are recognized as revenue when received or receivable. Reinstatement charges are recorded as revenue when received. Ethics workshops are recognized as revenue when the workshop has been provided. AGM and conference income is recognized when the event has taken place. Advertising fees are recorded as revenue when received. Professional seals income are recognized as revenue when received.

**Contributed Services** Volunteers contribute many hours per year to assist the Institute in carrying out its activities. Due to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

## 2. Investments

The carrying amounts of investments are comprised of the following:

	2023	2022
At amortized cost:		
Guaranteed Investment Certificate, bearing interest at 4.45%, maturing March 2024	\$ 775,000	\$ -
Guaranteed Investment Certificate, bearing interest at 2.25%, matured during the year	-	575,000
	<u>\$ 775,000</u>	<u>\$ 575,000</u>

## 3. Tangible Capital Assets

	2023		2022	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Computer hardware	\$ 20,164	\$ 19,292	\$ 18,420	\$ 18,420
Furniture and equipment	13,142	13,142	13,142	13,069
	<u>33,306</u>	<u>32,434</u>	<u>31,562</u>	<u>31,489</u>
		<u>\$ 872</u>		<u>\$ 73</u>

## 4. Intangible Capital Assets

	2023		2022	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Website	\$ 127,470	\$ 34,460	\$ 111,458	\$ 18,526
		<u>\$ 93,010</u>		<u>\$ 92,932</u>

# British Columbia Institute of Agrologists Notes to Financial Statements

## December 31, 2023

### 5. Government Remittances

Included in accounts payable and accrued liabilities are government remittances payable of \$12,066 (2022 - \$11,524).

### 6. Deferred Revenue

The balance of \$298,409 (2022 - \$181,156) represents membership fees received in advance for the subsequent period. These amounts are recorded as a liability as they are unearned at year end.

Changes in the deferred revenue balance are as follows:

	2023	2022
Beginning balance	\$ 181,156	\$ 190,855
Add: amounts received related to expenses of a subsequent period	303,988	181,156
Less: amounts recognized as revenue in the year	(181,156)	(190,855)
Ending balance	<u>\$ 303,988</u>	<u>\$ 181,156</u>

### 7. Restricted for Future Expenses

The Board of Directors of the Institute have internally restricted \$225,000 (2022 - \$225,000) of net assets for potential legal and other costs that may arise in overseeing and administering professional conduct related issues of the Institute's members.

### 8. Financial Instruments

#### Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Institute is exposed to credit risk resulting from the possibility that a customer or counterparty to a financial instrument defaults on their financial obligations; if there is a concentration of transactions carried out with the same counterparty; or of financial obligations which have similar economic characteristics such that they could be similarly affected by changes in economic conditions. The Institute's financial assets that are exposed to concentrations of credit risk relate primarily to its cash and investments.

The Institute minimizes its credit exposure on derivative contracts by entering into transactions only with counterparties that are major investment-grade international financial institutions. The Institute restricts investments in debt instruments to those whose credit are independently rated to be of Investment Grade.

The Institute is also exposed to credit risk arising from all cash and investments being held at one financial institution.

### 9. Prior Period Adjustment

During the year, management reassessed the expenses that were recorded in the current year. Management determined that there were costs which were inappropriately included in the current year which were attributable to the prior year. These changes have been accounted for retrospectively resulting in the following adjustments to the 2022 Statement of Financial Position (Cash), Statement of Operations (Travel expenses, professional fees, and Office expenses) and the Statement of Changes in Net Assets (Unrestricted funds).

December 31, 2022	As previously Stated	Adjustment	Restated
<b>Statement of Financial Position</b>			
Cash	\$ 479,077	\$ (38,722)	\$ 440,355
<b>Statement of Operations</b>			
Travel	4,991	16,027	21,018
Professional fees	102,562	21,195	123,757
Office and miscellaneous	201,871	1,500	203,371
Excess (deficiency) of revenues over expenses	69,280	(38,722)	30,558
<b>Statement of Changes in Net Assets</b>			
Unrestricted funds	<u>728,558</u>	<u>(38,722)</u>	<u>689,836</u>

### 10. Commitments

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

2024	\$32,074
2025	\$30,818
2026	\$23,774

### 11. Comparative Figures

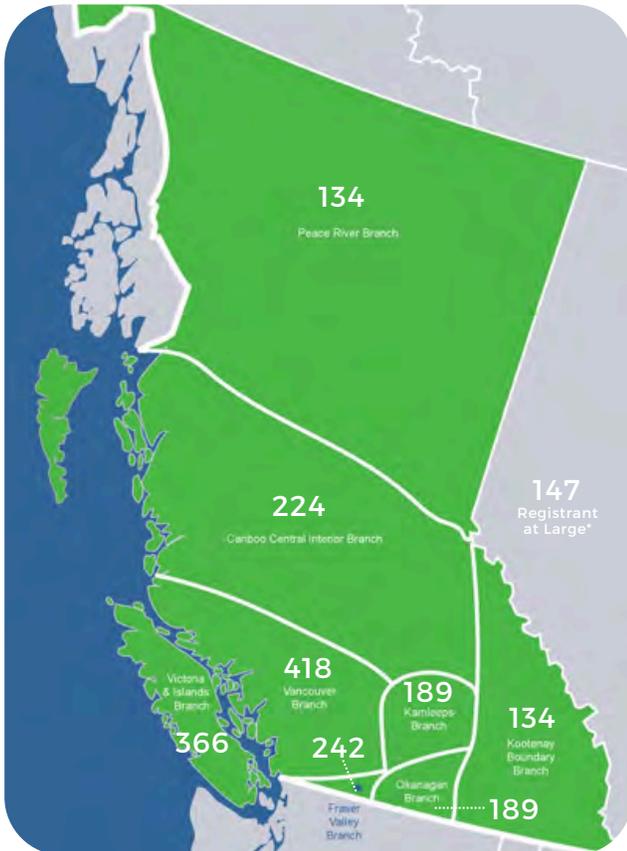
Certain comparative figures have been reclassified to conform to the current year's presentation.

**At the 2023 AGM, BCIA Registrants voted for and approved BDO to be the BCIA auditor for the 2023 fiscal year.**

**BCIA would like to thank BDO for their ongoing support.**

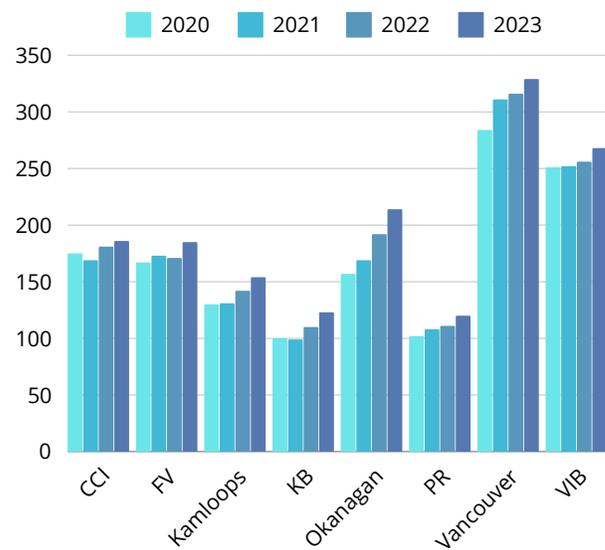
# 2023 Highlights

## Branch Membership - Regions

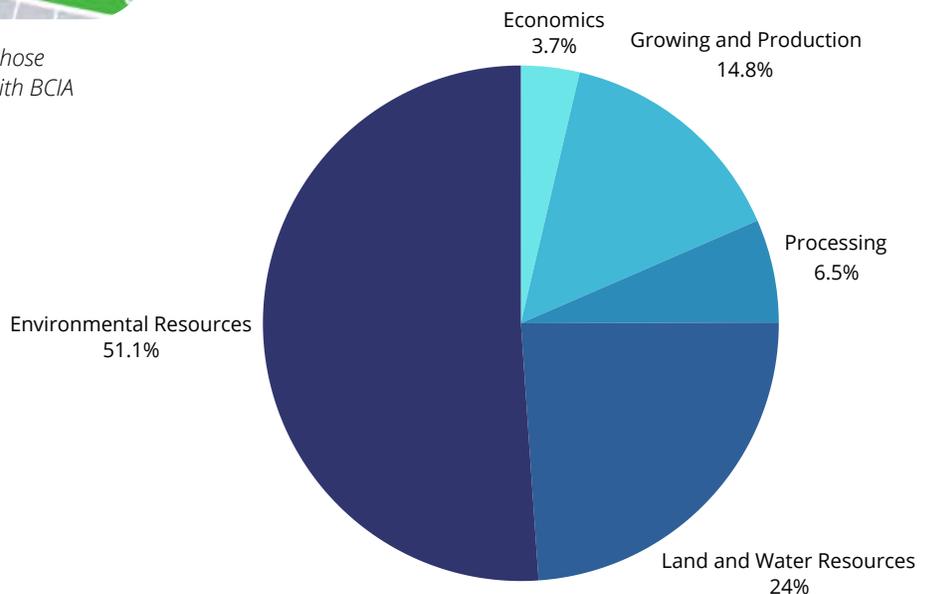


\*Registrant at Large-District 1 is assigned to those who may be out of province and registered with BCIA (ex. dual registrant).

## Branch Membership (2020 - 2023)



## Practice Sectors (2023)



# 1999

## Total BCIA Registrants

As of Dec. 31, 2023

## Annual BCIA Registration Stats (2013 - 2023)

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Applications	88	88	105	87	109	129	112	137	122	156	190
New AAgs	85	71	103	81	103	111	102	102	75	100	93
New ATAgS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18	35	30	38
New PAgs	71	52	60	91	71	96	93	78	75	89	87
New TAgS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4	6	5	19
New LLAgs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	9
AAgs	243	246	272	232	248	244	234	251	246	239	259
ATAgS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18	45	71	86
PAgs	914	952	977	1014	1045	1107	1147	1196	1234	1273	1318
TAgS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	12	19	42
LLAgS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	10
PAg(Retired)	99	114	119	137	145	157	167	171	178	184	172
On Leave	64	43	50	80	86	67	85	85	92	96	112
Students	18	21	39	47	71	94	125	119	101	106	107
Honorary Ag	0	1	1	1	1	1	1	1	1	1	1
Total	1338	1377	1458	1511	1596	1670	1759	1847	1909	1990	2107
<b>Annual Growth</b>		<b>2.8%</b>	<b>5.6%</b>	<b>3.5%</b>	<b>5.3%</b>	<b>4.4%</b>	<b>4.8%</b>	<b>4.8%</b>	<b>3.3%</b>	<b>4.1%</b>	<b>5.6%</b>

## Communications & Engagement - 2023 Highlights

BCIA uses a variety of platforms and tools to communicate with registrants. In 2023, the organization primarily used MailChimp to distribute email campaigns and/or individual email notifications to specific audiences and branches.

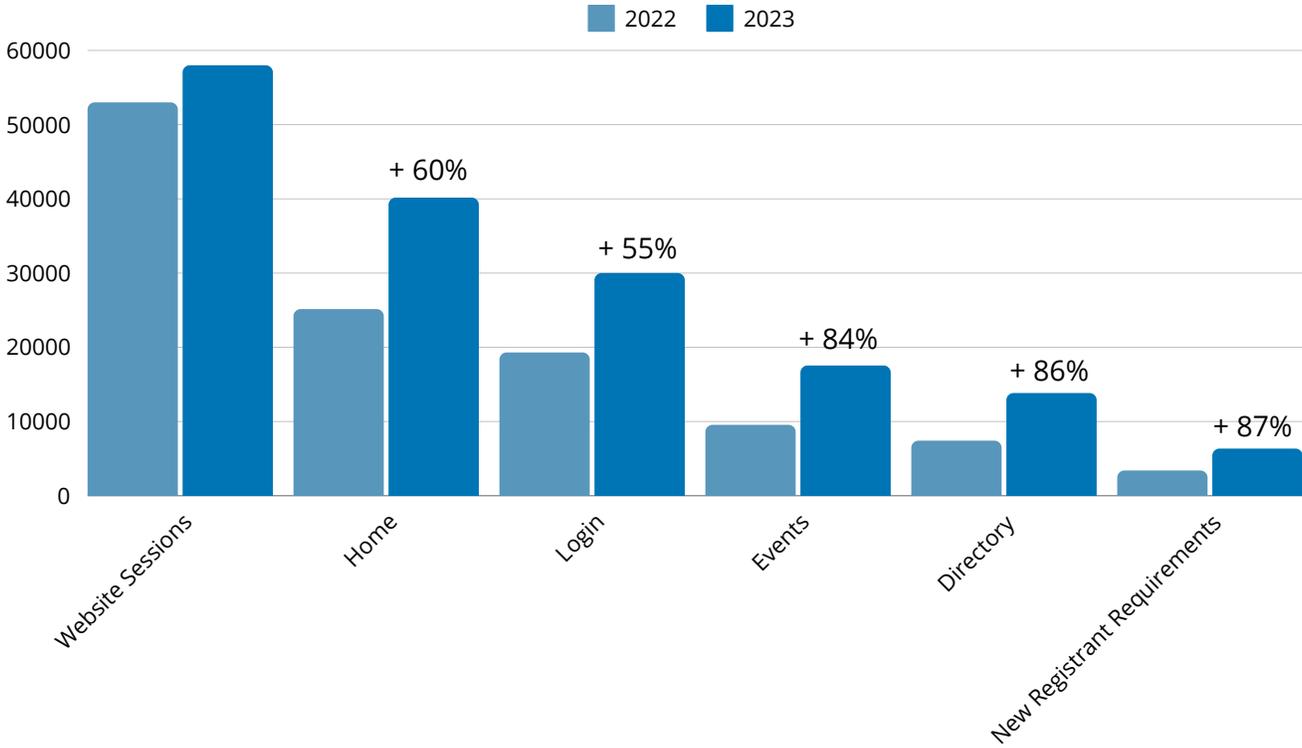
BCIA also uses social media and other online content sharing platforms (LinkedIn, Facebook, Instagram, YouTube, and Google Business Profile) to share news and events, connect with registrants and other stakeholders, enhance support, and further cultivate the BCIA community.

In 2023, the [bcia.com](http://bcia.com) website received over 335,000 views. The top 5 visited website pages in 2023 were: the home page, login page, events page, directory page, and new registrant requirements page. Website page visits to these pages have increased from **55% to 87%** from 2022 to 2023, with the largest increase in views being the “New Registrant Requirements” page.

During 2023, BCIA staff increased outreach efforts, education, and awareness, as well as attended various events both in-person and virtually.



### BCIA Website - Page Visit Increases (2022 - 2023)



**335k**

Total Website Page Views in 2023

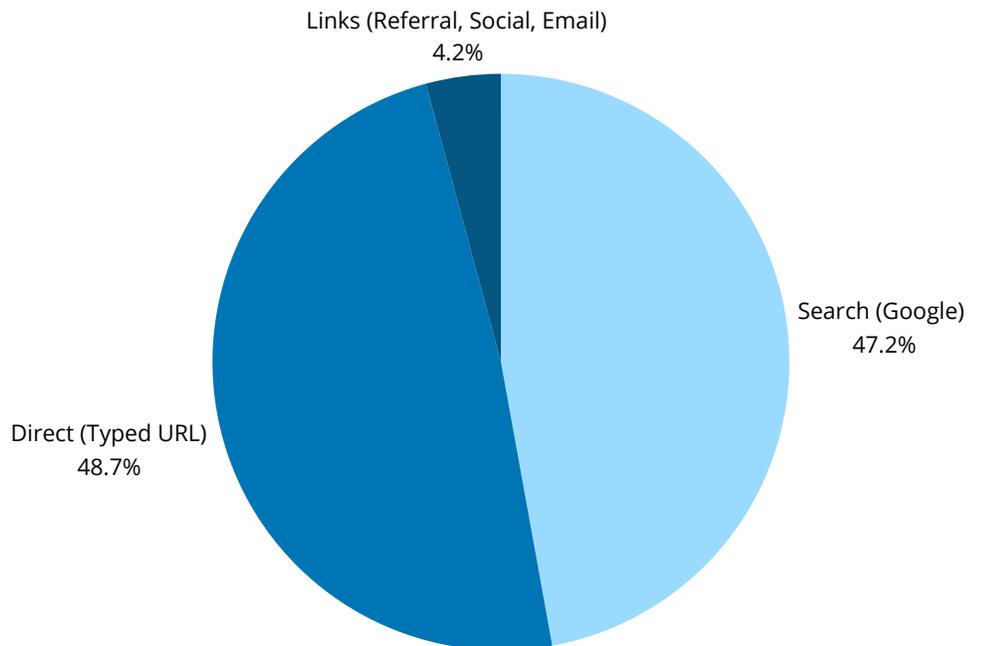
**64%**

Increased Reach on Facebook (2022 - 2023)

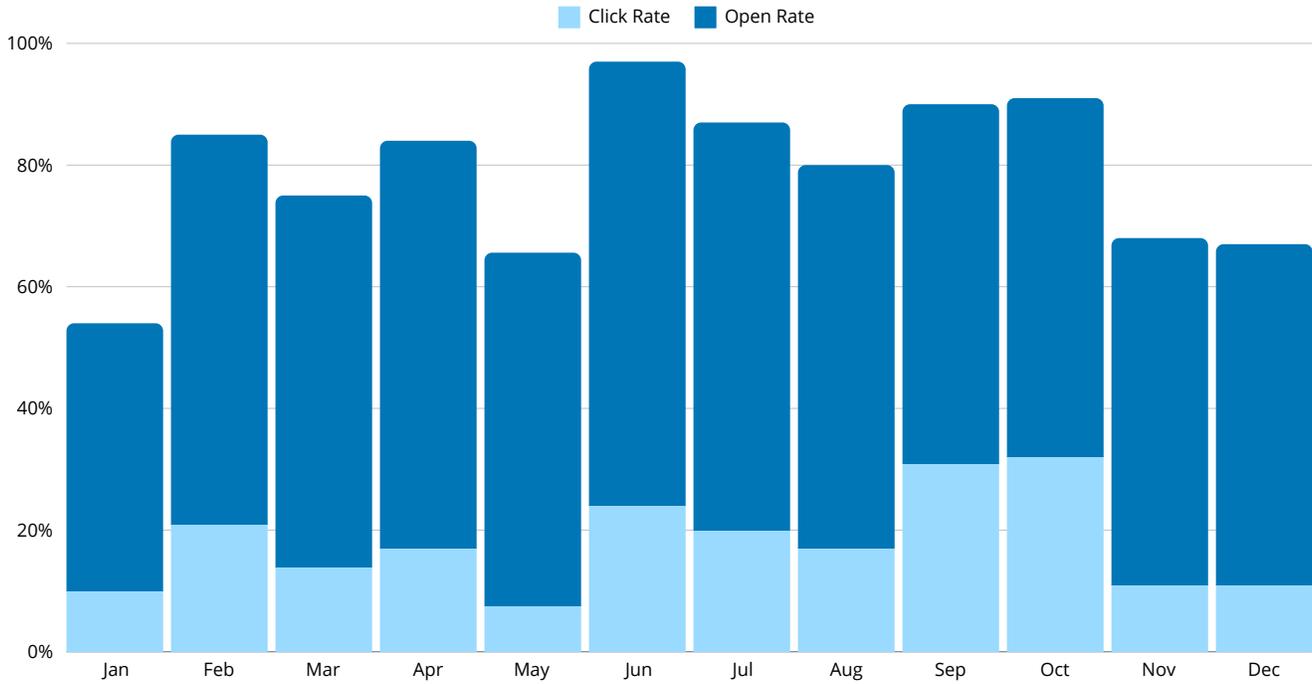
**43%**

Increased Reach on Instagram (2022 - 2023)

### Top Website Traffic Sources



### 2023 Monthly e-News Readership (Mailchimp)



# Recognition

## In Memorium

Bob Holtby, PAg  
 Scot MacLise, PAg

## 50 Year Registrants

Al Dean, PAg (Resigned)  
 Joseph Gardner, PAg (Retired 75+)  
 David Gartrell, PAg (Retired)  
 Bruce Hackett, PAg (Retired 75+)  
 Kenneth Hall, PAg (Retired 75+)  
 Wendy Holm, PAg (Retired)  
 Robert Pringle, PAg (Retired)  
 David Sands, PAg (Retired)

## 25 Year Registrants

James Anthony, PAg (Retired)  
 Cameron Campbell, PAg  
 Kelly deCaux, PAg  
 Cardell Dumais, PAg  
 Sharon Erickson, PAg (Retired)  
 Michele Fitzgerald, PAg  
 Jeremy Higham, PAg  
 Bruce Hupman, PAg (Retired)  
 Douglas Janzen, PAg (Retired)  
 Barbara Johnstone, PAg (Retired)  
 Ken Latreille, PAg  
 Jason Lawson, PAg  
 Lavona Liggins, PAg  
 Robert Martens, PAg  
 Cindy Meays, PAg  
 Francis Njenga, PAg  
 Laurie Pletzer, PAg (Retired)  
 Terry Pratt, PAg (Retired)  
 Jacqueline Rasmussen, PAg  
 Daniel Saliken, PAg (Retired)  
 Rick Stoudt, PAg  
 Justin Straker, PAg  
 Keith Thomas, PAg  
 Michael Van Ham, PAg  
 Traci Van Spengen, PAg  
 Duane Wells, PAg

# New Registrant Listings

## New AAg Registrants

Ahmad Amer, AAg  
 Taryn Angus, AAg  
 Timothy Asaah Fomunyam, AAg  
 Jennifer Atkins, AAg  
 Segun Babarinde, AAg  
 Galen Barnhardt, AAg  
 Gerard Beaven, AAg  
 Ethan Blair, AAg  
 Tristin Bouwman (on leave)  
 Jagdeep Brar, AAg  
 Delaney Bray-Stone, AAg  
 Noah Bridson, AAg  
 Cara Burch, AAg  
 Jin Cai, AAg  
 Miranda Cant, AAg  
 Blythe Carroll, AAg  
 Chelsea Chilibeck, AAg  
 Sierra Collins, AAg  
 Joseph Corapi, AAg  
 Oluwaseun Dada, AAg  
 Melissa Dahl, AAg  
 Brandon Davies, AAg  
 Xiaojing Deng, AAg  
 Katelyn Dick, AAg  
 Shaye Donald, AAg  
 Lucas Driediger, AAg  
 Francis Durnin-Vermette, AAg  
 Shantanu Dutt, AAg  
 Melanie Dyson, AAg  
 James Elwood, AAg  
 Trent Emel, AAg  
 Kristen Endacott, AAg  
 Rylie Evjen, AAg  
 Jelle Faber, AAg

Griffin Fisk, AAg  
 Harrison Gavel, AAg  
 Elisa Godard, AAg  
 Jada Gratton, AAg  
 Jennifer Hall, AAg  
 Kayla Harris (on leave)  
 Kaylin Henry, AAg  
 Kyla Horsting-Minnabarriet, AAg  
 Maxwell Hoyer, AAg  
 Anna Hynd (on leave)  
 Roxanne Jessome, AAg  
 Cherisse Johannson, AAg  
 Nicola Jurinovic, AAg  
 Kuljit Kaur, AAg  
 Mehakpreet Kaur, AAg  
 Mandeep Kaur Saini, AAg  
 Pooja Khetpal, AAg  
 Carolyn King, AAg  
 Ruth King, AAg  
 Katherine Leece, AAg  
 Joyce Leung, AAg  
 Pauline Martens, AAg  
 Thomas Mason, AAg  
 Ian Mathews, AAg  
 Jesse McEwen, AAg  
 Jennifer McFarlane, AAg  
 Jenna McKenna, AAg  
 Scott McLachlan, AAg  
 Carlynnne Millns, AAg  
 Jenalee Mischkolz, AAg  
 William Mitchell, AAg  
 Samantha Nicholls, AAg  
 Sarah O'Brien, AAg  
 Doulgas Okwara, AAg

Andrea Panich, AAg  
 Marco Pe Benito, AAg  
 Shane Pedersen, AAg  
 Aaron Penner, AAg  
 Jollee Perrier, AAg  
 Breila Pimm, AAg  
 Kevin Pons, AAg  
 Teal Randle, AAg  
 James Robinson, AAg  
 Michael Robinson, AAg  
 Ramandeep Romana, AAg  
 Benjamin Russell, AAg  
 Danielle Samels, AAg  
 Rebecca Saunders, AAg  
 Hariharan Sendamangalam  
 Varudharaju, AAg  
 Jade Sherwood, AAg  
 Savannah Shirley, AAg  
 Karmjit Singh, AAg  
 Jackson Snell, AAg  
 Ingrid Sorensen, AAg  
 Virginia Stockdale, AAg  
 Daniel Tan, AAg  
 Kirsten Thomson, AAg  
 Navjot Toor, AAg  
 Hayley Tumas, AAg  
 Kyla Wallin, AAg  
 Asha Wareham, AAg  
 Andrew Watts, AAg  
 Megan White, AAg  
 Marsela Wijaya, AAg  
 William Woods, AAg  
 Spencer Woyke, AAg  
 Nisha Wright, AAg

## New ATAg Registrants

Ramsey Austring, ATAg  
Nicholas Bartlett, ATAg  
Reese Bechtloff, ATAg  
Rachel Bianchi, ATAg  
Santiago Botero, ATAg  
Kristyn Brody, ATAg  
Jordan Bryce, ATAg  
Martin Chambers, ATAg  
Rory Chudley, ATAg  
Luke Dimler, ATAg  
Tutchone Dunfield, ATAg  
Hal Fox, ATAg

Katy Fulton, ATAg  
Sarah Gourlay, ATAg  
Juliet Goveia, ATAg  
Jamie Hagman, ATAg  
Emily Hedges, ATAg  
Marv Jakobsen, ATAg  
Missy Jaud, ATAg  
Michael Johnstone-Buchan,  
ATAg  
Patrick Jolliffe, ATAg  
Paul Kairys, ATAg  
Max Laroche-Parfitt, ATAg

Tyler Lauinger, ATAg  
Austin Lymburner, ATAg  
Graham McKellar, ATAg  
Matthew Murphy, ATAg  
Keesha Prasad, ATAg  
Gillian Rogers, ATAg  
Natalie Ross, ATAg  
Shay Steiger, ATAg  
Kayla Stump, ATAg  
Matthew Taylor-Kerr, ATAg  
Harinder Thind, ATAg  
Sarah Trillo, ATAg  
Christine Westerveld, ATAg



## New PAg Registrants

Mehrdad Abbasi, PAg  
 Ayelign Adal, PAg  
 Justin Anderson, PAg  
 Ghazal Arefi, PAg  
 Jeffery Armour, PAg  
 Patrick Audet, PAg  
 Chelsey Auger, PAg  
 Christopher Ayles, PAg  
 Jason Azzam, PAg  
 Dylan Begin, PAg  
 Lewys Bevan, PAg  
 Jennifer Bishop, PAg  
 Wesley Boe, PAg  
 Michael Bomford, PAg  
 David Borth, PAg  
 Eric Boudreau, PAg  
 Geoffrey Bradley, PAg  
 Kate Bulmer, PAg  
 Andrea Byrne, PAg  
 Chad Choi, PAg  
 Sarah Clements, PAg  
 Jason Collier, PAg  
 Jack Common, PAg  
 Carolina Costa-Giomi, PAg  
 Brent Couper-Cruickshank,  
 PAg  
 Jonathan Degner, PAg  
 Marla Demoulin, PAg  
 Margarete Dettlaff, PAg  
 Bryan Driscoll, PAg  
 Karina Ernst, PAg  
 Alexander Fillo, PAg

Danielle Franciscus, PAg  
 Katherine Fraser, PAg  
 Michelle Gagnon, PAg  
 Katherine Garrah, PAg  
 D. Michael Gillis, PAg  
 Aaron Godin, PAg  
 Georgette 'Dee' Gorn, PAg  
 Krysia Granger, PAg  
 Jayden Gross, PAg  
 Jane Hamilton, PAg  
 Michael Hanna, PAg  
 Nathan Hartnett, PAg  
 Graham Henderson, PAg  
 Jonathan Jeffery, PAg  
 Elizabeth Jeffs, PAg  
 Alyssa Johnston, PAg  
 Manpreet Kaur, PAg  
 Samuel Kent, PAg  
 Joshua Lange, PAg  
 Christine LaPointe, PAg  
 Nicole Lavoie, PAg  
 Erik Lee, PAg  
 David Lee, PAg  
 Min Liu, PAg  
 Garion Loehndorf, PAg  
 Faith Manke, PAg  
 G. Taylor McRae, PAg  
 Dayna Meredith, PAg  
 Maren Metcalfe, PAg  
 Muhammad Imran Minhas,  
 PAg  
 Eric Moses, PAg

Victor Nery, PAg  
 Li Ni, PAg  
 Connor Nielsen, PAg  
 Lisa Nordin, PAg  
 Clare O'Brien, PAg  
 Thomas O'Hanlon, PAg  
 Dineshbhai Patel, PAg  
 Tyler Prentice, PAg  
 Thomas Pypker, PAg  
 Clinton Quesnel, PAg  
 Nicole Remple, PAg  
 Shane Roberts, PAg  
 Jamison Romano, PAg  
 Margaret Anne Rose, PAg  
 Sanjib Sapkota, PAg  
 Heather Short, PAg  
 Scott Skagford, PAg  
 Erin Sketchley, PAg  
 Alyssa Ashely Skov, PAg  
 Melina Sorensen, PAg  
 Linden Terry, PAg  
 Varinder Toor, PAg  
 Thomas Ulanowski, PAg  
 Sara Thai Van Hoang (on  
 leave)  
 Heather Vermey, PAg  
 Nicolas Walser, PAg  
 Michelle Walsh, PAg  
 Tamara Walton, PAg  
 Matt Walz, PAg  
 Jessica Washtock, PAg  
 Barry Watson, PAg  
 Bailey Wellman, PAg

### New TAg Registrants

Tala Al-Obaidi, TAg  
 Rene Ashby, TAg  
 Marla Demoulin, TAg  
 Michael Gallo, TAg  
 Melisa Gunn, TAg  
 Sydney Hartley, TAg  
 Erin Jankovich, TAg  
 Raelani Kesler (on leave)  
 Mackenzie Lightburn, TAg  
 Heidi Lorch, TAg  
 Heidi Lundstrum, TAg  
 Jennifer Mayberry, TAg  
 Britney Myers, TAg  
 Kris Needham, TAg  
 Kaylin Salanski, TAg  
 Lucas Sweet, TAg  
 Jamie Townsend, TAg

### New LLAG Registrants

Christopher Bodnar, LLAG  
 Shaun Calver, LLAG  
 Kirk Densmore, LLAG  
 Douglas Drinkwater, LLAG  
 Norm Dueck, LLAG  
 Joseph Lariviere (on leave)  
 Allyson Mittelstaedt, LLAG  
 Fernando Prado, LLAG  
 Benjamin Routledge, LLAG  
 Giles Stevenson, LLAG  
 Darren Stott, LLAG  
 Dean Zimmer, LLAG

### New Student Members

Christopher Batbatan  
 Penelope Bridge  
 Tanya Brouwers  
 Nicole Bruce  
 Stephan Brulot-Sawchyn  
 Cory Chamberland  
 Avery Chan  
 McKenna Christianson  
 Lori Clyde  
 Shane Craven  
 Jeremiah Davis  
 Sylka DiBiase  
 Yoana Dinkova  
 Cameron Donnelly  
 Ramona Elste  
 Avneet Gill

Lovepreet Singh Gill  
 Mallika Granby  
 Teya Grenier  
 Garrett Grubisa  
 Zailie Hoff  
 Madison Hughes  
 Torren Kaiser  
 Aruna Kanugala  
 Nandish Khandelwal  
 Muhammad Koodoruth  
 Chloe Kuch  
 Harriette Laroco  
 Manon Lee  
 Meaghan Lien  
 Zhi Qi Lin  
 Ainsley Lirondelle

Lloyd Lybbert  
 Rajpal Maan  
 Angela Miranda da Luz  
 Mello  
 Choi Kok Ng  
 Ramandeep Nigah  
 Kainen Parmar  
 Manmohan Rauthan  
 James Reinert  
 Sally Ruoss  
 Amelia Russell  
 Elise Ryan  
 Alexis Sever  
 Rebecca Sketchley  
 Ian St. Laurent  
 Mitzi Philline Tejada  
 Francisca Weeks

## New Dual Jurisdiction Registrants

Nick Brown, PAg  
 Alfred Burk, PAg  
 Brian Coupal, PAg  
 Steven Deugau, PAg  
 Derek Durand, TAg  
 Ethan Grandison, ATAg  
 Michelle Kingsmith, PAg  
 Claire Kisko, PAg  
 Sidney Kwok, AAg  
 Jordan Laskosky, PAg  
 Adam Mathison, PAg  
 Matthew McGeein, PAg  
 Michael Melnyk, PAg

David Nuell, PAg  
 Thomas Peters, TAg  
 Jesse Pollack, PAg  
 Brian Prodahl, PAg  
 Charity Rideout, PAg  
 Mireille Rigaux, PAg  
 Braeden Rypien, PAg  
 Kyle Stratechuk, PAg  
 Lindsay Tallon, PAg  
 Shalan Thomas, TAg  
 Robin Turri, PAg  
 Katelynvan den Tilaart, PAg  
 Mark Wobick, PAg  
 Adam Wright, PAg

## New Transfer-in Registrants

Gurveen Arora, AAg  
 Janine Brook, PAg  
 Ian Carter, AAg  
 Mackenzie Kallio, TAg  
 Ahmed Lasisi, AAg  
 Lisa Linderman, AAg  
 Westley Purdy, PAg  
 Mohammed Rehan, AAg  
 Paul Sanders, TAg  
 Natalie Shelby-James, PAg  
 April Stainsby, PAg  
 Angelena Syrovy, AAg



# Thank You Volunteers!

A heartfelt thank you to every registrant who has selflessly volunteered with BCIA. Your hard work and efforts are much appreciated; BCIA cannot exist without you!

*Volunteers don't just do the work... they make it work.*



*We are looking forward to building and growing the BCIA community in 2024!*

