

2025

Annual REPORT



**BC INSTITUTE OF
AGROLOGISTS**
Cultivating Natural Resource Professionals

May 2026



Agrologists share a common goal of respect for the land and the resources it provides with Indigenous people, whose families have stewarded the land since time immemorial. We recognise our responsibility to foster meaningful relationships in pursuit of our shared values.

The BCIA has a commitment to truth and reconciliation. We respectfully acknowledge that the offices of the British Columbia Institute of Agrologists are located on the ancestral and unceded lands of the Lekwungen-speaking peoples, specifically the Songhees and Xwsepsum (Esquimalt) Nations. These lands, situated along the east coast of Vancouver Island, are connected in many areas to the waters of the Salish Sea.

We also acknowledge the many lands we each come from, and we invite you to reflect on your own relationship with local Indigenous communities. In the spirit of truth and reconciliation, we challenge ourselves and each of you to be catalysts for change within your communities: to learn from and build genuine relationships with local Indigenous Peoples, and to walk a path forward with honesty, humility, and openness. Together, we can build a future rooted in mutual respect and shared stewardship of the land.





| | |
|---------------------------------------------|----|
| <u>Land Acknowledgement</u> | 2 |
| <u>Message from the Board Chair</u> | 4 |
| <u>Message from the CEO & Registrar</u> | 5 |
| <u>Our History, Purpose, and Vision</u> | 6 |
| <u>GOVERNANCE</u> | 8 |
| <u>2025 BCIA Board</u> | 9 |
| <u>Committee Updates</u> | 10 |
| <u>2025 YEAR IN REVIEW</u> | 12 |
| <u>Professional Development Activities</u> | 13 |
| <u>2025 Registration Statistics</u> | 14 |
| <u>Branch Activities</u> | 17 |
| <u>FINANCIAL</u> | 20 |
| <u>2025 Audited Financial Statements</u> | 20 |



As I complete my first year serving as Chair of the BCIA Board of Directors, I am impressed by both the continued momentum the organization has built and the clarity of purpose that continues to guide our work. It has been a year of listening, learning, and laying the foundation for the next phase of BCIA's evolution as a professional regulator.

I would like to begin by recognizing and sincerely thanking my predecessor, Rebecca Martin, PAg, as Board Chair for her strong leadership, dedication, and commitment to BCIA during a period of significant change. Her final year as Chair marked important organizational growth, including expanded professional development opportunities, increased visibility as a regulator, and the successful appointment of our CEO and Registrar. I would also like to thank our Past Board Chair Jessica Morgan who was also instrumental in the transition of BCIA to professional regulator and the appointment and onboarding of our CEO and Registrar. The strength and stability of BCIA today are, in no small part, a result of both of their steady guidance and service.

A defining focus of the Board's work this year has been the development and early implementation of BCIA's new three-year Strategic Plan, setting a clear pathway through to the end of 2027. Developed collaboratively by the Board and senior staff, the plan reflects a shared commitment to advancing BCIA's role as an effective, trusted, and principled regulatory authority under the *Professionals Governance Act* (PGA).

Our Strategic Plan articulates a renewed purpose: advancing a regulatory structure that fosters competent, ethical, and adaptive agrology practices in support of the stewardship, balance, and care of British Columbia's interconnected natural systems. It is grounded in a clear vision—one where agrology professionals are engaged and accountable, our regulatory programs are effective and aligned with our values, our organization is trusted and collaborative, and our governance and operational foundations are resilient and future-ready.

Equally important, the plan is shaped by a set of guiding principles that influence how we do our work every day. These principles emphasize respect and strong relationships; accessibility and inclusion; equity and cultural awareness; clarity, transparency, and authenticity; informed and proportionate decision-making; and system-aware collaboration. Together, they provide a common framework for Board, staff, committees, and volunteers as BCIA continues to strengthen its regulatory culture and practices.

As we move from planning into implementation, the Board remains focused on translating these commitments into meaningful action—embedding our guiding principles into governance, modernizing

regulatory programs, and fostering constructive relationships with registrants, partners, Indigenous communities, and other regulators. Over the past year, the Board has achieved several other key milestones, including the completion of an Office of the Superintendent of Professional Governance (OSPG) governance audit submission, and execution of a comprehensive CEO/Registrar performance review. The Board also reviewed financial plans, advanced the modernization and alignment of bylaws and policies with PGA standards, and established an Indigenous Reconciliation Working Group to move BCIA towards colonial structure alignment with traditional knowledge.

In the context of an evolving and increasingly complex economic environment, the Board has also maintained a strong focus on prudent fiscal oversight and stewardship of BCIA's resources in alignment with its mandate under the PGA. In 2025, this included continued attention to strengthening financial management systems, ensuring appropriate controls are in place, and aligning financial resources with regulatory obligations and strategic priorities. This work reflects the Board's ongoing commitment to responsible decision-making and the long-term sustainability of the organization in service of the public interest.

I would like to extend my sincere thanks to Warren Mills, PAg (District 3), who also served as Vice Chair in 2025 and whose term on the Board concludes in May 2026. Warren's thoughtful, collaborative approach, and steadfast commitment to the public interest were instrumental during a period of organizational change, and BCIA is stronger for his service. I also extend my appreciation to those who continue to volunteer on committees, working groups, and Branches—your commitment is vital to BCIA's success.

It is a privilege to serve as Chair at this moment in BCIA's journey. I am grateful for the support of my fellow Board members, the dedication and expertise of our CEO and staff, and the engagement of our registrants and volunteers. Together, we are building a regulatory organization that is principled, responsive, and well positioned to meet the evolving needs of the profession and the public we serve. I look ahead with confidence and optimism as we continue to implement our Strategic Plan and advance BCIA's mandate over the coming years.

Yasemin Parkinson, PAg
Chair, Board of Directors





It is hard to believe that this is already my second annual report with BCIA. I am grateful for the opportunity to reflect on a full year in this role—one that has been both challenging and deeply rewarding—as we continue to strengthen our organization and our role as a professional regulator.

I would like to begin by acknowledging the Board for their leadership, commitment, and willingness to take thoughtful and, at times, bold steps in support of BCIA's evolution. I am equally grateful to our staff team, whose dedication, professionalism, and care are evident in the work they do each day in service of the public interest. Together, this collective effort has been essential to the progress we have made over the past year.

This year marked an important point in BCIA's evolution. Through the development and early implementation of our 2025–2027 Strategic Plan, we established a clear path forward—one grounded in stability, focused on building confidence, and ultimately aimed at deepening our impact.

A central focus of 2025 was stabilization. This work extended across all areas of the organization. We advanced key operational foundations, including the implementation of a revised employee framework, the establishment of an enterprise risk management system, and improvements to our technology and data security infrastructure. We also made meaningful progress in strengthening governance capacity and role clarity across the Board, Committees, and Branches.

Importantly, this work was not only structural—it was also cultural. We took deliberate steps to build a purpose-driven and resilient organization, grounded in shared accountability and a clear connection between our daily work and our regulatory mandate.

At the same time, we continued to enhance the clarity and effectiveness of our regulatory programs. Work progressed on advancing new standards of practice and associated competencies, as well as modernizing policies and processes related to registration and professional development. We also strengthened elements of our investigative framework, including planning for enhanced training and policy development to support consistent and fair processes.

These efforts reflect our broader commitment to ensuring that our regulatory framework remains current, responsive, and aligned with our responsibility to protect the public interest.

Equally important has been our commitment to building and strengthening relationships. As reflected in our

strategic plan, we recognize that effective regulation does not happen in isolation. It requires trust, collaboration, and ongoing dialogue with registrants, the Office of the Superintendent of Professional Governance (OSPG), other regulators, employers, and the communities we serve.

In 2025, we also continued to navigate our journey of Truth and Reconciliation – from integrating cultural safety and inclusivity considerations into our policies and operations, to expanding learning opportunities related to Indigenous perspectives and knowledge systems, and actively reflecting on how these considerations shape our regulatory approach.

Underpinning all of this work are our Guiding Principles, introduced through this strategic plan and now serving as a foundation for how we make decisions and carry out our mandate. These principles call on us to be clear, transparent, and authentic; to approach our work in an informed and proportionate way; and to prioritize relationships built on respect, collaboration, and accountability.

Together, these efforts represent more than incremental progress—they reflect a deliberate step forward in BCIA's journey toward becoming a trusted, modern regulator. A regulator whose programs are effective and aligned with purpose; whose governance and operations are resilient; and whose role is understood and relied upon by those we serve.

While there is still important work ahead, 2025 has provided a strong and necessary foundation. With that foundation in place, we are well-positioned to continue building confidence and, over time, deepen the impact of our regulatory work.

At its core, our work is about stewardship—supporting competent, ethical, and adaptive agrology practice in service of the complex, interconnected natural systems we all rely on. It is a responsibility we carry with care, and one that continues to guide us as we move forward.

Jennifer Lawrence, MAL
Chief Executive Officer & Registrar





Our History

Following the First World War, Canadian agricultural scientists recognized the need for a professional organization to share knowledge and address common challenges. This led to the creation of the Canadian Society of Technical Agriculturalists in 1920, which later became the Agricultural Institute of Canada in 1945.

Because professional oversight falls under provincial authority, each province was required to establish its own organization. In British Columbia, this led to the enactment of the Agrologists Act in April 1947, formally creating the British Columbia Institute of Agrologists (BCIA), with bylaws coming into effect on June 1, 1947. Today, BCIA operates under the *Professional Governance Act* ("PGA"), which came into force on February 5, 2021, with oversight provided by the Office of the Superintendent of Professional Governance (OSPG).

Our Purpose

BCIA's stated purpose is to advance a regulatory structure that fosters competent, ethical, and adaptive agrology practices to support the stewardship, balance and care for all interconnected, natural systems in British Columbia.

Our Vision

As BCIA carries out its mandate and purpose it envisions an environment where:

- Agrology professionals are engaged with our work, understand what is expected of them, and are committed, individually and collectively, to their role as stewards of our natural systems;
- Our regulatory programs are effective, fulfill our purpose and align with our guiding principles;
- As a regulator we are trusted and relied upon; we are seen as collaborators and invited to provide our expertise, and unique perspective to influence broader policy and system change;
- Our governance and operational foundations are resilient and built to support people aligned in purpose and vision.



Regulated Profession

BCIA regulates the profession of agrology in British Columbia under the PGA. As a regulator, BCIA's primary responsibility is to protect the public interest by ensuring that the practice of agrology is carried out in a competent, ethical, and accountable manner.

A regulated profession is one in which the right to practise is restricted to individuals who meet established standards of education, experience, and professional conduct. In this context, individuals who engage in the practice of agrology must be registered with BCIA and are required to adhere to ongoing requirements related to competency, ethics, and professional accountability.

The concept of 'reserved practice' and 'regulated practice' forms the foundation of BCIA's role. It defines the scope of work that requires registration and ensures that those providing agrology advice and services are appropriately qualified and subject to oversight. Through this framework, BCIA establishes clear expectations for practice and provides mechanisms to support compliance and address concerns when standards are not met.

BCIA operates within a broader system of professional regulation in British Columbia and is accountable to the OSPG. The OSPG provides independent oversight of regulatory bodies under the PGA, establishing expectations for good regulatory practice and monitoring performance to ensure consistency, transparency, and accountability. This oversight supports continuous improvement and helps ensure that BCIA fulfills its mandate in a manner that is aligned with the public interest.





Governance

BCIA's governance framework is established under the PGA, which sets out the responsibilities of the Board of Directors in overseeing the organization's mandate to protect the public interest. In accordance with section 22 of the PGA, the Board is responsible for ensuring that BCIA carries out its duties, exercises its powers, and operates in a manner that is consistent with the Act and the public interest.

The Board provides strategic and governance oversight, setting direction, establishing policies, and ensuring appropriate systems and controls are in place to support effective regulation. This includes oversight of financial stewardship, risk management, and organizational performance, as well as ensuring alignment between BCIA's resources and its regulatory obligations.

BCIA's governance structure is supported by a network of statutory committees as set out in the PGA and BCIA Bylaws, which carry out delegated responsibilities essential to the administration of the regulatory framework. These committees include responsibilities related to registration, professional development and competency, investigations and discipline, and nominations. Through their work, statutory committees support consistent, fair, and transparent decision-making in key areas of regulatory oversight.

Staff, under the leadership of the CEO/Registrar, are responsible for the day-to-day operations of the organization and for implementing the policies, programs, and processes established by the Board and its committees. This includes administering registration processes, supporting professional development and audit programs, managing complaints and investigations, and engaging with registrants and external partners.

BCIA's branches support the organization's connection with registrants across the province.

While they do not have a formal role in governance or statutory decision-making, branches have contributed to professional engagement, supported continuing professional development activities, and offered perspectives that have informed BCIA's work.

Within this governance framework, BCIA's Strategic Plan sets the organization's key priorities. The current plan focuses on strengthening operational practices, deepening regulatory effectiveness, growing relationships, and advancing cultural connections. These priorities guide the work of the Board, committees, and staff, ensuring that efforts are aligned and focused on delivering effective regulation in the public interest.

Board Composition

The BCIA is governed by an 11-member Board of Directors. The Board is formed through the annual election process to fill vacancies, plus the appointment of four Lay Board Members by the Crown Agencies and Board Resourcing Office (CABRO). These positions are volunteer, and Board Members do not receive remuneration.

Term Limits

A Registrant Board Member may hold office for a term of three-years commencing at the conclusion of the BCIA Annual General Meeting (AGM) held subsequent to the annual election. A Registrant Board Member may serve two successive terms for a total of six years.

A Lay Board Member may not serve successive terms of more than six consecutive years from the date of their initial appointment.

2025 Board of Directors



Yasemin Parkinson, PAg
Chair (District 3)



Warren Mills, PAg
Vice Chair (District 3)



Rebecca Martin, PAg
Past Chair (District 1)



Julie Robinson, PAg
(District 1)



Catherine Hayes, PAg
(District 2)



Theresa Loewen, PAg
(District 2)



Faye Hirshfield, PAg
(District 3)



Guy Chartier
(Lay Board Member)



Richard Simpson
(Lay Board Member)



Brock Endean
(Lay Board Member)



Betsy Gibbons
(Lay Board Member)



Audit & Practice Review Committee

Members: Philip Garvey, PAg (Chair); Ashley Davidson, PAg; Geoff-Hughes-Games, PAg (until June 2025); Nicole Pressey, PAg; Geoffrey Mercer, AAg; Eveline Wolterson, PAg; Kirstin Niquidet, PAg (appointed June 2025); Barb Carle-Thiesson (lay member); and Alex Kearney (lay member).

The mandate of the Audit & Practice Review Committee (APRC) is to develop and oversee policies and processes for professional development, professional development audits, and practice reviews, in alignment with the PGA and BCIA Bylaws, and can review individual cases arising from those processes if necessary. These activities collectively support the maintenance of appropriate standards of currency, competence, and ethical conduct among registrants throughout their professional practice.

The Committee reviewed the outcome of the 2025 Professional Development (PD) Audit. The audit was finalized on March 31, 2025, with the successful completion of all 69 audits.

This year the APRC began work to redevelop the PD requirements to ensure better alignment with current PGA requirements, this included an update to Committee Policies. During the 2025 fiscal year, the Committee held three virtual meetings.

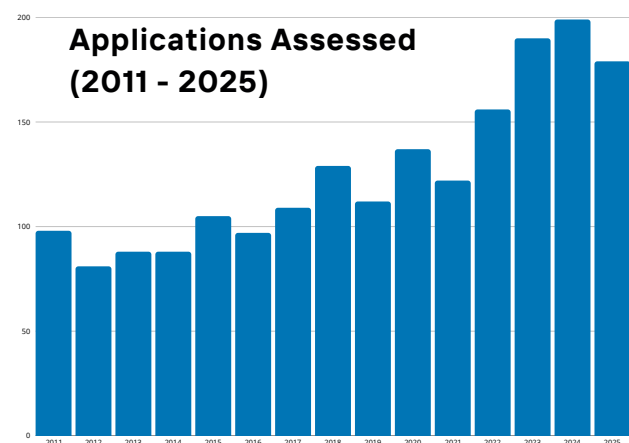
Credentials Committee

Members: Deepak Chugh, PAg (Chair effective Sept 2025); Kristen Cockburn, PAg; Harmanjit Dhadli, PAg; Philip Garvey, PAg; Rebecca Gayowski, PAg; Geneve Jasper, PAg; Ruth McDougall, PAg; Charlotte Norris, PAg; Rafiullah Sahibzada, PAg; Martin Sills, PAg(Retired);

Kyrie Zhang, PAg; Vafa Alizadeh, PAg (and Chair until Sept 2025); Wilson Chim (lay member); Evelina Odrzygozdz (lay member) and Kiarash Izadifar (lay member).

The mandate of the Credentials Committee is to develop and oversee policies and processes related to initial registration as well as the Articling Program, in alignment with the PGA and BCIA Bylaws. The committee also assesses and makes determinations of specific types of individual applications for registration. These activities collectively support the admission of applicants who meet the established qualification requirements and demonstrate the competence and ethical conduct expected of BCIA registrants.

During the 2025 fiscal year, the Committee held three virtual meetings. A focus of the Credentials Committee in 2025 was the ongoing review by the Chair and sub-panels of 176 new applications under the five regulated designations. An additional initiative that carried over to 2025 was the development of a Decision Matrix for Agrology Course Acceptance to ensure standardized assessment of new registrant applications and an update to Committee Policies.



Investigation Committee

Members: Rob Kupchenko, PAg (Chair); Brian French, PAg; Don Rugg, PAg; Jennifer Johnson, AAg; Jennifer McGuire, PAg; Barb Oke, PAg; Barbara Carle-Thiesson (lay member), Kiarash Izadifar (lay member); and Brooklynn Malec (lay member).

The mandate of the Investigation Committee is to receive and assess complaints, determine whether to proceed with an investigation, and, where appropriate, initiate investigations into matters that may constitute a breach of the PGA or BCIA Bylaws including the Code of Ethics, and to dispose of such matters following investigation, in accordance with the PGA and BCIA Bylaws. These activities collectively support a fair, transparent, and timely complaints and investigation process in the public interest.

During the fiscal year ending December 31, 2025, the Investigation Committee received three new complaints, and four complaints were carried over from the previous fiscal year. There were seven virtual investigation panel meetings in 2025.

All cases were carried into the next fiscal year to complete investigations.

The Investigation Panel issued a notice to a Registrant for a hearing in accordance with section 67(1) of the PGA. The hearing was scheduled to determine whether extraordinary action to protect the public was necessary while the investigation took place. The hearing, which was scheduled to occur in January 2025 was subsequently adjourned as the Panel and Registrant reached a temporary agreement with the Registrant agreeing to move to "on leave" status pending the completion of the investigation.

Nominations Committee

Members: George Geldart, PAg (Chair); Martins Sills, PAg(Retired); Melanie Lantz, PAg; Sheila Street, PAg; Karey Dow, PAg; Myron Roth, PAg; Melanie Mamoser, PAg; Leslie Berkes, PAg; Wilson Chim (lay member) and Carlos Hunte (lay member).

The mandate of the Nominations Committee is to oversee the nominations process for Board elections and to assess nominees for Registrant Board Member positions against the eligibility criteria established in the PGA and BCIA Bylaws, as well as the needed competencies for the Board. The Committee also reviews applicants for appointment to statutory committees by the Board, evaluating alignment with the competencies and attributes required to support the effective functioning of those committees.

During the 2025 fiscal year, the Nominations Committee held four virtual meetings. Over the course of the year, the Nominations Committee developed updated committee member appointment criteria guidelines to ensure committee appointments were completed in alignment with statutory requirements, but also considered the skills and experience needed by the committees.

The Nomination Committee, in accordance with the requirements with BCIA Bylaws, conducted an assessment of expressions of interest to stand for election as a Registrant Board Member in the 2025 BCIA Board Elections.

Discipline Committee

The Discipline Committee's mandate is to conduct disciplinary hearings under authority of the PGA. After hearing evidence, the Committee makes decisions about a registrant's professional conduct and the disciplinary action required to address the conduct.

There were no disciplinary hearings or committee meetings in 2025.



2025 Year In Review

In early 2025, the BCIA Board and senior staff engaged in extensive discussions and workshops to develop a new Strategic Plan for 2025 – 2027: Defining Our Path. This strategic plan serves as a guiding framework to ensure that we operate effectively, adapt to industry changes, and fulfill our responsibilities in oversight, compliance, and public protection.

Alongside the development of its new strategic plan, BCIA established an enterprise risk management framework to strengthen organizational resilience and oversight. As part of this initiative, BCIA completed essential technology upgrades, implementing enhanced cybersecurity measures to better safeguard its internal operating systems and the security of its data.

In 2025, BCIA also undertook a comprehensive review and redevelopment of its board governance and financial policies. This work was subsequently extended to the creation of updated policies for each of its statutory committees. Together, these efforts were designed to strengthen BCIA's regulatory programs and ensure continued alignment with its regulatory mandate.

Additionally, BCIA has continued to advance its organizational capacity by reinforcing policy frameworks, modernizing systems, and enhancing governance practices to support effective and accountable operations.

In support of transparency and regulatory communication, BCIA launched a new publication, Get the Dirt! Published three times per year, the bulletin is used as a deliberate tool to communicate regulatory priorities, ongoing projects, and key decisions to its Registrants. The first edition was released in May 2025.



Professional Development Activities

During the 2025 fiscal year, BCIA was pleased to continue its collaboration with Janis Brooks from Salishan Solutions to expand on last year's Land Acknowledgement Webinars by offering: Decolonizing Personal and Professional Practice. This program was designed to foster cultural competency among agrologists, equipping them with knowledge and tools to collaborate more effectively with Indigenous communities.

BCIA offered an Indigenous Cultural Heritage & Food Sovereignty Webinar featuring Jacob Beaton of Tea Creek, who shared how Indigenous-led food systems strengthen community, culture, and sustainability. Jacob and the Tea Creek team have been leaders in advancing Indigenous-led food production, training, and land-based learning.

BCIA also offered an Introduction to the Indigenous Food Sovereignty Toolkit: The first of two sessions explored the From the Ground Up Toolkit as a framework linking Indigenous food sovereignty to agrology practice. Participants reflected on positionality, power, and intent, review the four core principles of Indigenous food sovereignty, and identified how their work intersects with these principles. The second

session focused on respectful engagement, cultural safety, and relationship-building. Participants learned how to appropriately access and use the Toolkit, reflect on their positionality, and complete an intake questionnaire to support deeper learning in future modules.

BCIA also engaged with the BC Climate Action Fund (BCCAF) to provide in-person professional development sessions on Rotational Grazing, Forage and Cover Crop Workshop and Nitrogen Management Workshop. Additional online events were held included Part 1: Livestock Productivity through Rotational Grazing, Part 2: Rotational Grazing & Sustainability, Mastering Rotational Grazing and a Cover Cropping Webinar series. BCIA was able to offer these courses at no cost to its registrants as a result of funding it received from the Investment Agriculture Foundation (IAF).

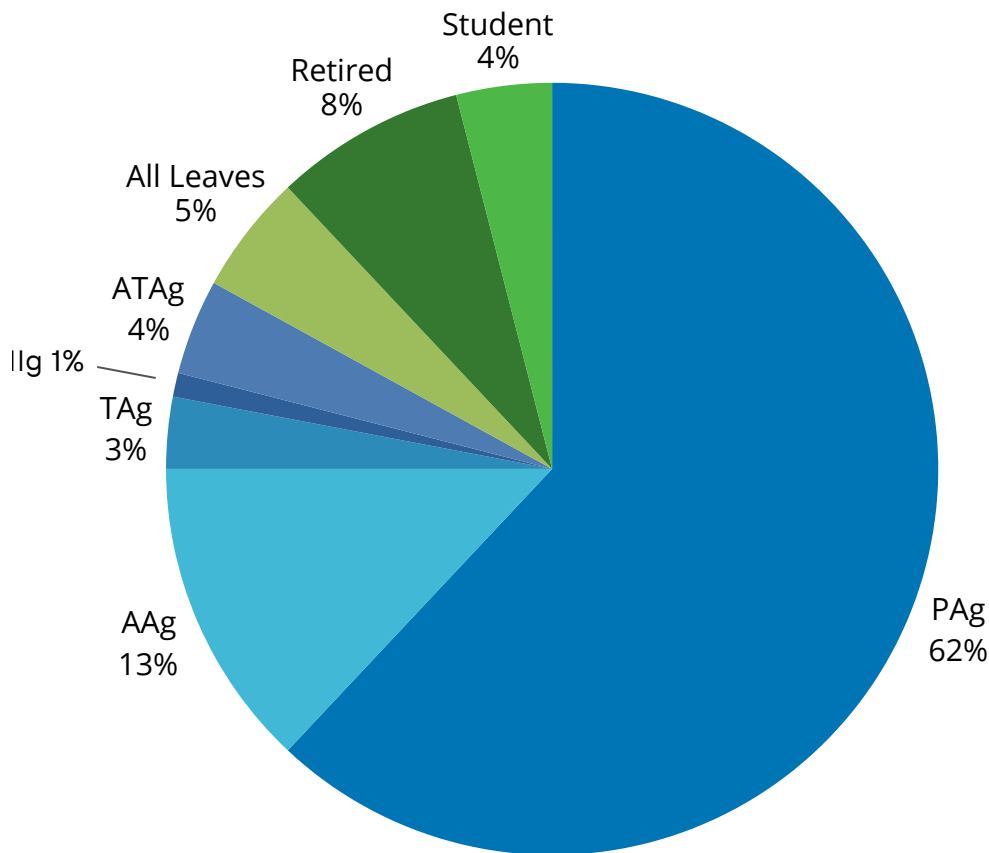
The BCIA Ethics for Professionals Workshop was offered on four occasions at a variety of locations across BC in 2025. This course fulfills the requirements for completion of BCIA's Articling programs, however enrollment is open to all BCIA registrants. BCIA will continue to review the content and delivery methods of the Ethics course to ensure it continues to be current and accessible.



2025 Registration Statistics

The focus of BCIA's registration department for 2025 was new registration applications, articling program applications and advances from the articling program to full status registration. A total of 176 applications were assessed by the Credentials Committee in 2025.

As of December 31, 2025, BCIA had 2,360 registrants across 5 practicing categories: Professional Agrologist (PAg); Articling Agrologist (AAg); Technical Agrologist (TAg); Articling Technical Agrologist (ATAg); Limited License Agrologist (LLAg); and 3 non-practicing categories: Retired Agrologist (PAg (Ret) and PAg (Ret 75+)); Agrologist on Leave; and Honorary Agrologist.

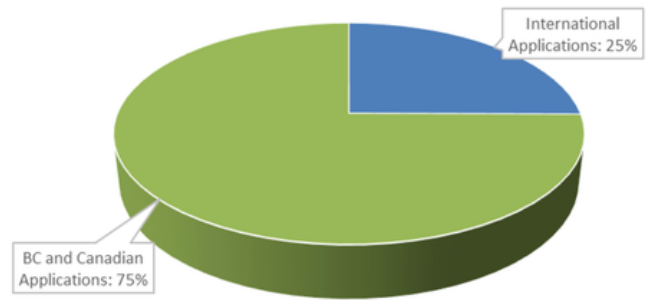


Percentage of BCIA Registrants by Category on December 31, 2025

International Applications

BCIA received additional funding from the Credential Assessment Improvement Funding (CAIF) which allowed for further enhancements to BCIA's online registration and renewal platform. These changes provide BCIA the ability to determine the number of international applicants it receives on an annual basis. Access to this information will help BCIA monitor both international registration trends and interprovincial registration trends ensuring BCIA's compliance with the Canada Free Trade Agreement (CFTA), Agreement on Internal Trade (AIT) and to stay apprised of any changes in international credentialling. In 2025, BCIA reviewed and granted registration to 44 international applicants.

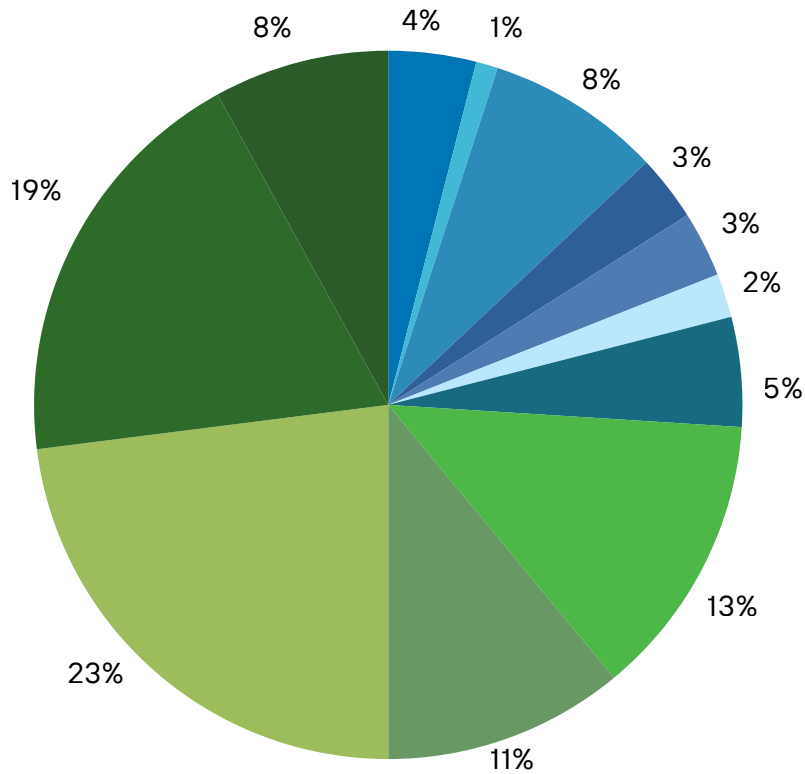
Percentage of International Applications in 2025



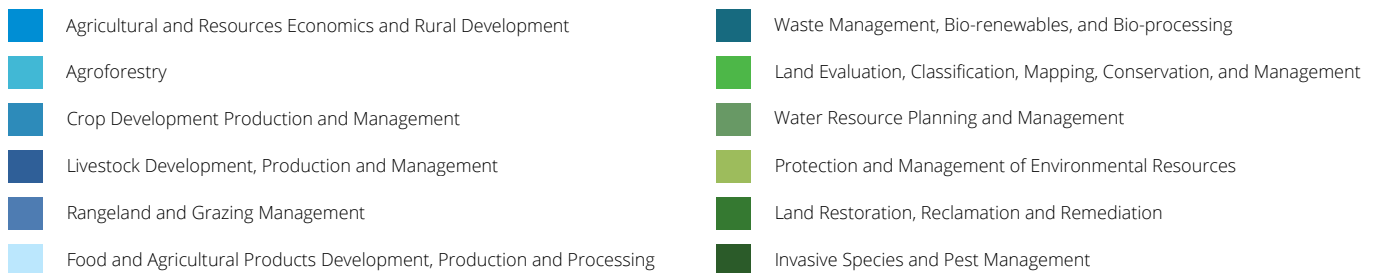
Where did our International Applicants come from in 2025?



2025 BCIA Practice Areas



BCIA Registrants by Practice Area





Branch Activities

BCIA recognizes its valuable partnerships with the Branch Executives and appreciates the numerous Professional Development and opportunities for social engagement they provide registrants each year. This year some of those opportunities included:

- VI Branch: Learning on the Land: Invasive Species Removal at SNIDÇEŁ
- PR Branch: Ruralization of Wildland Fire in the Pyrocene
- FV Branch: Sekhon & Sons Nursery Tour: Sustainable Ornamentals in Pitt Meadows
- VAN Branch: Hopcott Farms Cranberry Tour
- OK Branch: Exploring Artificial Intelligence in Agrology: Opportunities and Considerations
- CCI Branch: Adapting to Climate Realities and Labour Constraints
- KAM Branch: Agrology & the Wine Industry
- KB Branch: Beaver Dam Analogue Workshop



Cariboo Central Interior – District 1

2025 Branch Executive

Chair: Emma Swabey
 Treasurer: Claire Thornton
 Articling Coordinator: Carolyn King
 Branch PD Coordinator: Yoana Dinkova
 Secretary: Taylor Griffin
 Director North: MacKenzie Cassin-Tennant
 Director South: Geneve Jasper
 Director West: John Stevenson

The Cariboo Central Interior Branch held its online Annual General Meeting on October 17, 2025.

Fraser Valley – District 2

2025 Branch Executive

Chair: Kim Grout
 Vice Chair: Harmanjit Dhadli
 Treasurer: Amy Peters
 Articling Coordinator: Nicole J.M. MacDonald
 Branch PD Coordinator: Usama Tayyab
 Secretary: Mohammed Rehan
 Director at Large: Parashar Malla and (Yuan) Kyrie Zhang

The Fraser Valley Branch held its in-person Annual General Meeting on February 21, 2026.

Kamloops – District 2

2025 Branch Executive

Chair: Andrew Nielsen
 Vice Chair: Tyler Anderson
 Treasurer: Amy Sigsworth
 Secretary: Margaret Dettlaff
 Articling Coordinator: Ben Sampogna
 Branch PD Coordinator: Brenden Dueck
 Director at Large: Miranda Cant; Meagan Nolander; Jessica Schoyen; Patrick Farmer

The Kamloops Branch held its in-person Annual General Meeting on November 12, 2025.

Kootenay Boundary – District 1

2025 Branch Executive

Chair: Mackenzie Lightburn
 Vice Chair: Erin Keith
 Treasurer: Tracy Ronmark
 Secretary: Todd Larsen
 Articling Coordinator: Lori Wade
 Branch PD Coordinator: Kevin O'Neill; Barry Watson; (Samantha) Linden Terry; Jason House; and Margaret Anne Mack
 Past Chair: Hanna McIntyre

The Kootenay Boundary Branch held its hybrid online/in-person Annual General Meeting on October 28, 2025.

Okanagan – District 2

2025 Branch Executive

Chair: Andrew Kuiper
 Vice Chair: Jose Garcia
 Treasurer: Stephanie Lindberg and Theresa Loewen (until May 7, 2025)
 Articling Coordinator: Logan Pay
 Branch PD Coordinator: Luke Dimler; Sarah Carlson, Stephanie Lindberg
 Secretary: Melissa Graydon
 Director South: Christina Forbes
 Director North: Theresa Loewen (until May 7, 2025)
 Director Central: Maureen Grainger
 Director at Large: Carl Withler

The Okanagan Branch held its in-person Annual General Meeting on February 2, 2026.

Peace River – District 1

2025 Branch Executive

Chair: Veronica Mott
 Vice Chair: Kristyn Stones
 Treasurer: Navya Gangineni
 Secretary: Nadia Mori
 Articling Coordinator: Toby Turner
 Branch PD Coordinator: Vanessa Lea
 Branch Nominations Committee: Nicole Stark, Kristen Zoerb and Loni Evans
 Director South: Breila Pimm and Carl Torgrimson
 Director North: Emily Hedges and Marie King
 Past Chair: Adrian Renneberg:

The Peace River Branch held its hybrid online/in-person Annual General Meeting on November 14, 2025.

Vancouver – District 3

2025 Branch Executive

Chair: Yuchen (Carson) Li

Vice Chair: Akshit Puri

Treasurer: Adrian On

Secretary: Kathy Ma Green

Articling Coordinator: K. Graham Watson

Branch PD Coordinator: Marika Green

Director at Large: Noah Bridson; Debbie Bryant; Rachel Backer; and Gurveen Arora

Student Representative: Erin Stakiw and Sarah Pickering

The Vancouver Branch held its hybrid online/in-person Annual General Meeting on February 3, 2026.

Victoria and Islands – District 3

2025 Branch Executive

Chair: Bryan Vroom

Vice Chair: Jelle Faber

Treasurer: Melina Sorensen

Secretary: Lynn Pinnell

Articling Coordinator: Kylie Adebar

Branch PD Coordinator: Laura Hooper and Anna Stemberger

Director South: Jack Common

Director North: Andrea Shaw

Director at Large: Natalie Tashe

Student Representative: Alfred Somiah

The Victoria and Islands Branch held its in-person Annual General Meeting on October 25, 2025.





British Columbia Institute of Agrologists
Financial Statements
For the Year Ended December 31, 2025

Contents

| | |
|-------------------------------------|--------|
| Independent Auditor's Report | 1 -2 |
| Financial Statements | |
| Statement of Financial Position | 3 |
| Statement of Changes in Net Assets | 4 |
| Statement of Operations | 5 |
| Statement of Cash Flows | 6 |
| Notes to Financial Statements | 7 - 12 |



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Independent Auditor's Report

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, 2025, 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, 2025, 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.

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.

1

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.



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

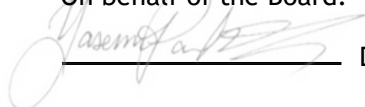
BDO Canada LLP

Chartered Professional Accountants
Vernon, British Columbia
May 6, 2026

British Columbia Institute of Agrologists Statement of Financial Position

| December 31 | 2025 | 2024 |
|--------------------------------------------------|--------------|--------------|
| Assets | | |
| Current | | |
| Cash | \$ 578,486 | \$ 384,623 |
| Investments(Note 2) | 625,000 | 625,000 |
| Accounts receivable | 87,134 | 100,080 |
| | 1,290,620 | 1,109,703 |
| Tangible capital assets(Note 3) | 6,053 | 413 |
| Intangible capital assets (Note 4) | 61,143 | 77,077 |
| | \$ 1,357,816 | \$ 1,187,193 |
| Liabilities and Net Assets | | |
| Current | | |
| Accounts payable and accrued liabilities(Note 5) | \$ 48,696 | \$ 83,073 |
| Deferred revenue(Note 6) | 438,185 | 433,390 |
| | 486,881 | 516,463 |
| Net Assets | | |
| Restricted (Note 7) | 225,000 | 225,000 |
| Unrestricted | 645,935 | 445,730 |
| | 870,935 | 670,730 |
| | \$ 1,357,816 | \$ 1,187,193 |

On behalf of the Board:

 Director

The accompanying notes are an integral part of these financial statements.

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

| For the year ended December 31 | Restricted Funds | Unrestricted funds | 2025 Total | 2024 Total |
|--------------------------------------------------|---------------------|-----------------------|-------------------|-------------------|
| Balance, beginning of the year | \$ 225,000 | \$ 445,730 | \$ 670,730 | \$ 726,585 |
| Excess (deficiency) of revenues over expenses | - | 200,205 | 200,205 | (55,855) |
| Balance, end of the year | \$ 225,000 | \$ 645,935 | \$ 870,935 | \$ 670,730 |

(Note 7)

The accompanying notes are an integral part of these financial statements.

British Columbia Institute of Agrologists Statement of Operations

| For the year ended December 31 | 2025 Total | 2024 Total |
|------------------------------------------------------|-------------------|--------------------|
| Revenue | | |
| Registration/renewal fees | \$ 1,415,945 | \$ 1,189,921 |
| Professional development revenue | 57,861 | 108,903 |
| Grant | 46,172 | - |
| Interest income | 33,345 | 36,932 |
| Other revenue | 10,770 | 68,770 |
| | 1,564,093 | 1,404,526 |
| Expenses | | |
| Advertising and promotion | 10,788 | 17,605 |
| Amortization | 16,895 | 17,219 |
| Bank charges and fees | 49,575 | 44,523 |
| Chief Executive Officer expense | 550 | 800 |
| Insurance | 5,611 | 5,206 |
| Office and miscellaneous | 126,325 | 97,377 |
| Professional fees | 260,559 | 563,210 |
| Rental | 48,628 | 48,408 |
| Repairs and maintenance | 4,960 | 3,321 |
| Travel | 107,256 | 125,435 |
| Utilities | 12,169 | 10,062 |
| Wages and benefits | 720,571 | 527,215 |
| | 1,363,887 | 1,460,381 |
| Excess (deficiency) of revenues over expenses | \$ 200,206 | \$ (55,855) |

The accompanying notes are an integral part of these financial statements.

British Columbia Institute of Agrologists Statement of Operations

| For the year ended December 31 | 2025 Total | 2024 Total |
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The accompanying notes are an integral part of these financial statements.

British Columbia Institute of Agrologists Notes to Financial Statements

December 31, 2025

1 .Significant Accounting Policies

| | |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Nature and Purpose of Organization | <p>British Columbia Institute of Agrologists (theInstitute) 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.</p> <p>The Institute is engaged to ensure that all registrants apply, represent, and maintain the highest ethical standards of professional conduct and competence.</p> <p>TheInstitute is a non-profit organization and is not subject to income taxation under section 149(1)(e) of the Income Tax Act.</p> |
| Basis of Accounting | <p>The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations.</p> |
| Use of Estimates | <p>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.</p> |
| Financial Instruments | <p>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.</p> |
| Cash | <p>Cash consists of cash on hand and bank balances.</p> |

British Columbia Institute of Agrologists Notes to Financial Statements

December 31, 2025

1. Significant Accounting Policies (continued)

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.

British Columbia Institute of Agrologists Notes to Financial Statements

December 31, 2025

1. Significant Accounting Policies (continued)

| | |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Revenue Recognition | <p>The Institute follows the deferral method of accounting for contributions.</p> <p>Grants are recognized as revenue as eligible expenditures are incurred, while amounts received in advance of meeting the related eligibility criteria are recorded as deferred revenue.</p> <p>Registration, renewal, application and other fees are recorded when received or receivable. Registration, renewal, application and other fees are received in advance to the year to which they relate are recorded as deferred revenue.</p> <p>Professional development fees are recorded as revenue when received or receivable.</p> <p>Interest income is recognized as revenue in the appropriate fund when earned.</p> <p>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.</p> |
| Contributed Services | <p>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.</p> |

British Columbia Institute of Agrologists Notes to Financial Statements

December 31, 2025

2. Investments

The carrying amounts of investments are comprised of the following:

| | 2025 | 2024 |
|-----------------------------------------------------------------------------------------|------------|------------|
| At amortized cost: | | |
| Guaranteed Investment Certificate, bearing interest at 4.10%, maturing April 9, 2025 | \$ - | \$ 50,000 |
| Guaranteed Investment Certificate, bearing interest at 5.05%, maturing April 9, 2025 | - | 550,000 |
| Guaranteed Investment Certificate, bearing interest at 4.00%, maturing January 23, 2025 | - | 25,000 |
| Guaranteed Investment Certificate, bearing interest at 3.00%, maturing January 23, 2026 | 25,000 | - |
| Guaranteed Investment Certificate, bearing interest at 2.05%, maturing April 16, 2026 | 600,000 | - |
| | \$ 625,000 | \$ 625,000 |

3. Tangible Capital Assets

| | 2025 | | 2024 | |
|-------------------------|-----------|--------------------------|-----------|--------------------------|
| | Cost | Accumulated Amortization | Cost | Accumulated Amortization |
| Computer hardware | \$ 24,025 | \$ 22,507 | \$ 20,990 | \$ 20,577 |
| Furniture and equipment | 16,708 | 12,173 | 13,142 | 13,142 |
| | 40,733 | 34,680 | 34,132 | 33,719 |
| | \$ 6,053 | | \$ 413 | |

**British Columbia Institute of Agrologists
Notes to Financial Statements**

December 31, 2025

4. Intangible Capital Assets

| | 2025 | | 2024 | |
|---------|------------|-----------------------------|------------|-----------------------------|
| | Cost | Accumulated Amortization | Cost | Accumulated Amortization |
| Website | \$ 127,470 | \$ 66,327 | \$ 127,470 | \$ 50,393 |
| | | <u>\$ 61,143</u> | | <u>\$ 77,077</u> |

5. Government Remittances

Included in accounts payable and accrued liabilities are government remittances payable of \$nil (2024 - \$6,214).

6. Deferred Revenue

The balance of \$438,185 (2024 - \$433,390) represents registrant renewal 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:

| | 2025 | 2024 |
|---------------------------------------------------------------------------------|-------------------|-------------------|
| Beginning balance | \$ 433,390 | \$ 303,988 |
| Add: amounts received related to registrant renewal fees of a subsequent period | 438,185 | 433,390 |
| Less: amounts recognized as revenue in the year | <u>(433,390)</u> | <u>(303,988)</u> |
| Ending balance | <u>\$ 438,185</u> | <u>\$ 433,390</u> |

7. Restricted for Future Expenses

The Board of Directors of the Institute have internally restricted \$225,000 (2024 - \$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 registrants.

British Columbia Institute of Agrologists Notes to Financial Statements

December 31, 2025

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

9. Commitments

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

| | |
|------|----------|
| 2026 | \$47,974 |
| 2027 | \$11,002 |
| 2028 | \$2,292 |

