

# **BE THE CHANGE**

# **EARTH ALLIANCE**



**ANNUAL REPORT**

**October 1<sup>st</sup> 2015**

**through**

**August 31<sup>st</sup> 2016**

## Message from outgoing Creative Director

Twelve years ago, when I pledged to devote ten years of my life in service to Earth, I had no idea where it would all lead! Founding and working with Be The Change Earth Alliance has been one of the most enriching experiences of my life. With a mission to “support global sustainability through education that empowers behaviour change”, we took our public education program into communities throughout Metro Vancouver. Over five years we delivered countless symposia and catalyzed hundreds of citizen ‘action circles’ to take thousands of environmental actions to transform lifestyles.



Then, a circle member had me deliver five all-grade assemblies at her daughter’s school. The students’ enthusiastic response was so inspiring I determined to shift BTCEA’s focus to empower our youth. An ongoing collaboration with dozens of teachers, university interns, our dedicated staff and directors has resulted in the expansive SLS: Student Leadership in Sustainability curriculum. I’m told that over the past five years SLS has been used by 250+ teachers, engaging 17,000+ students in 100,000+ actions, reducing 500,000 kg of CO2 from the atmosphere. That feels very, very, good! Although there are so many more teachers and students to reach, this is a significant start.

I believe that if we can shift our education system to bring our students a sustainable, relational, holistic world view, we will transform our future. I need to step back to consider this agenda! To that end I am moving onto the Board of Directors and completing a PhD in Environmental Education at SFU, all the while pondering how we can best contribute to this movement for systemic change.

I suspect this work will never end, and I’m so grateful for all it has taught me. Living in the paradox of being a feisty wave in one huge ocean of change, I am beginning to learn patience and the peace of knowing that although I must do all that I can, I can not do it all. And, most importantly, that what I ‘do’ is only secondary to how I am ‘being’ in the process. I love seeing the implicit order emerge when we are fully present in dialogue with others and imagine the greater impact we can have in collaboration with other like-minded groups. Surely the time to work together has never been stronger.

We are blessed that the ED position will be filled by Erin Leckie, who is an indomitable champion of our mission to empower youth as leaders in sustainability. I am so grateful to her and the amazing staff and volunteers that continue to make BTCEA a force for positive change. I will continue to contribute all that I can to this dynamic organization from my new position on the board.

In joyful service,

A handwritten signature in black ink, appearing to read 'Maureen Jack-LaCroix', written in a cursive style.

Maureen Jack-LaCroix  
Founding Director

## Message from incoming Executive Director

Since my childhood I have always felt at home and alive immersed in nature. By the time I was in my early 20's I was a trained outdoor educator guiding starry-eyed youth through mountain passes or coastal waters. My love for sharing wild places combined with a strong desire to help build a society that is truly connected and respectful to each other, and the land we occupy, led me into pursuing environmental education and community and capacity building.



When I first met Maureen six years ago and she told me about Be The Change (BTCEA), I remember saying aloud "Wow, I could really see myself doing exactly that one day." The organization's focus on values, worldviews, and actions mirrored my most recent research, personal development path, and professional vision. Maureen and her team were just starting to bring their brilliant community programming to students and figuring out what that educational offering would ultimately look like. When I started with BTCEA a piece of me was home and a whole new level of passion was ignited.

It has been a privilege to be part of BTCEA and its amazing team of staff, board members, volunteers, teachers, and students. I have learnt an incredible amount about education and how to deliver materials to both teachers and students that have a real meaningful impact. I have a deep respect for the power of education to transform how we understand the world and of our roles in changing it for the better.

As BTCEA's new Executive Director, I am excited to take on more responsibility, expand my personal and organizational strategies and approaches, and carry this work to new depths and heights. I am ready to ride this new and growing river with all its challenges and joys.

At a time when the issues are so large and mass media so overwhelming, the need to empower young people has never been more urgent. Our approaches need to be innovative if we are to hope for a large shift in behavior and systems. I am excited to work with our team, supporters, collaborators, teachers and students to bring more innovative and engaging ways to instill hope and create the resilient sustainability champions our future needs.

At BTCEA, we recognize that our work is part of a much broader movement. In the next year we are eager to continue to connect and build relationships with other groups and individuals who are also working to affect real societal change.

Our team extends further than our office and the classrooms. You are part of this amazing community. We are only as strong as the community that supports and carries this work forward, so I am incredibly grateful for everything you do and how you continue to 'be the change' in your own way.

With deep commitment and appreciation,

A handwritten signature in black ink, appearing to read "Erin Leckie".

Erin Leckie - Executive Director

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## BTCEA

BTCEA is committed to global sustainability through supporting an environmentally sustainable, spiritually fulfilling, and socially just human presence.

In BTCEA's early years, we fulfilled this large mandate through 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. These programs laid amazing ground work for the organization's next stage of development. We hear stories even today of their lasting impact, and of circles that are still in progress six years later. Recently, there have also been inquiries for more of that work to be done in years to come.

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. At this point, BTCEA began to develop a Youth Program to empower youth to lead the way for sustainable living.

In the past six years, BTCEA's capacity and programs to support sustainable worldviews and actions through the school system have substantially grown.

BTCEA provides innovative curriculum materials that can bring students the information, life-sustaining worldviews, and critical thinking skills they need to take individual and collective action towards a more sustainable world. This has led us to tackle larger projects associated

with empowering students and teachers to help direct their education and bring about personal and systemic change, and ultimately, we hope to transform school culture to be one that is life-sustaining.

We are proud to constantly hear "I wish this had been taught when I was in school" and "if only I had known about the issues and solutions you are teaching when I was younger"; along with students revealing that these projects have changed them and given them more hope for the future.

The 2015/16 year brought about big changes for Be The Change Earth Alliance. This year, we changed our year-end to reflect the school year; this report therefore only covers ten months. We completed our first ever large donor drive, which resulted in a great success. Furthermore, Maureen Jack-LaCroix stepped down as our Creative Director at the end of the year, and Erin Leckie stepped up as our new Executive Director. It was an exciting year, with both organizational and program shifts!

## Youth Program

Our youth programs have been an important focus for our organization over the last six years. 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 and empowering ways to grow as leaders and environmental stewards through numerous projects and initiatives. We aim to equip youth with the leadership and critical thinking skills that they can apply in their school-communities to promote sustainable behaviour change.

Our Youth Programs have become the cornerstone of BTCEA's multifaceted approach to building civic leadership and engagement by promoting 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 21<sup>st</sup> century. Our education 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.

## **SLS: Student Leadership in Sustainability**

### **Overview**

Challenging the traditional subject structure that fragments our greater understanding of global sustainability, BTCEA has developed an educational curriculum that explores 21<sup>st</sup> century issues through the lenses 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 range of courses, including Planning, Social Justice and/or Leadership, Science, Social Studies, and Home Economics.

BTCEA is constantly expanding and improving the SLS program to deliver high quality environmental education resources and services to youth within British Columbia’s public and private school systems. In 2015/16, BTCEA’s SLS program released its sixth edition curriculum that reflects a growth in both content and quality. We work to incorporate student and teacher evaluations to improve the accessibility, consistency, relevancy, and quality

of our curriculum content.

### **SLS Reach**

In 2015/16, SLS reached even more students and teachers in old and new districts across BC, and was used by more than 45 teachers and 2000 students in the following schools:

#### **Vancouver**

- Churchill Secondary
- Killarney Secondary
- Norma Rose Point Middle
- Lord Byng Secondary
- Point Grey Secondary
- Prince of Wales – TREK Program
- Sentinel Secondary
- St. George’s School
- St. Patrick’s Secondary
- Vancouver Learning Network
- Windermere Secondary

#### **Surrey**

- Frank Hurt Secondary

#### **Vancouver Island**

- Reynold Secondary School
- WestShore Learning Centre

#### **Burnaby**

- Burnaby North Secondary
- St Thomas More Collegiate

#### **Richmond**

- R.J. Tait Elementary
- Station Stretch Program

#### **Other Districts**

- GW Graham Secondary
- Howe Sound Secondary
- New West Secondary
- RE Mountain Secondary

In the 2015/2016 school year, SLS was taught in courses such as Geography 12, Planning 10, Social Justice, Leadership, Science 9 & 11, SS/Science 6 & 7, Science & Technology 11,

Social Studies 9 & 11, and French Immersion 8-11.

## SLS Evaluation

The improvement of BTCEA's curriculum materials relies on the expertise of teachers to provide input on how to further enhance our educational resources. Through focus groups and surveys, we undertook another in-depth evaluation of SLS, hearing from a total of 15 teachers on important questions relating to the delivery, content, and format/structure of SLS. This year we received more student feedback than ever, with 7 whole classes filling out surveys and offering their direct opinions. This year, we focused on more qualitative feedback from focus groups and written and verbal communications with teachers. Overall, we received very positive feedback.

Below are some quotes from our teachers and students this past year. The teachers interviewed were using a mix of Blended and Distance Education versions of SLS. The student quotes were submitted by teachers.

### Teacher feedback:

- "Students were really present for all presentations compared to previous oral presentation exercises, which saw a number of these same anxious students skip to avoid participating."
- "Attendance improved during the inquiry week (SLS), all but one student (who missed due to illness) were there for the presentations."
- "It was great how students got to choose topics that they were interested in, and had the framework to successfully explore them."
- **Survey results:** Overall, SLS increased teacher confidence to effectively include environmental education in their course/grade
- **Survey results:** Teachers felt they could more effectively include environmental

education topics into their teaching in the future after using SLS

- **Verbal results:** Teachers enjoyed/found helpful the variety and depth of topics, organization, and choices of the program

### Student Feedback

Inspiration from our informed and engaged youth after they have worked on an SLS Action Pack:

- "Just the feeling of determination and being committed to something that you know will be beneficial to your health and the earth is a rewarding feeling. I think the more educated we become on these topics, the more interested we become in taking action. It felt rewarding to discover the motive behind my actions."
- "What I found interesting while working on the Me and You Action Pack was that if people from different cultures come together to reach common goals, it will strengthen communities and build healthy relationships."
- "In order to help where I can, I am now taking action by making myself a healthy and vegetarian lunch for school every morning."
- "After doing this assignment, I've realized that I have been spending unnecessary money on products I really could live without. That's why from now on, I will think twice before grabbing something off the shelf and consider if it is really worth it. "
- "Since I have done the action pack, I have started using reusable bags instead of the plastic ones. I did not expect such a lightweight and convenient thing would affect our environment in a big way."
- "I think it would be very beneficial to the environment if we all did what we could to



reduce how much CO2 we emit, regardless how small the changes.”

- “The most challenging part about my Action Pack was thinking about other’s perspectives. It was difficult because I had to imagine how my choice of transportation or contribution to consumerism affected the environment, the economy and society.”
- “After completing this assignment, it really made me reflect on my own morals as a person. I realized that us humans don’t live on this planet alone and need to start showing compassion to other living things. The truth is nature doesn’t depend on us, we depend on it. We need to start appreciating nature so that’s why I’m going to go outside more. I’ve already starting going on hikes more often and planning to go camping.”
- “I think it will take tons and tons of courage to protest against prejudice or racism, but once you catch the opportunity and prove yourself, you are making a big change not just for you, but the people around you!”

## Overall Impact & Numbers

### MORE TEACHERS ENGAGED

We continued to deliver our professional development workshop to teachers across the region.

### DEEPEN STUDENT LEARNING

We continued to refine our curriculum based on teacher and student evaluation.

### CLIMATE CHANGE IN THE CLASSROOM

We developed new and exciting curriculum materials on climate change and climate systems.

Afer five years of empowering students to make sustainable lifestyle changes, BTCEA has significantly increased its ability to monitor and evalute the overall impact of what has often been presumed actions. In 2015/2016, BTCEA

significantly advanced our capacity for monitoring and tracking important action metrics, such as GHG reductions and total number of students engaged. Here is what we



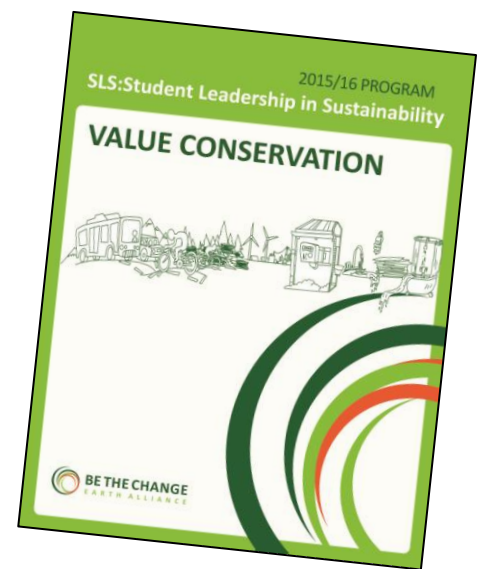
have learnt:

Since 2011, over 17,000 students have participated in our SLS program. Combined, these students have taken a total of 100,000 sustainability actions. Our calculations indicate that these actions have reduced emissions by aproximately **500 tonnes!** That’s equivalent to 6 million balloons!

## Curriculum Updates

BTCEA’s team worked assiduously and collaboratively to update the curriculum, contributing extensive research and creative ideas in the upgrade of the 2016 version of Blended SLS. Using the knowledge we gained through SLS evaluations and drawing upon the BC Ministry of Education’s curriculum update, the SLS program underwent significant revisions. Curriculum additions and revisions were discussed, weighed, and strategically carried out. The curriculum team worked tirelessly throughout the summer months to create the

most  
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the Student  
Leadership in  
Sustainability



program to date.

### **The following SLS Materials were updated:**

- Action Packs:
  - Global Research and Critical Thinking Questions were extensively updated
  - Local Activities updated from feedback
  - Action Surveys now include some measurable actions
- Lesson Plans have increased options for deeper and greater reflection and creative and critical thinking for students
- Stakeholders Charts in Further Explorations now include key Indigenous issues
- Updates to Related Careers & Current Events

### **New Content**

This year, the BTCEA team developed entirely new curriculum offerings:

- “Climate Change” Package for Grade 7 Science
- “Climate Systems” Package for Grade 9 Science, including a Lesson Plan and in-class activities. These materials were developed at the request of Grade 7 and Grade 9 teachers and will be piloted in 2017. These resources were created in collaboration with science teacher Anita McBride
- Active Transportation Action Pack created in collaboration with Fraser Health, Sepia Sharma and Tracey Hoskin
- The Careers offering has been adapted for grades 6/7 and 8/9
- New BC Ministry Course connections updated
- Additional teacher and student supports developed

- Math Matters content was started in collaboration with math teacher Gabe Mateescu

The developments made in 2016 reflect not only the hard work contributed by staff, volunteers, interns, and teacher 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.

### **Workshops**

Alongside the iterative development of the SLS curriculum materials, BTCEA offers professional development (Pro-D) workshops to educate teachers on innovative 21<sup>st</sup> century pedagogical approaches to delivering inspiring and empowering global sustainability education.



The primary way Be The Change reaches teachers is through 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 Pro-D workshops at various BC Provincial Conferences in 2015-16. These Provincial Conferences 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 across Greater Vancouver. For teachers unable to attend our Pro-D workshops at the conferences, we offered a virtual Pro-D session from the BTCEA office connected via phone and computer.

## Professional Development Workshops and Conferences

### Provincial

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

### District

- Richmond
- 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.

### Partners include:

#### BCTF Committee for Action on Social Justice (CASJ), a member of

their Environmental Action Committee (EAC) is also on the BTCEA Educators Advisory.



#### DASH BC, the Directorate of Agencies for

**School Health**, Collaborative meetings resulted in many teachers being able to apply for a DASH sponsored \$650 Healthy Schools Network Inquiry Grant to provide their entire school with access to the SLS curriculum for the 2015/16 year. We also collaborated in receiving part of a

District Readiness Grant that supported BTCEA working with Delta in their aims to empower a co-hort of teachers to bring sustainability



education

to their classrooms and schools.

### OFFA, the Office of Francophone and

**Francophile Affairs**, is dedicated to developing, coordinating, and promoting programs and courses taught in French, both on and off the SFU campus. Maureen’s connection with Kevin Sigaty, the Faculty Associate of this program, led to OFFA providing financial support for the delivery of French/LÉDD Pro-D workshops.



**Delta School District & Fraser Health**, is collaborating with BTCEA in a project to champion a ‘Sustainability Cohort’ where teachers come together to learn about how to deliver SLS and support each other in making



sustainability a larger priority in their schools and District.

## Waste Watchers Initiative

For the past three years, BTCEA has developed and implemented the Waste Watchers project to support youth leadership in the systemic change of organic waste diversion in their schools and community centres.

After the completion of the Waste Watchers pilot in 2015, BTCEA adapted and updated the materials to reflect what was learned. The Greenest City Fund by the Vancouver Foundation awarded a second grant to BTCEA to continue this work in more schools and community centres in 2016 through 2017.

Between 2014-2016, Waste Watchers has had the following impact:

- 397 active student leaders led campaigns to rethink waste in 19 schools and 3 pilot Community Centers
- 50 school based activities/projects informed school populations on the why, what, and how of zero waste
- 26,000 students and teachers engaged in zero waste education

Waste Watchers tracked a substantial increase in organic waste diverted from the landfill in its pilot project, which decreased the amount of methane released into the atmosphere and reduced the school and community centres' climate change impact. Approximately 399 tonnes of organic waste were diverted, reducing GHG emissions by 289 tonnes of CO<sub>2</sub>. BTCEA aims to reach similar levels of diversion with the secondary phase (2016-2017).



## 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 sustainability curriculum offered by BTCEA has been translated into French! This year, it has been updated to edition 5.5, with most of the Action Pack edits from edition 6 included. This massive undertaking was gifted to BTCEA by the indomitable team of Philippe and Suzanne Barois.

## Community Program

Despite having a full plate with all our Youth Programs, BTCEA managed quite a bit of engagement with our community this year.

We held our first annual donor drive, which helped us outreach to our community in a variety of ways from dinners to workshops, networking opportunities, and even outdoor excursions!

We continued selling our Action Guides in places like Banyen Books, and are organizing community and youth symposia for next year.



Be The Change Earth Alliance has also been engaging our community through an ongoing social media campaign that highlights 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 or our SLS program.

## Community for Change Fund and Friendraiser

Under the support of board member Tyeen Bridge, BTCEA was able to launch a Community for Change Friend and Fundraiser in November 2015. 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.



Through this exciting campaign, we raised over \$19,000 and had over 115 friends pledge their support! To learn more about the people and stories we highlighted in the campaign, check out our website. A big shout out to all who offered their words and stories to us for sharing.

Taking on an actual donor campaign was a great learning curve for the organization. The learning and growth from this campaign will inform how we approach sustainability in the future.

As a small organization with a big mandate, we've put these funds to good use — empowering more teachers and students to take leadership roles in sustainability.

## Community for Change Events

Following our 2015 Community for Change Campaign, we engaged our community in various ways.



**BTCEA's AGM** was combined with a **Spring Social**, where students and teachers shared what inspired them to champion sustainability, and our donors began developing new connections with each other.

"There is a tendency for teachers to be unmoved by the significance of what we do...but when we gather in this empowering way I get the impression that I'm doing such an important job." —from Aziza Bouchioua, an SLS Teacher that spoke at the Social.

To galvanize **Active Hope** we offered a full day workshop facilitated by Founding Director, Maureen Jack-LaCroix, and Derek LaCroix.

"It was powerful, cathartic, releasing. The workshop helped me realize how much grief and hopelessness I've been holding onto about our planet. Acknowledging these emotions allowed me to move forward." - Elaine Leung, Active Hope participant.



Major donors shared in a beautiful feast during the **Founders' Dinner** that took place in the fall. "This was an inspired way to bring donors together," said Kim Smith. "Everything was just perfect: the fabulous food, the warm and welcoming ambience, and the stimulating conversations. We're delighted to have become part of the Be The Change 'family'".



Suzanne & Phillippe Barois enjoyed a **Harrison Hotsprings weekend** they won through our donor drive, and Kim and Stewart Smith “enjoyed themselves enormously” on a **guided day paddle and meal** with BTCEA ED and guide, Erin Leckie.



## Social Media Outreach

In 2015/16, BTCEA increased our social media capacity and engagement with the help of our interns, bringing more constant connection and education to our communities.

As of August 31<sup>st</sup> 2016, we had 851 twitter followers and 1143 Facebook followers, and had posted 221 tweets and 224 Facebook posts at an average of 2/week. Our Facebook feed generated 2207 clicks. Our twitter posts generated 44756 impressions.

Common themes included water waste and Vancouver's drought, Waste Watchers and the Vancouver Farmers 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.

## Organization

### Organization Development

In 2015/2016, BTCEA significantly enhanced its approach to engaging with our diverse demographics. Inspired by engagement organizing philosophy, we chose NationBuilder as a new platform for building our community of change. It has been a year of learning but we are excited to continue to build our technological capacity. This year also marked a significant transition in BTCEA's leadership. BTCEA's long standing Executive Director (ED), Maureen Jack-LaCroix retired and BTCEA's Program Director assumed the ED role.

## 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 2015-2016 fiscal year:

#### Government:

- BC Gaming – organizational support for community and youth education programs
- Services Canada – four summer student positions

#### Foundations:

- Hamber Foundation – SLS
- GenCon Foundation
- Greenest City Foundation – Waste Watchers
- Sitka Foundation – SLS
- DASH Readiness – Teacher capacity building

#### Corporate Foundations:

- TD Friends of the Environment – SLS
- Boeing Aeroinfo Systems– SLS

### Social Enterprise

This year, the primary source for BTCEA's social revenues 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 attention in this direction for the consistent well-being of the organization. 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, 2015.

## **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 who 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 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 continued to increase its professional capacity for governance.

### **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**

Suzanne 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, social action, nonviolent communication, and education.

### **Tyee Bridge**

Tyee 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, especially for his young son, Jonah.

### **David Pel**

David, 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 which cares for the elderly), treasurer of the Burnaby Tennis Club, and an active fundraiser for Burnaby Family Life, a society serving youth at

risk. This will be David's second year on the BTCEA Board.

### **Murray Campbell**

Murray is a partner with the Vancouver office of Lawson Lundell LLP, where he has practiced since 1990. He is a volunteer peer counselor with the BC Lawyers Assistance Program, and served on its board of directors for six years. He is concerned about environmental sustainability, and is drawn to BTCEA's key messages. This will be Murray's second year on the BTCEA Board.

### **Gregory Almas**

Gregory 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 2011. As a successful Vancouver Commercial Property Manager, Gregory enjoys integrating sustainability principles and projects into his work. Upon his initiative, a community garden was set up on the London Drugs property at Hastings and Penticton, bringing positive environmental and economic returns to all the stakeholders.

*\*Gregory will be stepping off the Board for the 2017 year*

### **Staff**

BTCEA had three core staff over the 2015-2016 fiscal year with support from several seasonal or part-time staff and volunteers.

### **Maureen Jack-LaCroix, Creative/Founding Director**

Maureen co-founded BTCEA after completing a Masters in Eco-Psychology 12 years ago. Be The

Change was created out of her dedicated vision for a more action-oriented and connected world, and its conception and growth was supported by her inspired and dedicated community. She has 'worn many hats' as she fostered BTCEA development into the industrious and impactful organization that it is today.

This past year, while assiduously working with BTCEA to bring sustainability education into BC curriculum, Maureen began pursuing her PhD in Curriculum Design at Simon Fraser University's Faculty of Education. In 2015-2016 Maureen delegated organizational management to Erin, while continuing to support the creative direction for the organization and build strategic alliances in the community. In recent years, Maureen has fulfilled a role in resource development, financial management, and editing of materials and communications issued from BTCEA.

As of August 2016, Maureen has moved onto the BTCEA Board as Founding Director. She is working on a project called The Geenest School Social Innocation Lab with BTCEA through her PhD work, and continues to support BTCEA through facilitation, public speaking, work with the Board, and advising Erin when needed on things such as collaborations, grants, and finances.

### **Erin Leckie, Program Manager/Executive Director**

Erin joined BTCEA with experience as an outdoor educator, guide, and workshop developer and facilitator with a lot of passion, enthusiasm, and dedication. Over the years her vision and management has grown. In her fifth year at BTCEA, Erin continued to take on more responsibilities and input into the direction and management of the organization, growing from Program Manager to Program Director, then Executive Director in the summer of 2016. Erin's

capacity for team management, strategic decision making, goal setting, and financial and project management have increased exponentially in the past year. 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 worked closely with Maureen on BTCEA's organizational visioning and growth in the 2015-2016 year.

### **Megan Eadie, Operations Manager**

Megan joined the BTCEA team in May 2014, with a Bachelor's in Environmental Sciences from UBC. Over the past couple years, Megan has been instrumental in the day-to-day operations, as well as curriculum development, editing, website development and management, teacher support, and workshop facilitation.

In 2015/16, Megan took on a larger role in the organization, managing organizational and program operations and grant development. Additionally, Megan coordinated larger website changes related to our new content and contact management systems (NationBuilder) and improved BTCEA's organizational systems

### **Seasonal Staff and Part-time Staff**

This year, BTCEA hired more program assistants than ever before, thanks to Canada Summers Jobs wage subsidy and the team's ambitions to manage and tackle more projects. Four new individuals helped round out the team and proved to be essential to the SLS updates over the summer.

### **Eugenia Serrano, Intern to Program Assistant**

Eugenia started part-time at BTCEA in May 2015 through the UBC Arts Internship program. She

stayed with us as a part-time volunteer after her internship, September through to December 2015. In January, 2016 Eugenia was hired part-time to support our operations and curriculum. In May 2016, we hired her full-time as a Program Assistant through the Canada Summer Jobs wage subsidy. She stayed on part-time until October 2016, when she needed to re-focus on her studies. Eugenia is a Political Science student at UBC and helped with many BTCEA projects from curriculum updates and augmentations in both French and English to daily operations and staff support. We appreciate all the work and dedication Eugenia provided in her year and a half with us, and she was a valued member of our team over this fiscal year and beyond.

### **Alexandra Doran, Program Assistant**

Alex worked closely with Eugenia over the 2016 Summer on program augmentation and significant updates to Action Pack questions and weblinks. Alex also jumped into helping with our Waste Watchers program, operations support, and file formatting. She stayed with us in a part-time basis after her summer contract. Alex just finished a post-graduate diploma in Sustainable Community Development at SFU and is currently applying for her Masters in Urban Planning.

### **Cherry Tsoi, Marketing and Program Assistant**

Cherry joined BTCEA in May 2016, and primarily worked on our extensive new Climate Change and Climate System curriculum package. She also assisted in marketing and other curriculum development. Cherry brought her skills and insights from her Masters of Environmental Studies and Sustainability Science from Lund University and her climate change campaign background to BTCEA and the work she did here.

### **Gala Munoz–Carrier, Marketing Assistant**

Gala flew from out East to join the BTCEA team for the summer of 2016 as part of a co-op semester for her Masters of Sustainability at Brock University. Gala worked on various marketing materials for BTCEA, as well as significant outreach and research. She also was a key member in completing our new Active Transportation Action Pack, and other curriculum updates.

We were blessed with really great seasonal staff this year whose passion and enthusiasm grew with the organization and added so much to what we offer. We couldn't do the work we do without support from such team members.

### **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.

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**

BTCEA is able to accomplish the great 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 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 versions for accuracy and consistency.

This year our UBC Arts Interns were Pilar Garcia from January to April 2016 and Christopher Toon from May through August 2016. They worked on diverse projects within curriculum development, such as weblink updates, research, and assisted with administrative tasks.



*Thank you to everyone that contributed to the impact, effectiveness, and sustainability of this passionate and committed organization this past year, and years past. We look forward to many more years of innovative and meaningful projects with our growing community of change-makers.*