

BE THE CHANGE EARTH ALLIANCE



ANNUAL REPORT
November 1st, 2014 -
October 31st, 2015

“A constituency able and willing to fight for the long-term human prospect must be educated into existence. It must be scientifically literate enough to recognize politicized science for what it is. It must be courageous enough to face facts squarely. It must be committed enough to avoid the seduction of cheap (lazy) citizenship. It must be intellectually alive enough to demand careful and thoughtful analysis of public problems. It must be able to tell the difference between ecological sense and nonsense. This will require, in Paul Kennedy’s (1993) words, “nothing less than the re-education of humanity” (p.331).

David Orr
World in Mind (2004) p.126

Table of Contents

BTCEA	2
Youth Program.....	2
SLS: Student Leadership in Sustainability Program.....	3
Overview and New Content.....	3
SLS Reach	3
SLS Evaluation	5
Curriculum Updates	7
Professional Development.....	7
Partners in Education.....	8
Waste Watchers Initiative	9
LÉDD : Le Leadership Étudiant vers le Développement Durable	10
Community Program.....	10
Social Media Outreach	10
Action Guide.....	11
Waste Watchers Community Centre Initiative	11
Community for Change Fund and Friendraiser	12
Organization	12
New Website and Contact Management System	12
Financial Support.....	12
Grants.....	12
Social Enterprise.....	13
Private Donations.....	13
The BTCEA Team	13
The Board of Directors and Wisdom Circle.....	13
Staff	15
Educators Advisory	16
Volunteers and University Interns	16

BTCEA

Be The Change Earth Alliance reached its 10 year anniversary in 2015. Our founding commitment to support the development of an environmentally sustainable, socially just and spiritually fulfilling human presence has supported us through all the challenges of a young charitable organization searching for how it may contribute to a life-sustaining social order. The first five years were focused on delivering a Community Program of inspiring adult education. These years were filled with Awaken and Change symposia in community and faith centres throughout Metro Vancouver, Be The Change Action Circles, What's Your Tree Circles, and the Great Turning environmental forums. This was very rewarding work, empowering concerned citizens to take real action for positive change. Yet, the challenge of reaching citizens that were seemingly not concerned and did not enroll in the community workshops, and the challenge of sustaining engagement in our education-in-action program remained.

Responding to parental requests, BTCEA entered into the public education system with a series of school assemblies in 2009. We were immediately impressed by the passion of youth who want to know what is going on and how they can address the global sustainability issues. We also foresaw the strong influence they could have on family members in new Canadian communities that we found difficult to reach. Hence, BTCEA began to develop a Youth Program to empower youth to lead the way for sustainable living.

Building on the five years of experience and knowledge of our team and the depth of insight offered by our Educators' Advisory, BTCEA is now committed to providing innovative curriculum materials that can bring students the information, life-sustaining values and critical

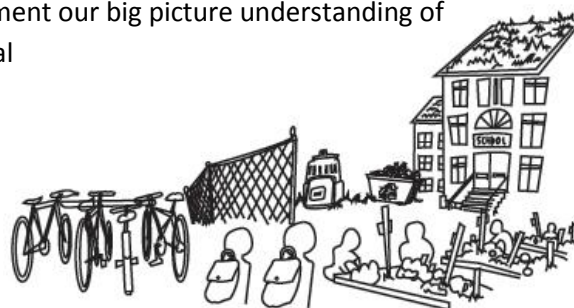
thinking skills they need to make environmental and socially responsible choices. This has implicated us in the larger task of reforming an education system that is largely influenced by society's industrial-consumption world view.

Youth Program

In a time when we are facing immense global environmental and social challenges, today's youth want to know what is going on and how to truly make a difference. Be The Change helps youth find practical, empowering ways to grow as leaders and environmental stewards, through in class education and initiatives taking place both in schools and in the community.

Encouraged by the results and testimonials forthcoming over the years, the Youth Program has become a cornerstone of BTCEA's multifaceted approach to building civic leadership and engagement by making sustainable lifestyle choices and influencing systemic change in our institutions. Through experiential, solutions-based programs BTCEA helps youth to connect, understand, and respond to the sustainability challenges facing our planet in the 21st century. Our education-in-action approach connects global issues to personal actions and combines online research with community activities, bringing a critical thinking process to this exploration of social change. Youth are supported to take specific, measurable actions with their friends and families in a variety of ways on a broad spectrum of environmental issues.

Traversing the traditional subject silos that fragment our big picture understanding of global



sustainability, BTCEA has developed an educational curriculum that explores 21st century issues related to values of Health, Conscious Consumption, Conservation, Connection, Social Justice and Innovation. Compiled under the banner “SLS: Student Leadership in Sustainability” this modular compendium of teacher lesson plans and student Action Packs has been used in a broad cross section of courses, including Planning, Social Justice and/or Leadership, Science, Social Studies and Home Economics. Additionally for the past two years BTCEA has developed and implemented the Waste Watchers project to support youth leadership in the systemic change of organic waste diversion in the schools and community centers. More information on these significant projects within the Youth Program is outlined below.

SLS: Student Leadership in Sustainability

Overview and New Content

BTCEA is taking exciting steps to deliver high quality environmental education resources and services to youth within British Columbia’s public and private school system. In 2014/15 BTCEA’s flagship program, SLS: Student Leadership in Sustainability, released its fifth edition curriculum reflecting a growth in both content and quality.

To counter the traditional argument for economy over environment, BTCEA added “Career Options” to each student Action Pack. This optional resource provides interested students with some insights into the many positions within the workforce that will be involved in updating and improving the sectors of society directly engaged in and affected by the sustainability issue they have studied. Preliminary research into training and educational institutions related to these positions has been included in this resource.

To reflect the rapid developments in the field of global sustainability and to highlight significant events and innovations, BTCEA added a “Current Events” section for each SLS Action Pack that holds recent news articles and events relevant to the issue covered in that Action Pack. Questions are provided that provoke inquiry into biases, sense of place, and interconnectedness of issues, are based around this additional current events section.

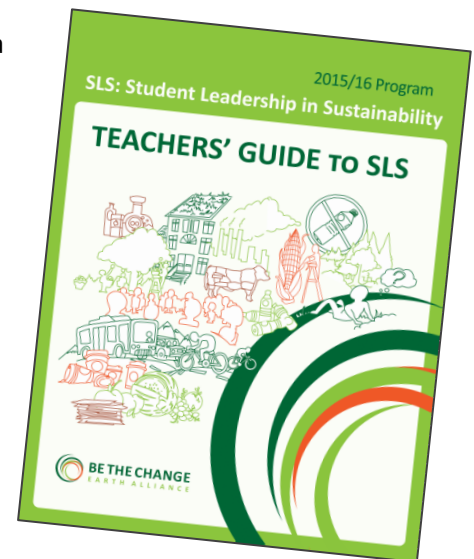
BTCEA also created a “Teachers’ Guide to SLS” booklet that helps a teacher understand and navigate the program and its materials. This comprehensive tool is designed to clarify pedagogical features and make it easier for

teachers to use the variety of resources offered in the SLS program. This booklet will also be useful in teacher ProD workshops in the future. Increased enrollment, expanded services, extensive evaluation and revisions and new opportunities for school wide access have also defined SLS’s development this year, keeping SLS on the leading edge of sustainability education curriculum.

The developments made in 2015 reflect not only the hard work contributed by staff, volunteers, interns, and advisors but also the legacy of teachers working within the school system who are committed to providing meaningful education on environmental sustainability and social justice to our youth.

SLS Reach

In 2014/15 SLS reached even more students and teachers in old and new districts across BC, and



was used by 45 teachers and 3300 students in the following schools:

Vancouver

- David Thompson Secondary
- Killarney Secondary
- Lord Byng Secondary
- Norma Rose Point Middle
- Point Grey Secondary
- Prince of Wales – TREK Program
- St. George's School
- Stratford Hall
- Vancouver College
- Vancouver Learning Network
- Windermere Secondary

Surrey

- Elgin Park Secondary
- Frank Hurt Secondary
- Fraser Heights Secondary
- Kwantlen Park Secondary
- Sullivan Secondary

- Tamanawis Secondary

Vancouver Island

- Reynold Secondary School
- Collaborative Education Alternative Program
- Oceanside Elementary
- Glacier View Secondary Centre

Burnaby

- Burnaby North Secondary
- St Thomas More Collegiate

Richmond

- Palmer Secondary
- Matthew McNair Secondary

Other Districts

- Abbotsford Middle School
- Riverside Secondary
- Seaquam Secondary
- Fraser Lake Secondary
- Vernon Secondary
- Vedder Middle School

Narrating our Impact

Fiona Buchanan, Palmer Secondary Teacher

Fiona Buchanan is a passionate young teacher who discovered the SLS: Student Leadership in Sustainability curriculum by attending a professional development workshop BTCEA facilitates for teachers. Fiona brought SLS to her Planning 10 and Leadership 11 course; she and her students simply loved the experience.

“The most important observation I made from the overall experience was the empowerment the students felt after finishing the projects. Because the students were required to take actions and because the actions were “doable”, students had a felt experience of actually making a difference. The students commented several times on how surprised they were at the impact the small actions made in their own lives and in the lives of their family, friends, neighbourhood, and community.”

Individual actions can account for up to 40% of environmental degradation so motivating wise choices in consumption can make a huge environmental impact.

We need more teachers bringing sustainability education into the classrooms, but we don't have the time for all teachers to become masters of the diverse ecological challenges we are facing and to know the many actions that contribute to local solutions. So, Be The Change creates everything the average teacher needs to engage their students in 21st century sustainability topics in a personal way.

“I learned so much and it was so fun, with the students engaged the whole time. At one point I sat back as the students kept digging deeper into the topics and the stakeholders involved, it was a perfect little teaching moment where I got to witness their education in action! This was such a gift, (SLS) being so very, very well-rounded and easy to teach.”

[illegible]

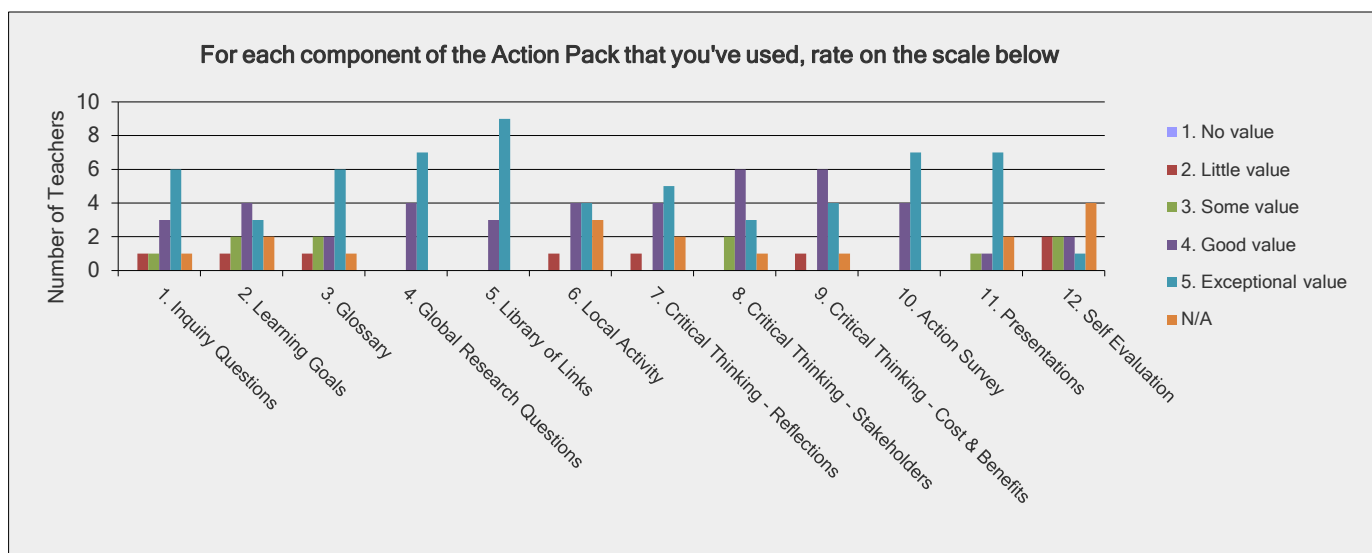


Figure 1. The value of each component of the Action Packs, as rated by Blended teachers.

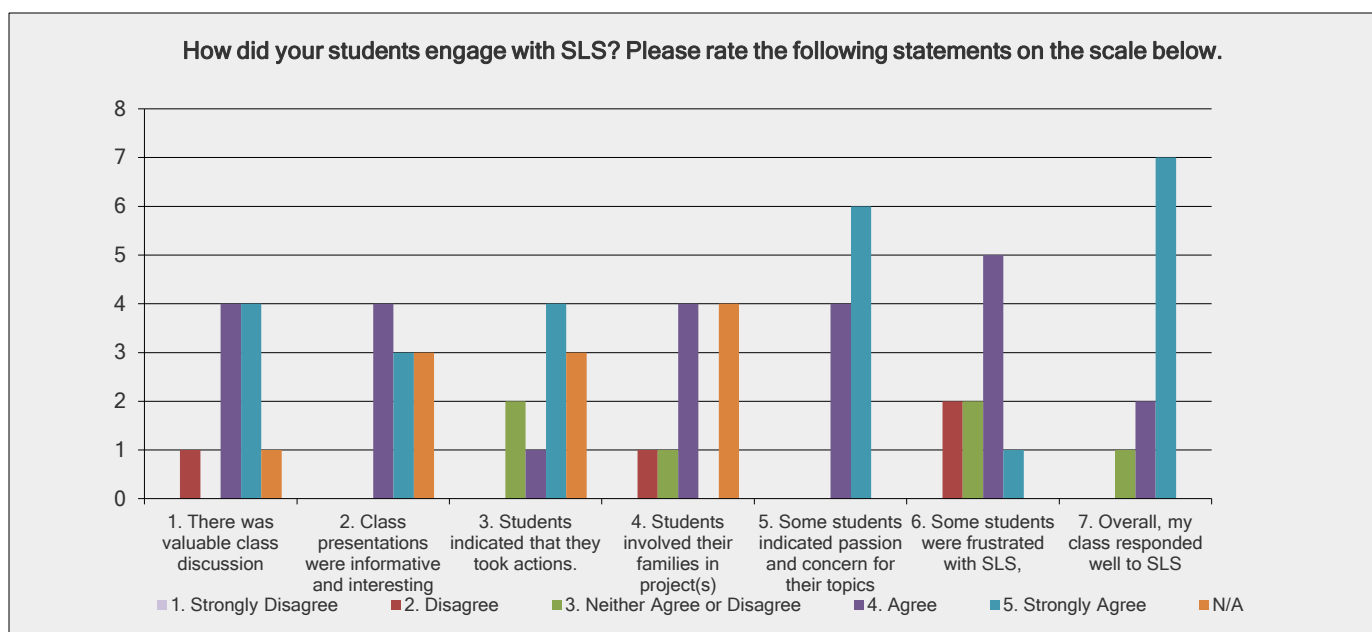


Figure 2. Student engagement with SLS as reported by Blended teachers.

Student Feedback:

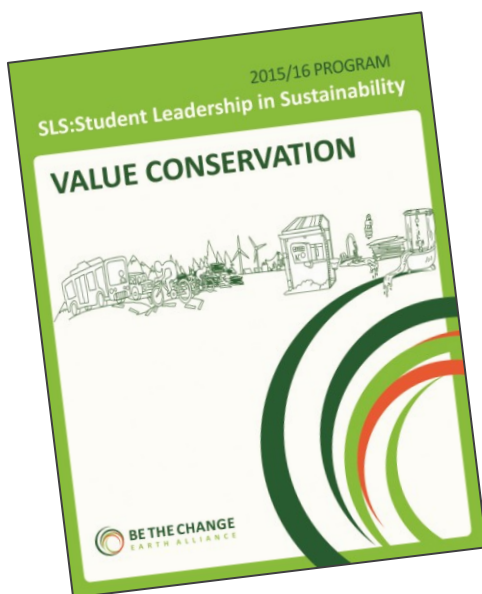
- 86% of students agreed or strongly agreed that it is important to learn about environmental sustainability.
- 83% of students agreed or strongly agreed that SLS increased their understanding of sustainability issues.
- 86% agreed that student presentations increased their understanding of sustainability issues.
- 96% of students agreed or strongly agreed that they learned a lot about their topic by completing the SLS Action Pack.
- Students believe they increased the following skills: research - 93%, collaboration and group work - 100%, critical thinking - 89%, taking personal action - 96%, communication - 100%.
- 81% of students thought that the local activity was interesting, 65% found it was realistic to accomplish and 63% agreed it

helped them to connect to the global issue.

- 79% of students believe that taking personal action for a class assignment is a valuable learning experience.
- 70% intend to continue taking sustainability actions in the future. (Note: the remainder neither agreed nor disagreed)

Curriculum Updates

As always BTCEA's team worked together to update the curriculum, contributing extensive research and creative ideas in the upgrade of the 2016 version of Blended SLS. Drawing upon the feedback collected during SLS evaluation and the BC Ministry of Education's curriculum changes, the SLS program underwent significant revisions. Once teacher feedback was gathered, curriculum additions and revisions were discussed, weighed, and strategically carried out. Everyone worked tirelessly throughout the summer months to create the most comprehensive and sophisticated iteration of the Student Leadership in Sustainability program to date.



In addition to the SLS Related Careers and Current Events additions to the curriculum outlined above, the SLS Action Packs are now offered in component pieces so that teachers can more easily choose which elements to

include in their particular classes. More work

was devoted to our French translation LEED by researching French links to our Library of Links for Research and Critical Thinking questions.

The following SLS Materials were also worked on:

- Student World View surveys were simplified and now incorporate additional worldviews and studies, and the Student World View Calculator was created
- Distance version received the same upgrades as Blended incorporating teacher feedback from the past few years
- French version was updated to incorporate some 2015 edition upgrades
- Improvements were made to the Research and Critical Thinking questions and links in specific Action Packs, based on teacher feedback and staff edits
- Stakeholder section and Cost & Benefits section in Action Packs were updated to be clearer, simpler, and have a greater integration of the 3 pillars of sustainability

Professional Development

Alongside the development of the SLS curriculum materials, BTCEA offers professional development (ProD) workshops to educate teachers on interesting 21st century pedagogical approaches to delivering inspiring and empowering environmental education. The primary way Be The Change reaches teachers is by providing these complimentary Professional Development workshops at teacher conferences, and in turn we are also able to let teachers know about our SLS offering and how best to utilize it.

BTCEA facilitated ProD workshops at BC Provincial Conferences. They take place in the fall, and are hosted by Provincial Specialty Associations, such as Science, Socials Studies, Home Economics, French Immersion, Environmental Educators, Peace and Global

Education, Teachers on Computers, and others. We also presented SLS workshops at School District Conferences and Professional Development days and 'Collaborative Meetings' or 'Department Head Meetings' that are hosted at specific schools. For teachers unable to attend our ProD workshops at the conferences, we facilitated a virtual ProD from the BTCEA office for teachers who could connect via phone and computer.

On a national front, Maureen and Erin presented an SLS workshop at the Earth Matters Conference hosted in Canmore in October, 2015.

Professional Development Workshops and Conferences

National

- Earth Matters Conference, Canmore, AB

Provincial

- Social Studies Conference
- Modern Languages
- Science Conference
- Home Economics Conference
- Computer Using Teachers Conference
- ISABC
- PAGE - booth

District

- Burnaby
- Richmond
- Coquitlam
- Surrey

Partners in Education

As a charity navigating the complexities of BC's public school system, the development of collaborative partnerships and strategic alliances has helped BTCEA address organizational and institutional barriers. Such barriers include the habitual underfunding of public schools and complex communication channels for connecting with teachers.



In response to these challenges Maureen has built relationships for BTCEA with the CASJ, the BCTF Committee for Action on Social Justice and invited

a member of their Environmental Action Committee (EAC) to serve on the BTCEA Educators Advisory. The BCTF staff person responsible for the EAC left in 2015 and a new relationship needs to be developed.

DASH BC, the Directorate of Agencies for School Health, is



a provincially funded organization committed to positively influencing the health and learning capacity of students in British Columbia. Collaborative meetings with Kathy Cassles, Ex. Director of DASH, resulted in agreement that teachers could apply for a DASH sponsored \$750 Healthy Schools Network Inquiry Grant to provide their entire school with access to the SLS curriculum. This effectively eliminated the financial barrier any teacher might face to license SLS and filled the criteria for endorsement from BCTF. The equal access opportunity Inquiry Grant was made available to BC teachers in October of 2014. This dramatically shifted our pricing model from a per student license to a full school license and increased SLS's revenue for BTCEA.



OFFA, the Office of Francophone and Francophile Affairs, is dedicated to developing, coordinating and promoting program and courses

taught in French both on and off the SFU campus. Maureen connected with Kevin Sigaty, the Faculty Associate of this program, during her PhD course work and after several meetings established a collaborative working relationship

in support of the French LÉDD curriculum materials. This collaboration continues to evolve and grow, with OFFA able and willing to financially support the delivery of French ProD workshops promoting LÉDD.

Waste Watchers Initiative

With significant grants from Environment Canada, the Real Estate Foundation, and Greenest City Foundation, BTCEA completed the Waste Watchers (WW) pilot in the summer of 2015. The Waste Watchers initiative provided educational services and resources to school districts to support the successful integration of food scraps collection into district waste management systems. This education-in-action, youth-led campaign to rethink waste and take action for effective organic waste diversion engaged over 400 student leaders in 19 Burnaby, Delta, and Vancouver Schools and 3

pilot Community Centers in Vancouver.

BTCEA developed tools to help teacher sponsors and youth to effectively plan a sustainability project, understand their waste systems, assess the current systems effectiveness, and conduct a waste audit. The Waste Watcher project supported youth to complete projects to create public awareness of how to support waste diversion and improve their current waste systems. BTCEA provided over 70 student and teacher workshops and presentations, from meeting and planning with clubs to presenting at youth symposia, inspiring over 50 student led activities that reached over 26,000 students and teachers.

Waste Watchers tracked a substantial increase in organic waste diverted from the landfill, which decreased the amount of methane released into the atmosphere and reduced the school and community centers' impact on climate change. Approximately 399 tonnes of organic waste were diverted, reducing GHG emissions by 289 tonnes eCO₂. In Vancouver, the schools that received WW programming had a 19% higher diversion rate than schools that did not.

Narrating our Impact

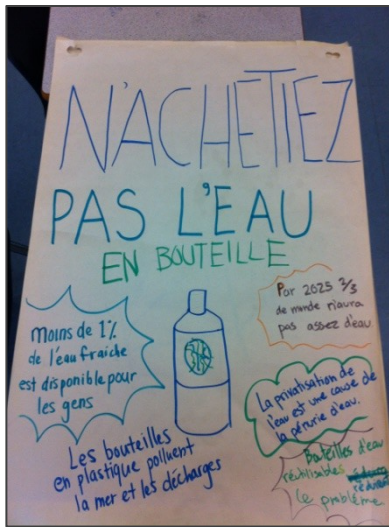
Simon Lin, Burnaby South Secondary student

In grade 8, Burnaby South Secondary student Simon Lin dreamt up his own food scraps diversion program: he walked the halls with a sandwich board and a bin and asked students to fork over their food waste. Last year he was in grade 12 and with the support of the Be The Change's Waste Watchers program, he led a team of 20 students to help the Burnaby School District successfully implement their food scraps composting program at Burnaby South.

"Thank you for supporting sustainability [with the Waste Watchers initiative] ... composting food scraps for waste diversion has always been something that I have dreamed of. With the essential toolkits, waste-audit support, documents and resources from Be the Change Earth Alliance, this vision has at last become reality. The bins would not have been implemented without BTCEA's support."



LEDD : Le Leadership Etudiant vers le Développement Durable

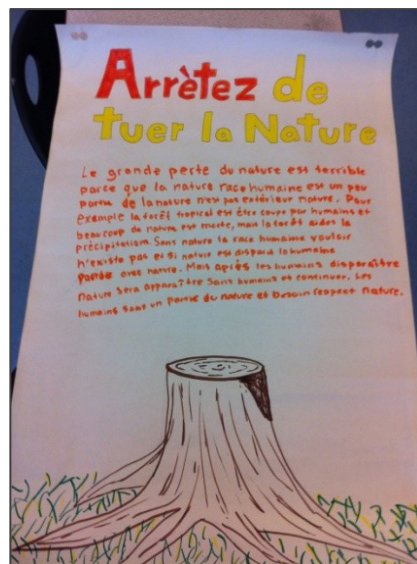


LÉDD: Le leadership étudiant vers le développement durable est un programme d'enseignement scolaire conçu pour inspirer les jeunes à rechercher et envisager des solutions et à prendre des mesures pour relever les défis

sociaux et environnementaux qui font face à notre planète.

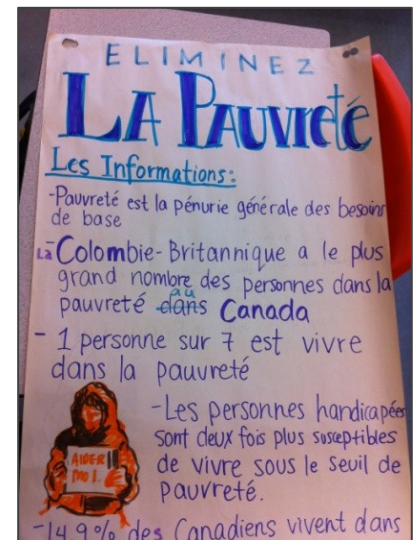
The entire global sustainability curriculum offered by BTCEA has been translated into French! This massive undertaking was gifted to BTCEA by the indomitable team of Philippe and Suzanne Barois. Their first step was to review the translation provided by the U. of Ottawa students in 2013. Most of this work did not meet the high standards of the Barois team and they meticulously edited the 44 Action Packs for the entire curriculum. They began this work in May of 2014, donating a total of 300 translation and formatting hours in 2014.

In October 2014, BTCEA was able to pilot LÉDD with



three French immersion teachers and the Barois continued to translate the 6 Teachers' Kits for the curriculum. As SLS is continuously upgraded, work on the translation of

the 5th edition commenced and the Barois contributed another 135 hours in 2015.

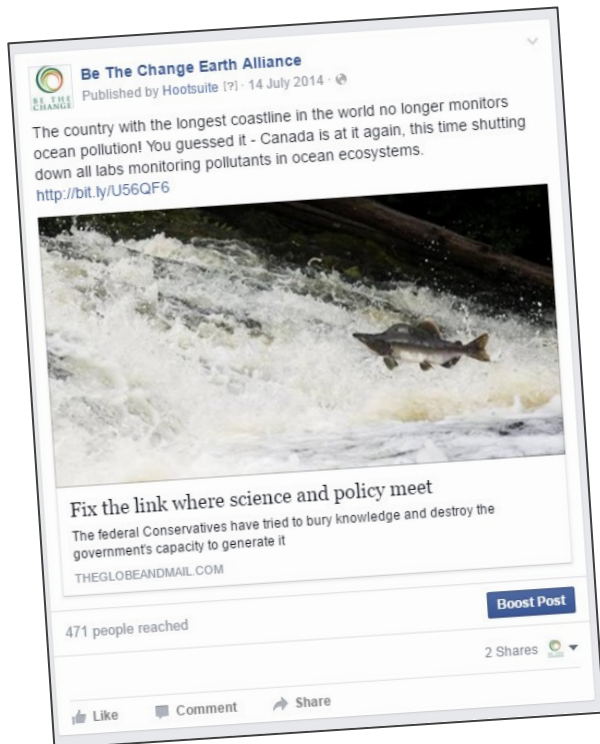


Community Program

While devoting human resources to the development of the extensive youth education program and launching the Waste Watchers waste diversion initiative, Be The Change Earth Alliance shifted the focus of the community education programming to a social media campaign that highlighted ongoing current affairs, issues and citizen actions. The Tweets and Facebook posts linked to informative websites or videos and outlined actions from the BTC Action Guide.

Social Media Outreach

In 2015/15 BTCEA increased our social media capacity and engagement with the help of our interns. As of October 31st, 2015 we had 817 twitter followers and 1086 Facebook followers, and had posted 117 tweets and 102 Facebook posts at an average of 2/week. Our Facebook feed generated 2207 clicks. Our twitter posts generated 16610 impressions.



Common themes included water waste and Vancouver's drought, Waste Watcher's and the Vancouver Farmer's markets, innovative sustainability ideas, and environmental education across the world.

Action Guide

The Be The Change Action Guide continues to be offered to citizens to support their behavior change; they are purchased either at workshops, at the office, through Amazon.com and our website, or at Banyen Books. BTCEA provided Action Guides to the libraries of 40+ schools that were teaching environmental sustainability through SLS.

Waste Watchers Community Centre Initiative

Waste Watchers (WW) initiative provided educational services and resources to youth groups in three Vancouver community centers to support the successful integration of food scraps collection and diverting organic waste out of the landfill. BTCEA facilitators coordinated with youth group workers and delivered workshops directly to youth groups at

Killarney, Trout Lake and Kitsilano Community Centers.

This education-in-action, youth-led campaign to rethink waste and take action for effective organic waste diversion engaged over 60 youth in creating and delivering community education special events and initiatives that reached several hundred citizens throughout the spring and summer. For example Trout Lake Youth went to 7 Trout Lake Farmers Markets and educated public on the waste diversion system, complete with quizzes and bin monitoring

The public's feedback towards the youth's waste management contributions was great! We received frequent comments such as "I learned something new about composting/recycling today", "Thank you so much for educating and engaging our community like this" and "I think there needs to be more initiatives like this around the city!"

Waste Watchers tracked a substantial increase in organic waste diverted from the landfill, which decreased the amount of methane released into the atmosphere and reduced the community centers' impact on climate change. Community centers that received WW programming had an increase in diversion rate of 24% compared to 4% for community centers that did not engage with the WW program.



Community for Change Fund and Friendraiser

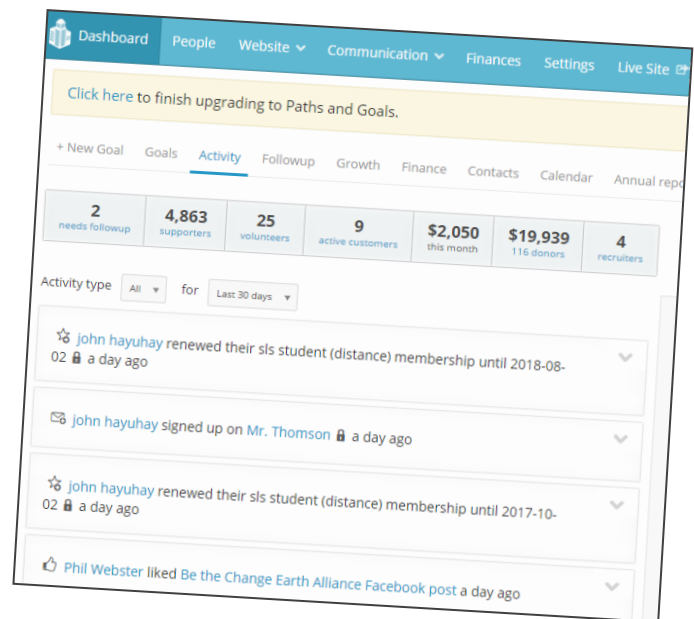
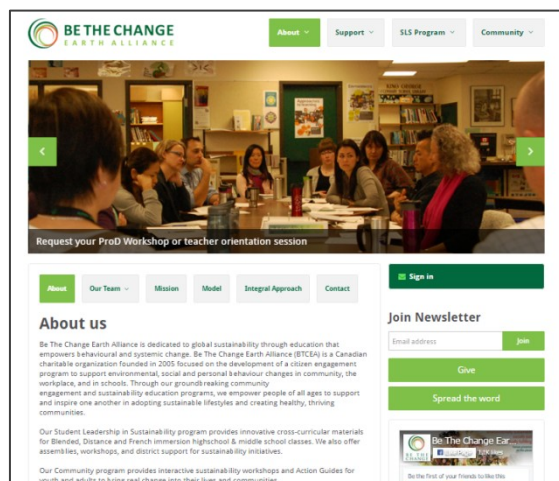
With the help of board member Tyee Bridge, in September and October of 2015 BTCEA began planning for a Community for Change Friend and Fundraiser that launched in November. We were motivated by the desire to meaningfully engage with our community, to tell our stories and feel the energetic support of those who aligned with our work and message. A comprehensive report on the success of this initiative will be included in next year's annual report. Most significantly, we look forward to staying engaged with the 100+ community members who responded to our call, and hope to include them in ongoing community education initiatives.



Organization

New Website and Contact Management System

The expansion of the SLS program content and the growing community of people we wish to engage with in meaningful ways prompted us to upgrade our website in 2015 so that we could better manage our curriculum content and contacts.



After investigating several potential tools to accomplish this, we contracted web developer Devin Tepleski to help us build an entirely new website and content management system with the Nation Builder platform. Operations Coordinator Megan Eadie led the team to undertake this significant body of work which greatly occupied our time this summer in preparation for the launch of the school program on the new NationBuilder platform in the fall of 2015. The team continues to deepen their understanding of how to fully use this system well, which substantially increases our ability to effectively track our communication with teachers and community members.

Financial Support

Grants

As a charitable organization, the work of BTCEA is financially supported through a combination of grants from Government, Foundations and Corporations. The following organizations supported BTCEA in the 2014-2015 fiscal year:

Government:

- BC Gaming – organizational support for community and youth education programs
- Environment Canada – Waste Watchers
- Services Canada – one summer student position

Foundations:

- Chris Spencer Foundation – Waste Watchers
- Hamber Foundation – Waste Watchers
- Real Estate Foundation – Waste Watchers
- Greenest City Foundation – Waste Watchers

Corporate Foundations:

- TD Friends of the Environment – SLS
- Vancity Foundation – Waste Watchers
- Boeing – SLS

Social Enterprise

The primary source for BTCEA social revenue this year was through the licensing of SLS to the schools through the HSN school wide grant. This provided for 13% of our annual income.

Private Donations

The financial stability of most established charitable organizations is provided by monthly and annual private donors. We recognized that BTCEA needed to put some much needed attention in this direction for the ongoing well-being of the organization. In September and October of 2015 the staff and board started to plan for a Community for Change Friend and Fundraiser to launch in November. This was BTCEA's first donor drive in four years and the timing serendipitously coincided with a funding gap created by a lengthy delay in receiving an approved grant. We were also motivated by the desire to meaningfully engage with our community, to tell our stories and feel the energetic support of those who aligned with our work and message. We are very pleased with the results of our Community for Change campaign that took place in November and December and will report full details in our next annual report.

The BTCEA Team

Be The Change is a small but industrious organization, defined by the people who are integral to its success and growth over the past ten years. This is why we want to acknowledge and thank those that hold this organization dear and give so much of their energy and time to make the Be The Change vision a reality. In addition to the amazing people mentioned here there are many more that won't be listed but are still appreciated. In this regard, please refer to the credits in the Teachers' Guide to SLS, and in the community Action Guide.

The Board of Directors and Wisdom Circle

The Board and Wisdom Circle continued to increase its professional capacity for governance. In addition to board business we enjoyed some strategic visioning sessions including a summer Sangria evening on the founders' back deck.



From left to right: Maureen Jack-LaCroix, Derek LaCroix, Tyee Bridge, Toni Pieroni, Gregory Almas)

Derek LaCroix, Q.C. As one of the founding members of the organization, the long standing President and the most generous of donors, Derek's support of BTCEA has been steadfast and true over the past ten years. Derek is a remarkable combination of head, heart and

soul; lawyer, counsellor and spiritual seeker. He is widely respected as the Executive Director of the Lawyers Assistance Program, serves on a number of community boards and loves the BTCEA vision for social justice, environmental sustainability and spiritual fulfillment.

Suzanne Barois has also been a long-time supporter of BTCEA, contributing as a star volunteer, Wisdom Circle member, and currently as the Secretary on the Board of Directors. Suzanne received her M.Sc. in Resource Management Science from UBC. She worked as a fisheries and marine biologist in Canada and overseas for the International Research Development Centre Canada. Suzanne is wholeheartedly committed to the global effort towards sustainability through community building and social action, nonviolent communication, and education.

Tyee Bridge continued his tenure on the BTCEA board providing creative direction and deepening insights from his work in the non-profit community; he is a passionate environmentalist and also serves on the board of the Fraser River Keepers. Tyee is a renowned writer with four National and seven Western Magazine Awards to his credit. Tyee is currently the editor for the online Vancouver Observer magazine and the publisher of a boutique nonfiction press called [Nonvella](#). Tyee's greatest inspiration is to work for the future of this world is his young son, Jonah.

Tine Rossing served her second term on the BTCEA board, providing expert guidance on the development of our business plan and fascinating insights into the ongoing development of international environmental projects and policies, as permitted by her demanding travel schedule to the front lines of climate change adaptation, ecosystems management, green economy and development in various countries and continents around the world. As an accomplished Climate-Compatible

Development Specialist, Tine balances her international consultancy work with grass roots support of BTCEA's work in the local community.

Gregory Almas was introduced to the work of BTCEA through his participation in a community Action Circle; an experience which inspired him to become a trained Awaken the Dreamer/Be The Change Symposium facilitator. He went on to join BTCEA's Wisdom Circle in 2009 and was elected to the Board of Directors in 2012. As a successful Vancouver Commercial Property Manager, Gregory enjoys integrating sustainability principles and projects into his work. Upon his initiative a community garden was able to be set up on the London Drugs property at Hastings and Penticton, bringing positive environmental and economic returns to all the stakeholders.



From left to right: Suzanne Barois, Jill Scott, Tyee Bridge, Derek LaCroix, Cindy Lee, Gregory Almas

BTCEA is pleased to have received the professional expertise of accountant David Pel and entrepreneur Charles Holmes who served as **Board Advisors** on our **Wisdom Circle** this year.

David Pel, CGA, CPA has owned his own accounting firm, David Pel Company Inc. since 1991 and with his staff services approximately 500 clients annually. In addition to his professional career, David Pel is active in community service. He is the founder and

Treasurer of the Downtown Surrey Business Improvement Assoc; on the board of Elim Housing Society, a village of care for the elderly; Treasurer of the Burnaby Tennis Club; and an active fundraiser for Burnaby Family Life, a society serving youth at risk. BTCEA is delighted that David agreed to serve on our Wisdom Circle and benefited from his experienced direction for board policies.

Charles Holmes is the co-owner operator of a hemp seed food and bio-fuel manufacturing facility, Living Harvest Conscious Nutrition, North America's premier hemp seed food company, and Conscious Planet, a rejuvenating product line and educational program. His entrepreneurial acumen and energetic support was a great boon to our Wisdom Circle meetings.

Toni Pieroni is one of the founding members, with Derek and Maureen, who has energetically held the container for the ongoing development and flourishing of BTCEA over the years. As a Registered Clinical Counselor, Toni brought her compassionate love and discerning wisdom to our monthly discussions, providing great encouragement for the work to continue and thrive. In addition to a busy private practice, Toni facilitates workshops and retreats in eco-psychology based on the work of Joanna Macy. She is passionate about accelerating the shifts in consciousness that are needed to shape values and behaviours toward the healing of our world.

Staff

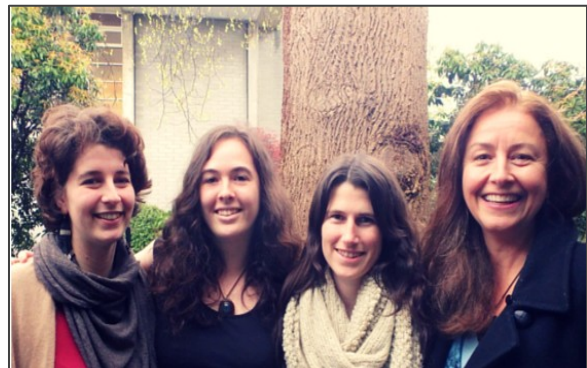
Maureen Jack-LaCroix, Creative Director

Maureen co-founded BTCEA after completing a Masters in Eco-Psychology 10 years ago. Now thoroughly immersed in the dynamics of BTCEA bringing sustainability education into BC curriculum, Maureen is also pursuing her PhD in Curriculum Design at Simon Fraser University's Faculty of Education. While delegating more

organizational management to Erin, Maureen continues to lead the creative direction for the organization and build strategic alliances in the community. She also fulfills the roles of resource development, financial management and editor of materials and communications issued from BTCEA.

Erin Leckie, Program Manager

In her fourth year at BTCEA Erin has continued to flourish in her role as SLS Program Manager and Human Resource Manager. Erin's capacity for team management, goal setting, and project management has grown as her responsibilities and hours working at BTCEA have increased. Erin's passionate commitment to environmental sustainability, education, and social change is expressed in her excellent design and delivery of educational workshops for SLS and Waste Watchers and the ever improving and expanding SLS curriculum materials. Erin now works closely with Maureen on BTCEA's organizational visioning/growth and goal setting.



From left to right: Jen Holden, Megan Eadie, Erin Leckie, and Maureen Jack-LaCroix

Megan Eadie, Production Coordinator

Megan joined the BTCEA team in May 2014, with a Bachelor's in Environmental Sciences from UBC. Megan worked hard with the team leading the SLS evaluation and supporting Maureen in grant writing. Utilizing her fluency in French, Megan also coordinated the final editing and templating of the new French

Immersion SLS curriculum materials. Additionally Megan coordinated website changes related to our new content and contact management systems and is improving BTCEA organizational systems.

Jen Holden, Communications Coordinator

Jen joined the team October 2013 and left in June 2015 to pursue other endeavours in Europe. In the 2014-15 year she directed much of her skills and energy towards the Waste Watchers Initiative, working on materials and workshops, providing coordination and support for student leaders and other stakeholders and providing a high standard for the extensive evaluation and reporting of the initiative. Jen also worked on communications and outreach, and helped BTCEA increase its capacity. We wish Jen the best and appreciate her good work while with Be The Change.

Emily Hansen, Program Assistant

Emily joined the BTCEA team from May-September to help with our SLS program updates. She assisted with the distance program upgrade, the blended program upgrade, and the new website's development. Emily is a Master's student at UBC's School of Community and Regional Planning.



From left to right: Emily Hansen, Jen Holden, Megan Eadie, Erin Leckie

Educators Advisory

BTCEA is privileged to receive the on-call support of our Educators Advisory. These accomplished educators represent a broad cross section of experience and insights into the BC education system, from the varied perspectives of teacher, principal, district principal, district director of instruction, and district deputy superintendent. This provides the BTCEA staff with invaluable advice on key issues when we are setting direction and planning initiatives. This year they played a pivotal role in our discussions on setting price for our SLS licence and in the extensive evaluation process that was undertaken with SLS teachers in the spring of 2015.

Special thanks to the members of the Educators Advisory that worked with us this year:

- Brenda Kvist, Acting Principal Vancouver Learning Network
- Denise North, Librarian, Enviro Club Sponsor, VSB
- Garnet Ayers – retired Delta Deputy Superintendent
- Michael Iachetta, Socials Teacher, Delta School District
- Philippe Barois, retired French Immersion International Baccalaureate teacher
- Ron Hall, Director of Instruction, Burnaby School District
- Darryl and Glenn Fieber, retired principal and teacher from Kamloops, BC
- Rob Ferguson, Teacher and Counsellor

Volunteers and University Interns

BTCEA is able to accomplish the huge amount of work undertaken each year due to the heartfelt commitment and generous support of highly skilled volunteers. BTCEA had exceptional volunteers this year. Two honourable mentions

Narrating our Impact

Suzanne Barois, BTCEA Volunteer

Suzanne has been a steadfast BTCEA volunteer for over 8 years now. She joined the advisory Wisdom Circle after a synchronistic meeting with our co-founder and Creative Director Maureen Jack-LaCroix in a ferry line-up.

After a few days of discernment, Suzanne made a commitment to support the work of BTCEA and its approach to change through 'education-in-action'.

"My scientific mind has been wonderfully engaged in all the research for the educational materials, and my spiritual connection was met in our monthly Wisdom Circles. I might have returned to school but instead I learned by doing. Maureen constantly offered me opportunities that scared and excited me... she pushed me to the edge and bade me fly."

From BTCEA's beginnings in Maureen's kitchen to the present, Suzanne has done everything from co-creating action guides, pro-d facilitation, to leading citizen Action Circles and Symposia. Most recently, with her husband Philippe she is translating all the curriculum into French.

When the prospects of carrying on seem daunting and the way forward unclear Suzanne urges us to share in her experience and to trust.

"Life is a process of unfolding to your potential and trusting that your experience regardless of how it looks is part of that process. Learn to let go of control, live with uncertainty and embrace life's unknowns. "

We are so grateful to the many caring citizens who have supported this small but remarkably effective not-for-profit over the past ten years, and we are particularly blessed to have been adopted by Suzanne Barois!

are Suzanne and Philippe Barois, who undertook the French translation of our SLS curriculum materials, and assisted in delivering Professional Development workshops to French teachers. They steadfastly and meticulously worked through the Be The Change resources, editing both the French and English version for accuracy and consistency. BTCEA had exceptional volunteers this year; cumulatively they gifted over 980 hours in 2014-15 to Be The Change!

Brandon MacDonald and Sasha Van Stavel volunteered with us on our Waste Watchers project enabling us to complete this expansive project by increasing our team capacity. Their skills and energy were much appreciated and contributed to the overall success of this initiative.

This year our UBC Arts Interns were Eugenia Serrano, Damini Jain, and Filip Bozinovic. They worked on diverse projects within curriculum development and research and assisted with administrative tasks. We were particularly grateful to Gaby Good, an exceptional intern from the previous year, and Eugenia Serrano who stayed on to work with us as volunteers after their internships were complete.

