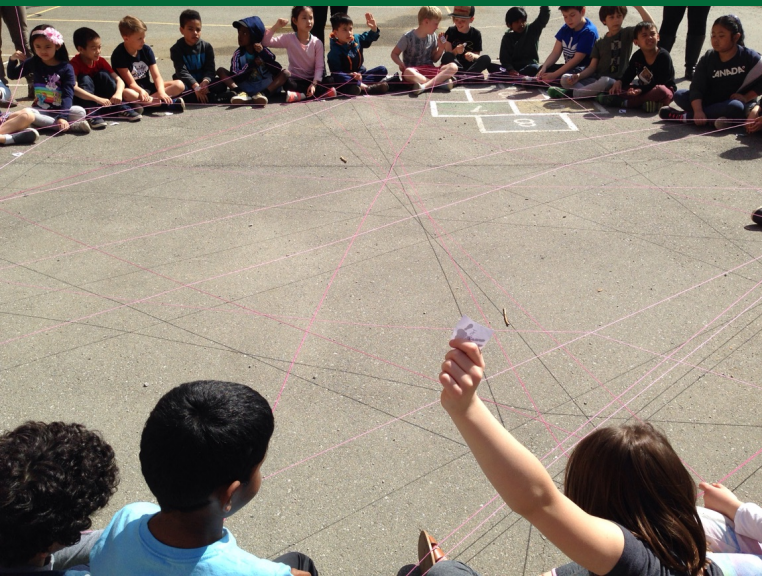




September 1st,
2017 -
August 31st,
2018



Annual
Report

Acknowledgements

Be The Change is grateful to have the opportunity to live, work, and play on the ancestral and unceded territory of the xʷmə θ kʷəy̓əm (Musqueam), sel̓ilwítulh (Tsleil Waututh), and sk̓wxwú7mesh (Squamish) peoples.

As an organization we are blessed by the dedicated community that has accompanied our journey over the years. Whether it be through volunteering, donating, idea-sharing, promoting, collaborating, working with us, or energetically wishing us well, we count on the love we receive to carry on our mission.

This report is dedicated to all the wonderful members of this community who have been there to support and guide the organization's growth over the past year, and the many foundational years before that.

Thank You.

We are honoured that much of our work and impact is carried by the financial and material support from a number of organizations who have helped us achieve our organizational and program goals. We would like to thank the following grantors who have funded our work this year:



This project was undertaken with the financial support of:
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Association canadienne pour les Nations Unies



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Year in Review

The 2017- 2018 year for Be The Change Earth Alliance has been impactful and impressive! Here are a few highlights that can be found throughout the report in more depth:

- BTCEA ran a new Climate Action Champions Initiative, reaching 6,724 students in 20 schools, through 8 assemblies, 29 workshops, and a Climate Leadership Fellowship program.
- We grew the number of teachers using SLS and brought in teachers from new districts! By the end of the 2017-2018 fiscal year, SLS resources had reached 22,000 students and 400 teachers across BC, resulting in over 105,000 actions
- BTCEA's student research links were updated for relevance and accuracy and replaced student research links and some research questions.
- An Informed Decision Making Hand-Out and an Interconnectedness Activity and Article, that were developed in partnership with Chief Phil Lane Jr., were added to SLS.
- We worked with a coach to create a partnership framework, clearer defined values and core communications, a more defined governance structure and strategic and scaling plans.
- Ran a creative community driven successful Winter Donor Drive called "The 12 Days of Giving" that had many of our community singing for our fiscal sustainability.
- We focused on 'systemic change' with a Social Innovation research project identifying Challenges and Opportunities to integrate Environmental Education in the Secondary school system.
- We successfully collaborated with Four Worlds International and Chief Phil Lane Jr. on an indigenous youth empowerment and Salish Sea initiative that will be offered in next year.

You can find out more about all the work mentioned here in the various sections of this report.

About Be The Change

Be The Change Earth Alliance is a Vancouver-based charitable organization that empowers individual and collective change for a resilient, just, connected, and sustainable world.

In BTCEA's early years, we honed our theoretical foundations for individual and systemic behaviour change and developed a multi-faceted citizen engagement program. This was delivered through Awaken and Change symposia, Be The Change Action Circles, What's Your Tree Circles, and the Great Turning Un-Conferences. This rewarding work empowered thousands of concerned citizens to take real action for positive change. This program laid a solid foundation for the organization's next stage of development. We still hear stories today of its lasting impact, and of circles that are still in progress six years later. To this day, we continue to receive requests for more of that work to be done in the community.



Responding to parental requests, BTCEA stepped 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 global sustainability issues. We also foresaw the strong influence they could have on family members in Canadian communities that we found difficult to reach. At this point, BTCEA began to develop a program to empower youth to lead the way for sustainable living.

In the past few years, BTCEA's capacity to support sustainable worldviews and actions in the school system has grown substantially.

BTCEA currently provides innovative sustainability resources and programs that bring students an inter-connected worldview, with the research and critical thinking skill development they need to take individual

and collective action towards a more sustainable future. We continue to explore and develop innovative approaches to educate and empower students and teachers to engage in environmental education that can bring about personal and systemic change. Ultimately, we hope to transform school culture and beyond to be one that is life-sustaining.

We are proud to constantly hear teachers, parents, and community members say things like “I wish this had been taught when I was in school” or “if only I had known about the issues and solutions you’re teaching when I was younger.” We also love hearing students reveal that these projects have changed them and given them more hope for the future.



At BTCEA, we value empowerment, connection, and authenticity. Contributing to sustainability is a lifelong learning and growing process, and we are excited to be on this path. We take a holistic approach to sustainability that integrates environment, social, and spiritual connections while empowering individuals through education in action. We are dynamic, responsive, and innovative. We are pleased to provide tools and support to young leaders that allow them to deepen their understanding of the world around them and take action for a just, connected, resilient, and sustainable world.

2017-2018 Programs

In 2017-2018, BTCEA’s core work focused on programs that address global environmental and social challenges and allow youth to lead or influence change in their homes, schools, and communities. These programs are designed to foster the development of leadership skills and critical thinking abilities while equipping students to take action and build personal and systemic change for a sustainable future.

Additionally, in the 2017-2018 year we experienced a call to return to community with corporate programming, which leads BTCEA to exciting relationships and opportunities in the 2018-2019 year.

The primary goal of our programming is to enable participants to understand the sustainability challenges we face, and to then empower them to lead innovative solutions that address these challenges. By highlighting how personal behaviour change can achieve positive results on a larger scale, we encourage a critical thinking process that engages participants to take specific, trackable actions with a measurable impact in ecological footprint reduction.

Student Leadership in Sustainability

Taking a values-based, solutions-oriented approach, the SLS program is constructed around a few essential values of a sustainable worldview. The program challenges the current siloed curriculum structure and invites an integrated learning approach to address real-world issues associated with global sustainability.

SLS: Student Leadership in Sustainability is organized into six core modules:

- Health,
- Conscious Consumption,
- Conservation, Connection,
- Justice,
- and Innovation

The teacher Lesson Plans and student Action Packs included are used in a variety of courses.

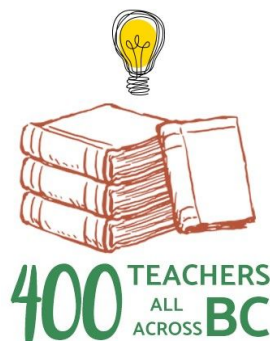
SLS has been an iterative program offering for Be The Change, integrating teacher and student feedback over the years. We continually add impactful activities and approaches to support the universal SLS program structure that teachers know and understand.

“Be The Change Earth Alliance’s Student Leadership in Sustainability is an excellent resource for anyone engaging in sustainability education. It is extremely thorough, well put together and updated regularly to keep current with a quickly changing world. It can be adapted to many different delivery methods. I personally have used the modules to; integrate with the Ministry Career Life Education course, to provide an Eco-Justice component to the Ministry Environmental Science 11 course and to create a local, Board

Authorized Environment & Sustainability course. Students are very receptive to the modules, which provide a balanced research-based perspective on a wide variety of topics and engage students in critical thinking and informed decision making as well as action to make positive changes. I highly recommend this resource to other teachers."

- **Heather Coey, Reynolds Secondary**
Long-time SLS teacher

With 8 years of delivery under our belt, Student Leadership in Sustainability has had an impressive impact. By the end of the 2017-2018 fiscal year, SLS resources had reached 20,000 students and 400 teachers across BC, resulting in over 105,000 actions.



Additionally, by the end of August 2017, BTCEA's programs had resulted in a cumulative reduction of 703 tonnes of CO₂ equivalent GHG emissions over the past six years.



Where has SLS been taught?

BTCEA has built on the success of previous years and with the support of private donors, the SLS program has continued to flourish. In the 2017-2018 year, SLS reached an additional 2,623 new students.

Teachers from the following new schools signed up to use SLS in the 2017-2018 year:

- Christine Morrison Elementary
- Dr Charles Best Secondary
- Heritage Middle School
- Mission Central Elementary



We are pleased to report that since 2011 SLS, teachers from the following school districts and schools across BC

have accessed SLS for their teaching, many also receiving SLS professional development workshops:

Vancouver - School District 39

- Britannia Secondary School
- David Thompson Secondary
- Gladstone Secondary
- John Oliver Secondary
- Killarney Secondary School
- King George Secondary
- Lord Byng Secondary
- Lord Roberts Elementary
- Lord Tennyson Elementary
- Norma Rose Point School
- Point Grey Secondary
- Prince of Wales Secondary
- Simon Fraser Elementary
- Sir Winston Churchill Secondary
- Templeton Secondary
- Vancouver Technical Secondary
- Windermere Secondary

Delta - School District 37

- Chalmers Elementary
- Cougar Canyon Elementary
- Delta Manor Education Centre
- Delta Secondary
- English Bluff Elementary
- Hawthorne Elementary School
- Neilson Grove Elementary
- North Delta Secondary
- Port Guichon Elementary School
- Sands Secondary
- Seaquam Secondary School

Surrey - School District 36

- Clayton Heights Secondary
- Cloverdale Learning Centre
- Elgin Park Secondary
- Frank Hurt Secondary
- Fraser Heights Secondary
- Kwantlen Park Secondary
- L A Matheson Secondary
- Panorama Ridge Secondary
- Sullivan Heights Secondary
- Tamanawis Secondary
- Woodward Hill Elementary

Burnaby - School District 41

- Alpha Secondary
- Burnaby Mountain Secondary
- Burnaby North Secondary
- Cariboo Hill Secondary
- Heritage Woods Secondary
- Marlborough Elementary
- Moscrop Secondary

Richmond - School District 38

- James Thompson Elementary School
- Matthew McNair Secondary
- R.A. McMath Secondary
- R C Palmer Secondary
- Richmond Secondary
- RJ Tait Elementary

Coquitlam - School District 43

- Dr Charles Best Secondary
- Riverside Secondary
- Summit Middle School

Mission - School District 75

- Christine Morrison Elementary
- Heritage Park Middle School
- Mission Central Elementary

Victoria - School District 21

- Colquitz Middle School
- Mount Douglas Secondary
- Oak Bay Secondary
- Reynolds Secondary School

School Districts with 1 or 2 SLS schools

- Abbotsford Traditional Middle School - SD 34 Abbotsford
- Aspengrove School - SD 68 Nanaimo-Ladysmith
- Brooks Secondary - SD 47 Powell River
- Cache Creek Elementary - SD 74 Gold Trail
- Claremont Secondary - SD 63 Saanich
- Ecole Ballenas Senior Secondary - SD 69 Qualicum
- Fernie Secondary School - SD 5 Southeast Kootenay
- Fraser Lake Elementary Secondary - SD 91 Nechako Lakes
- GW Graham - SD 33 Chilliwack
- Howe Sound Secondary - SD 48 Sea to Sky

- Meadowridge School - SD 42 Pitt Meadows
- New Westminster Secondary - SD 40 New Westminster
- Oceanside Elementary - SD 69 Qualicum
- Pemberton Secondary - SD 48 Sea to Sky
- R E Mountain Secondary - SD 35 Langley
- Sentinel Secondary School - SD 45 West Vancouver
- Seycove Secondary - SD 44 North Vancouver
- Valley View Secondary - SD 73 Kamloops/Thompson
- Vedder Middle School - SD 33 Chilliwack
- Vernon Secondary School - SD 22 Vernon
- Walnut Grove Secondary SD 35 Langley



Independent Schools or Specialized Programs:

- Collaborative Education Alternative Program (CEAP) - SD 69 Qualicum
- Corpus Christi School - Vancouver, BC
- De La Salle North (Portland)
- Queen Margaret's School - Duncan, BC Saint Georges Secondary - Vancouver, BC
- St Patrick Regional Secondary - Vancouver, BC
- St Thomas More Collegiate - Burnaby, BC
- Stratford Hall - Vancouver, BC
- Spectrum Program, Killarney Secondary - SD 39 Vancouver
- Station Stretch Alternative School - SD 38 Richmond
- Take a Hike Program, John Oliver Secondary - SD 39 Vancouver
- TAPS-Center for Learning Alternatives - SD 57 Prince George
- TREK Program, Prince of Wales - SD 39 Vancouver
- Vancouver College - Vancouver, BC
- Vancouver Learning Network - Distributed Learning - SD 39 Vancouver
- WestShore Center for Learning - SD 62 Sooke
- York House School - Vancouver, BC

SLS has been used in 100 different schools or programs, in 28 different School Districts over the past 9 years!



20,000 Students
Received education through
the SLS Program since 2012

The SLS educational resource has been taught in courses such as Social Studies, Science, French Immersion, Alternative Studies and At-Risk programs, Planning/Career Education, Geography, and more. We are honoured by the feedback we have received from educators regarding SLS and the respect this program has earned for itself and Be The Change Earth Alliance as an organization.

SLS Updates & New Content

Over the Summer of 2018, we reviewed all of our SLS Research Links, replaced any links that were out of date with new ones and updated some of our language. Wow, we have a lot of links! We'd like to thank all the teachers that have been reporting broken links over the year.

We have also released some new support resources. SLS now includes:

- an **"Interconnectedness Activity"** that can replace our current Cost and Benefits section of the Action Pack. This activity **includes an article by an elder and friend, Chief Phil Lane Jr.**
- an **"Informed Decision Making"** hand-out that can help students take deliberative informed action and be used as a teacher discussion tool. This was created to support many of the questions and challenges we saw students coming across as we delivered SLS in the classroom and in presentations.

Impact

SLS is currently enjoying its eighth year of use in schools, and has indirectly reduced over 578 tonnes of CO₂ equivalent GHG emissions.



578 Tonnes
CO₂ Equivalents Reduced Since 2011

Having reached over 22,000 students during the course of its lifetime, we are proud of the impacts SLS has made in the lives and minds of those who have received the program content.

"I'm really impressed with these Action Packs. I really appreciate [them, because] as a teacher I want to tackle some of these issues. I just don't even know where to start to talk about environmental and justice issues, and I think this is a really great starting point ..."

- *New SLS Teacher*

Teacher Professional Development

BTCEA offers professional development opportunities to discuss 21st century pedagogical approaches with teachers interested in delivering socio-ecological sustainability education.

In 2017-2018, BTCEA's Professional Development workshops introduced educators to SLS and our new Climate Change program and resources.

BTCEA staff and teacher allies normally deliver multiple workshops at the Provincial Specialist Association Conferences held on the same day each fall. This year the teachers opted to combine their learning experience at one large "Super Conference" which offered large

key-notes and a limited number of workshops. BTCEA had an informative booth at the Super Conference where we talked to many teachers. Additionally, we held two professional development workshops at the VSB with educators from multiple districts who were not attending the Super Conference.. We also provided professional development workshops at the Delta, Vancouver and Surrey District Conferences.

Impact

Our work within this area yielded informative and useful insight into how teachers respond to, and use, our programs and materials.

What did educators that came to a professional development workshop have to say?

“Something I really appreciated, as an educator, is making some of these really big ideas accessible and understandable ...I’ve always thought of social justice and environmental justice as two separate things, but recognizing how interconnected they are, like how a company does something that causes environmental impacts causes localized issues, which causes more social problems, and then tied it back to students’ role as consumers, is a really interesting impactful idea. I’m really interested in starting to work with this and develop lessons around it.”

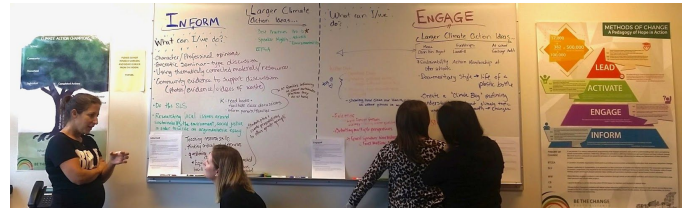


“I like the integral model, that emphasizes the importance of taking actions to express why we are doing what we are doing. It’s pretty simple, very positive, and helps us change our

language or framing in the classroom. This gives hope that we inspire change again.”

- Educator Workshop Participants

Other educators this year highlighted how local and relevant the materials were and many got excited about how well the materials fit into the new curriculum requirements. Additionally, educators said that some of our pedagogical approaches would help inform their approaches in their classrooms for students as young as primary.



Climate Action Champions (CACH)

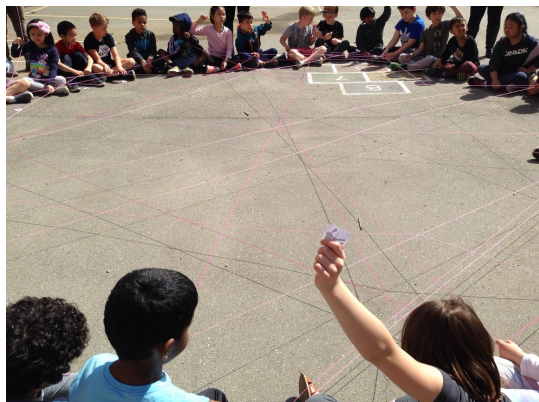
In the 2017-2018 school year, Erin Leckie and her team embarked on a new project for BTCEA: the Climate Action Champions Initiative (CACH). CACH engaged elementary and high school students, from grades 1-12, from across the Lower Mainland, informing them of the complex and difficult challenges created by climate change, outlining solutions, and activating their passion for meaningful and informed action.

“My class loved the Climate Action workshop that we had...I heard from parents that the kids were really inspired by the workshop and talking about it at home!”

- Grade 2 teacher, Lord Selkirk Elementary

Climate change is upon us. Through CACH, our mission is to help students face this future, not with hopelessness but with urgent optimism knowing that they can make a difference by taking climate action and preparing for our emerging future. Now is the time to empower this generation of youth, both in and beyond the classroom.

The overarching goal of this initiative is to transform short and long-term school culture to embrace environmental sustainability through diverse, action-oriented, education that informs and engages students and school communities in climate change solutions.



“It didn't just repeat the same information you hear over and over, and provided us with solutions that are simple yet effective”

- Grade 10 student, Magee Secondary School

CACHl inspired positive ‘climate action’ behaviors and projects in the areas of food, waste, transport, land, and energy. This initiative delivered climate action education to students across the Lower Mainland and supported school communities to reduce their greenhouse gas (GHG) emissions and ecological footprints through individual, school, and community climate actions.



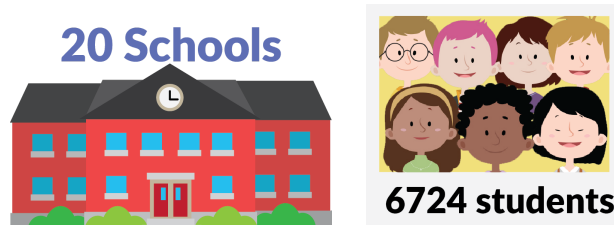
Funded by Environment and Climate Change Canada, Boeing Company, LUSH Cosmetics, TD Friends of the Environment, and Hamber Foundation, Climate Action Champions provided inspiring assemblies, hands-on student workshops, and educational resources that empower action in and out of the classroom.

We had a great deal of fun and learned a lot with this initiative, encouraging students to get involved, take action, and reduce their greenhouse gas emissions. Having received overwhelmingly positive feedback, we look forward to continuing with this program in the future.

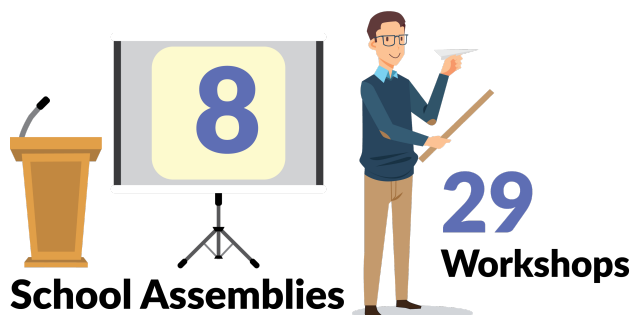
Overall Numbers

Over and above the ongoing ripple effect of posters, social media and peer exchange, we are pleased to report that during the 2017-2018 year, CACHl informed approximately 6,800 students about climate change and ways they can make a difference. Further, a resounding 88% of surveyed students who received our programming felt they learned about climate change solutions and actions they can take to mitigate climate change.

In the 2017-2018 School Year CACHl reached:



and delivered:



The students that participated in programming were actively engaged in critical and creative thinking around personal and collective solutions to climate change and committed to taking nearly 6,000 actions, which resulted in the reduction of over 160 tonnes of CO₂ equivalent greenhouse gas emissions.



CACHI Fellowship

As a component of CACHI, we piloted our Climate Action Leadership Training and Fellowship, which was very well received by all participating students. The Fellowship consisted of a training program and support resources for emerging youth sustainability leaders across the Lower Mainland.



The Fellowship provided youth that were engaged in sustainability with an opportunity to increase their leadership skills and bring projects that address climate change to their schools. It launched with a two-day leadership training where students had the opportunity to meet other passionate youth and develop their sustainability leadership skills. These training sessions were part of the larger Fellowship that also included a Fellowship handbook, mentor matching, and on-going support for students as they brought climate action projects to their schools.

The Climate Action Fellowship and training provided participants with:

- **Training:** developing leadership and project planning skills.
- **Networking:** building relationships and connections with like-minded peers and supporters from the wider community.
- **Inspiration:** project ideas, tools for success, and inspiring stories from other Fellows.
- **Ongoing project support:** for example, through virtual meetings and mentorship matching.
- **Acknowledgement:** recognition for student success and efforts through awards, celebration, a completion certificate, and a letter of reference.

As part of the Fellowship, youth were asked to initiate “Climate Action Week” projects to reduce their schools’ overall greenhouse gas emissions. BTCEA provided extensive resources to students through project planning,

storytelling, and troubleshooting. These Fellowship students engaged over 3,650 students through a variety of Climate Action Week projects in the Lower Mainland.

The Fellowship included a “story-telling” component where Fellows were encouraged to share their experiences. Below, one of our exemplary students, Abeera, shares her experience with the Climate Action Fellowship:

“When I decided to join the Climate Action Champions initiative, it felt so great because large scale issues, although very serious, were presented to us in a way that made me feel that I could take action and make a difference. I was inspired by the positivism of everyone at Be the Change Earth Alliance and this motivated me to further take action within the green club at my school... I am looking forward to Earth Week next year because we can try new things and make next year even better than this year! Thanks to BTCEA, I was motivated and inspired to take action”

- Abeera, Grade 10 student
Seaquam Secondary



The students’ stories are riveting. Here is an excerpt from Rebecca Hamilton who went on to start an environment club at Prince of Wales Secondary:

“I realized that I saw the future of our civilization as obscured by the dark shadow of our current fossil fuel addiction. And I realized that, as a teenager, it was my generation that was going to be the first to truly experience

the repercussions of previous generations' choices. In that moment, I decided that this was the most important thing I could devote myself to. If climate change was going to ruin the planet, nothing else really mattered. Since then, I have done and learned a lot.

I have realized just how dire the crisis we are facing is, but also that dealing with it can help us to address some of the other challenges we are facing: the changes to our society that are necessary in order to prevent catastrophic levels of global warming are also ones that can result in stronger communities, happier cities, and better lives. This is why I am so passionate about "the environment": not just because I am extremely scared for what my future is on track to look like, but because I've learned to channel that fear into action, and into hope."

- **Rebecca Hamilton, student
Prince of Wales Secondary**

You can read more inspiring stories and meet some of the other 2018 CACH Fellows at www.takeclimateaction.ca/meet-our-fellows.

Next Steps

Building on this work and learnings, BTCEA will launch a new initiative for the 2018-2019 year: Citizens of the Future, which focuses on environmental engagement and action education for two specific demographics: at-risk youth and emerging sustainability leaders.

Through our Climate Action Champions initiative, it was brought to our attention that there are gaps in what is being offered. Some groups of students

are not receiving the support they need to reach their fullest climate action potential. At-risk youth are often left out of environmental programming and conversations; and emerging sustainability leaders would benefit from empowering support to start or scale up their projects. Citizens of the Future will provide programming for these two demographics, which we believe have unmet potential when it comes to taking climate action and reducing greenhouse gas emissions.

"You've engaged and inspired the students to reflect on their impact on the environment and how they can make a difference. Your team of environmental educators are top rate!"

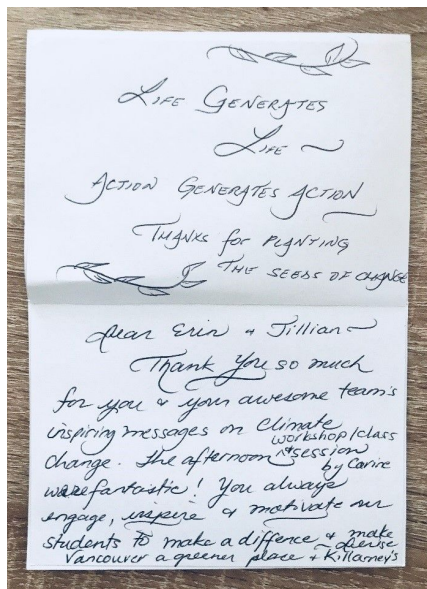
- **Denise North, Teacher Librarian
Killarney Secondary School**

Social Innovation Research

Having worked closely with teachers, students, and district leaders over the years, BTCEA now has a deeper understanding of the challenges teachers face to deliver environmental and social justice education in secondary schools. For example, compartmentalized subjects do not lend themselves to the integrated learning needed to solve real-world problems in natural and human communities. With a goal to explore broader systemic change within BC's education system, BTCEA's Founding Director, Maureen Jack-LaCroix, took a Certificate program in Social Innovation and led a research project for BTCEA, (which may be integrated into her doctoral research in Environmental Education at Simon Fraser University).

A significant cross-section of key stakeholders in the education system, representing 15 teachers, students, school and district administrators from five districts were interviewed. Their perspectives on the challenges and opportunities of integrating environmental education into the current school system were analysed, summarized in briefs, and distributed to the participants.

On October 18, 2017, BTCEA hosted a Stakeholder Dialogue, wherein BTCEA and the research participants were able to take a deeper look at the barriers and opportunities to meaningfully embed environmental education in the BC Education System.





YIELY HO
www.yielyho.com | hello@yielyho.com

BE THE CHANGE EARTH ALLIANCE
October 18, 2017 | Social Innovation Focus Group

This session revealed insights about the educational system and identified high-leverage opportunities to accelerate the integration of environmental education into secondary school education, including:

- action projects help create students' agency - which is key to unlocking their passion
- the new Ministry mandated Capstone Project can be used to provide authentic and integrated learning opportunities for environmental and social justice education
- develop student leadership to pursue their own initiatives (through action projects and/or Capstone Project)
- develop collaborative co-teaching and an integrated learning approach to deliver core competencies
- start each semester with a visionary staff meeting brainstorming ways to integrate a global sustainability lens into teaching process
- provide training to teacher candidates while they are still in University - teacher training is essential

The high level of participation and positive feedback from all participants was very encouraging. A graphic recorder participated in the data collection, visually chronicling the findings as they emerged.



Community Engagement

BTCEA spends time working in community both in and outside of the school system, providing tools, resources, and opportunities for our supporters to connect and build their leadership capacity. During these events we engage people in our programs and approaches, which helps inspire and inform both personal and collective action.

Beyond the small team working in and out of the office, members of the BTCEA Board of Directors and our wider Be The Change community inform and inspire the work we do. We are also glad to hear about others taking our work, approaches, and tools and applying them to other projects and realms of their life to create culture shift

Workshops

LAP Active Hope Workshop - In the 2017-2018 year, BTCEA Board Directors, Maureen and Derek LaCroix, who are trained Joanna Macy facilitators, lead an experiential workshop for the Lawyers Assistance Program's Annual Conference. This workshop provided around 200 participants from the BC legal community with an opportunity to confront and express their concerns about our planetary challenges. Maureen studied with Joanna Macy during her Master's Degree and these models inform some of BTCEA's fundamental programs and approaches.



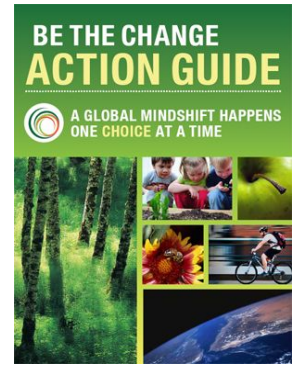
LUSH 'Be The Change' Workshop - Maureen also delivered a workshop focused on personal empowerment for Lush Community Pot representatives in Vancouver in May 2018. One outstanding LUSH representative was so inspired that she approached management with an idea to bring Maureen back for a direct presentation to the staff in her department. This evolved into a company- wide 'Be the Change' Challenge the following year.



Resources

We are happy to continue providing our **Action Guide** for the community to use when organizing Action Circles that inspire positive behaviour change. Every year, through word of mouth or the internet, more people purchase Action Guides and dive into personal action, aligning their day-to-day behaviors with sustainability values.

The Action Guide covers a full range of lifestyle choices and helps the reader become aware of how every single action they take either supports or undermines our vision for a sustainable, just, and fulfilling future for all life. It provides new avenues to participate in change work, explores unexamined assumptions, and serves as a great tool for change agents to educate and influence others.



Celebrating our Community



Throughout the year we find opportunities to connect with the community that supports us, where we can inspire each other and the work we all do.

Founding Directors Maureen Jack-LaCroix and Derek LaCroix hosted a **BTCEA Donor's Dinner** in October 2017, welcoming into their

home members of our community who have played an active role in furthering the success of the organization.

It was an amazing opportunity to be in circle with some of our top supporters, express appreciation for their presence in our community, discuss our personal and organizational hopes and desires, and to showcase the work that we have been able to accomplish due to their support.

Here is why one long time community supporter continues to donate to and support the community as she can, including regularly participating in our community gatherings.

“Be The Change is visionary, strategic, effective, and ever evolving. I love that its work is rooted in addressing the interconnected web of environmental sustainability, social justice and personal (spiritual) fulfillment. And BTC’s work is grounded and practical, based in solid research on what supports behaviour change and transformational systems change. I have loved the focus on environmental education and leadership development in high schools, and very much look forward to emerging new ways BTC is getting its crucial and empowering messages to wider audiences.”

- *Kate Sutherland, Author, We Can Do This!
Co-Founding Faculty, Social Innovation
Certificate, Simon Fraser University*

Additionally, BTCEA’s Executive Director, Erin Leckie, held a Winter Celebration in December inviting supporters and community members from years past and upcoming. It was a beautiful evening full of story, food, appreciations, and joy.

BTCEA members cherish our time together through our celebrations, Wisdom Circles, and collaborations. You can also see some of our community members singing in our “12 Days of Giving” campaign that is highlighted in our Community Contributions section.

Online Community

In order to stay relevant and engaged in today’s world, we have been expanding our online presence and social media community.

At the end of August 2018, BTCEA had 1311 Facebook connections and over 950 Twitter followers.

This year we also expanded our online presence by getting an Instagram account to reach a broader support base and to ensure we are engaging with youth on our social media platforms. Since its recent inception, BTCEA has reached over 100 followers on Instagram.

The Be The Change website has been updated to make access easier for users and to give it a fresh look with

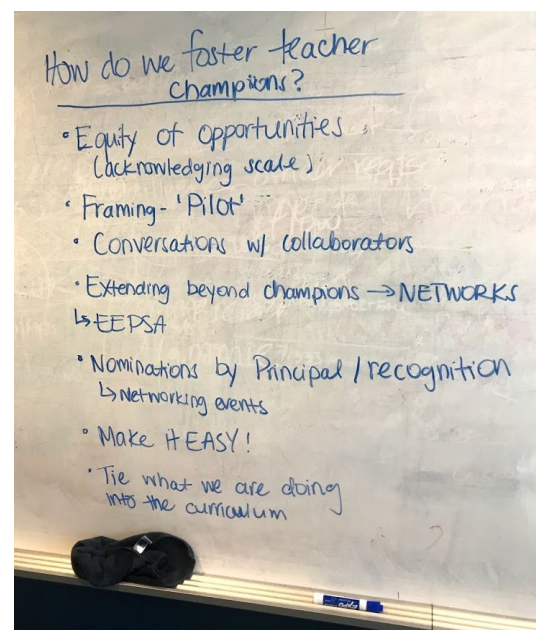
increased clarity. The creation of the Climate Action portal also enabled the organization to expand its engagement with youth and better support our program delivery.

If you are curious to learn more, you can see our ‘Action Tracker’, Climate Fellowship resources, and online workshop and assembly booking system at www.TakeClimateAction.ca

Community Partnerships and Involvement

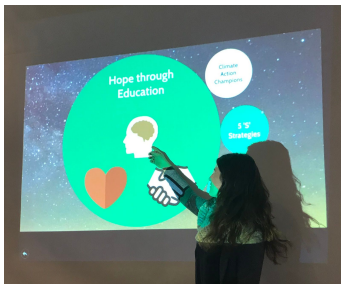
We are being invited to bring some of our expertise and experiences to the table in new arenas that augment and complement our school education programs.

BC Hydro Energy Managers Workshops - Erin Leckie delivered an impactful workshop to the BC Hydro Energy Managers on environmental education and building educational teams in the BC School System. These Energy Managers are positioned in participating school districts across B.C. and their goal is to bring sustainable energy practices and infrastructure into schools in their district. They are in charge of many innovative initiatives and we’ve been fortunate to work with them on impactful projects in the past. Erin’s workshop was instrumental in deepening our relationships and collaborations with these Energy Managers, which continue to grow and strengthen the fulfillment of our shared goals in various districts across the Lower Mainland.



1 % for the Planet

Presentation - Erin was invited to present BTCEA and our climate action and educational approach to a small panel of engaged 1% for the Planet members on February 23rd, 2018. The participants were thoroughly impressed with BTCEA's growth as a small non-profit, the frameworks and approaches that inform us, and the professional organizational pitch. Several participants asked for hand-outs so they could bring these approaches and frameworks to their work and many showed a desire to collaborate and support us in the future.



Vancity Oakridge Display - From March 20th to April 3rd, 2018, BTCEA had a display up at Vancity, Oakridge Branch. BTCEA was delighted to have this exposure to new community members. The concise, compelling display reflected the communications work we completed with Lisa through our Innoweave coaching. These pop-ups can be used in the coming years.



YWCA's Women of Distinction Award - YWCA honours extraordinary women leaders whose outstanding achievements contribute to the well-being and future of our communities. BTCEA's founding director, Maureen Jack-LaCroix, was honoured on International Women's day in 2018 as 2018's award recipient. A special mention was made of Maureen's work on the BTCEA Community Action Guide and the delivery of positive environmental messages to community centres and schools in Metro Vancouver. We're incredibly grateful for Maureen and all the extraordinary women who have contributed to BTCEA's mission!

Local Hidden Heroes 2018 - The Local Hidden Hero Awards celebrates individuals with a record of



volunteering time, energy, and expertise to make our community better. We are proud to know two of the 2018 award winners: BTCEA Board Directors Maureen Jack-LaCroix and Suzanne Barois. Vancouver Quadra's MP

Joyce Murray acknowledged Suzanne and Maureen their tireless volunteer hours for BTCEA and other community organizations.

Overall, we are excited to have emergent opportunities to meaningfully connect with our greater communities, as well as foster relationships and community approaches that have been foundational to the organization. Being acknowledged and invited into these diverse forums is also increasing our tools and expertise in professionally reaching new audiences.

Organization Development

Our organization is committed to the growth and renewal needed to be an effective, collaborative, pioneering, and thriving organization. We recognize that this is vital to bring collective and individual change forward in the education system and beyond.

Embracing our own professional development and clarifying our role and approaches allows us to: adapt to the dynamic needs of educators; develop programs that address new and integrated ways of taking action; support our community in being environmental leaders, and provide quality services and resources in the future.

Within most small charitable organizations, it takes a special commitment to find the time and finances to do any higher-level organizational development and manage organizational change. Setting up a sustainable and intentional organization, like many good sustainable things, takes initial investment and we are extremely grateful for all the development that has happened here over the past few years, including staff investment of personal time and support from organizations such as Gosling Foundation, Innoweave, TD Friends of the Environment, the Anima Leadership, and Organize BC.

In the 2016-2017 Annual Report, we outlined the BTCEA Engagement Ladder we developed and tested with the help of Gosling Foundation. We also briefly highlighted that we incorporated a storytelling



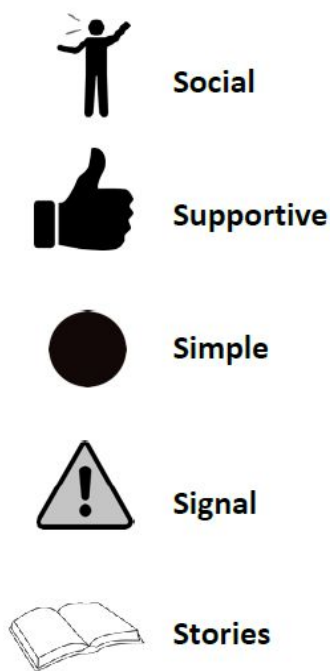
framework, refined our own Theory of Change and developed our Operations and Program Manuals.

This year we'll share a new Behavioural Psychology model we used in our Climate Action Programs and outline new models that were developed in partnership with Innoweave and our organizational coach, Lisa Gibson.

The 5 S Strategy to Inspire Climate Action

We recognize that large, heavy topics such as climate change can often be daunting and disengaging for youth (along with the rest of us). Research shows that for education to captivate disenfranchised students, it requires pedagogical approaches that inspire motivation, interest, and self-efficacy. Thus, BTCEA has researched innovative behavioural psychology and communication strategies that strive to address this challenge by empowering students and motivating action and behaviour change.

One strategy we have applied to the development and delivery of this Climate Action Champions initiative is the "5 S Strategy" developed by behavioural psychologist Per Espen Stoknes. Stoknes argues that there are five psychological and communication barriers that hinder individual action toward combating climate change. He then presents five approaches (all starting with the letter "S") to counteract these barriers which he refers to as the 5 S Strategy.



This is a *very brief* overview of the 5S strategies that helped inform our program and our Fellow's projects and communications:

- **Social** - make it relatable, relational, and relevant
- **Supportive** - turn doom into solutions that benefit us all
- **Simple** - make taking responsible environmental action easy or 'built-in'
- **Signal** - share the tangible progress made
- **Stories** - use relatable stories to reach others

Innovative approaches such as the 5 S Strategy, as well as Ken Wilber's Integral Model and the Public Narrative Framework by Marshall Ganz, have been deeply embedded throughout our initiative.

Exploring Collaborations

In the 2017-2018 year, we explored various potential collaborations to see potential impact and alignment.

In January of 2018, Chief Phil Lane Jr. from **Four Worlds International**, along with the Interspiritual Centre, approached BTCEA to collaborate on a project called **Salmon and the Salish Sea**.

We met many times over the year to discuss a project to empower indigenous youth, and we were particularly inspired around our sacred and important connection to Salmon. The concept focused on collaboratively developing and piloting a program with the Aboriginal Club at Earl Marriott Secondary, which was led by Tiger Lane, Chief Phil Lane's son. Chief Phil Lane Jr. led the initiative and met with school counselors, teachers, and Band Council members of the Semiahmoo people, to gain a greater understanding of the community needs and resource gaps this project could potentially address for the indigenous youth at Earl Marriott. At the same time, Be The Change did extensive research on educational resources addressing the environmental, social and/or the cultural significance of salmon, compiling some excellent resources for easy access by teachers and club members.

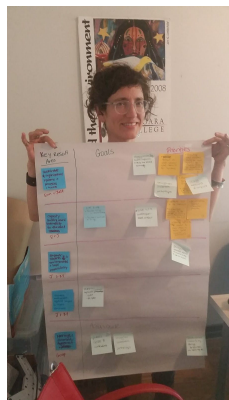


This important project spanned two year-ends for BTCEA and deepened our understanding and appreciation of working with Indigenous youth. Triumphant results and findings will be reported in our next annual report!

Additionally, we collaborated with **Let's Talk Science UBC**, working with their student facilitators to augment our Climate Action Leadership Training day. This provided great support to our 'Climate Fellows' who were learning how to deliver engaging workshops. Some Let's Talk Science facilitators also signed up to mentor some of our Climate Fellows.

Coaching on Scaling

In the 2016-2017 year, Be The Change received a grant from Innoweave, an initiative of the McConnell Foundation. They support organizations with a well established method of change to explore ways to **scale out** their innovation- impacting greater numbers, **scale deep** - impacting cultural roots, or **scale up** - impacting laws and policy.



After completing a couple of workshops through Innoweave that helped clarify our 'scaling' strategies and intentions, BTCEA received a grant to hire a coach to help us strategize and develop a plan to scale our environmental education programs and resources.

We were thrilled to work with Lisa Gibson, a Social Change Strategist and organizational coach. She helped us develop a few new

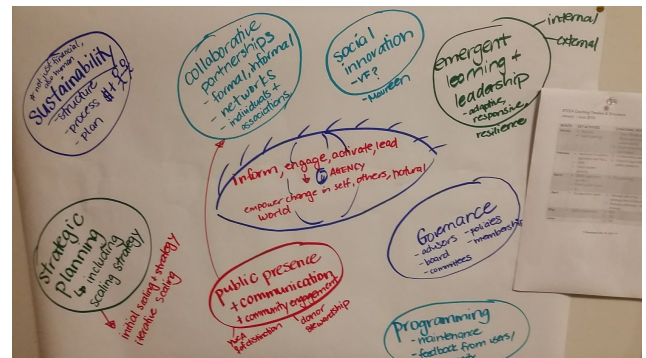
frameworks for the organization and hone our scaling strategies.

These coaching session also helped develop:

- a partnership process framework
- a defined purpose and values communications for the organization
- a draft strategic plan for the organization
- clarified governance structure and Terms of Reference for the staff, board, and Wisdom Circle
- mapped areas of focus for the organization
- an updated hiring process, including an outline of the ideal team and skills to scale the organization

- a scaling strategy, and advice on a scaling grant application.

All in all, our coaching time with Lisa and support from Innoweave was extremely valuable and helped Be The Change prepare for our future.



Financial Support

Grants

As a registered charity, BTCEA receives grants from various funders to carry out our activities, new programs, and growth. We are privileged to receive grants from the federal, provincial and municipal governments, private and public foundations, and some private corporations. Through the intensive process of receiving approval of grant applications based on the organization's activities and programs, BTCEA plans out the expanse and depth of its program offerings every year.

The following grantors supported BTCEA's activities and success in the 2017-2018 fiscal year:

Government

- BC Gaming
- BC Multiculturalism
- Eco-Action - Environment and Climate Change Canada
- Eco Canada - wage subsidy Service Canada - wage subsidy
- United Nations Association in Canada - wage subsidy

Foundations

- Boeing
- Innoweave - McConnell Family Foundation
- Interspiritual Centre
- Hamber Foundation

- LUSH Cosmetics
- TD Friends of the Environment Foundation
- Tides - Patagonia
- Vancouver Foundation
- Van Tel/Safeway

We are extremely grateful for these grantors that enable us to do this good work and support our vision, mandate, and programs.

Community Contributions

At BTCEA we could not continue our work without the love and support provided by our community. Whether that support comes in the form of financial contributions, volunteering, our Wisdom Circle, our Board, or simple well-wishers who promote our work, we are grateful for it all.

Our Twelve Days of Giving campaign in November and December of 2017, gave Be The Change an opportunity to “gift” our community something new each day, while various community members such as staff, teachers, students, family, donors, and Board sang various lines of the song on a video that got longer each day of the campaign.



...the gifts we “gave” the community were...

“On the Twelfth day of giving, Be The Change gave to us...

- ❖ Twelve [green gifts](#),
- ❖ Eleven [eco-educators](#),
- ❖ Ten [songs](#) to move you,
- ❖ Nine local [wonders](#),
- ❖ Eight inspiring [reads](#),
- ❖ Seven impactful [actions](#),
- ❖ Six awesome [groups](#),
- ❖ Five active [youth](#),
- ❖ Four timely [issues](#),

- ❖ Three power [programs](#),
- ❖ Two inspiring [artists](#),
- ❖ And [reflection](#) on a great year”



The campaign raised funds to support the delivery of our Student Leadership in Sustainability and Climate Action Champion programs to teachers and students.

We are so grateful that our individual community donors, in 2017-2018, donated a total of \$24,000 to support the work of the organization.

Our impactful Climate Action and Student Leadership programs would not be the success that it is without the efforts and generosity of our community, enabling us to further our work in fostering the cultural shifts necessary to create a sustainable, connected, and just society.

Thank you to everyone that donated in our 2017-2018 year:

| | |
|----------------|-------------------------|
| Anne Gartshore | Barbara Murphy-Bridge |
| Bryna Kopelow | Clive & April Kendrick |
| David Pel | Derek LaCroix |
| Eleanor Boyle | Eleanor Jackson |
| Eric Fefer | Erin Leckie |
| Matt Edwards | Flo Lockhart |
| Gillian Hartz | Guy & Shannon Treadwell |
| James Scott | Jean Kavanagh |
| Jill Schroder | Jill Scott |

| | |
|----------------------|------------------|
| Jim Vilvang | John Hooge |
| Kate Sutherland | Kathy Chan |
| Kelly Luu | Kerry Kunz |
| Kim & Stuart Smith | Margaret Fyfe |
| Maureen Jack-LaCroix | Melanie McDonald |
| Mhairi Petrovic | Michael Iachetta |
| Michael Goodman | Mikael Fyfe |
| Murray Campbell | Nina Watts |
| Odessa Bromley | Peter Ladner |
| Randall White | Rosemary Cornell |
| Satomi Hirano | Simon Drake |
| Susan Bridgman | Susan Duncan |
| Suzanne Barois | Tannis Hugill |
| Tine Rossing | Toni Pieroni |
| Wendy Munroe | Zsuzsanna Burak |

We would especially like to thank the following **major donors** who have supported BTCEA through larger contributions:

| | |
|----------------------|-----------------|
| David Pel | Derek LaCroix |
| Erin Leckie | John Hooge |
| Kate Sutherland | Kelly Luu |
| Kim & Stuart Smith | Margaret Fyfe |
| Maureen Jack-LaCroix | Michael Goodman |
| Mikael Fyfe | Murray Campbell |
| Toni Pieroni | |

If you are part of this community, know you are in our thoughts and you are fueling the work we do and report on each year. We are grateful beyond words for your support.

The BTCEA Team

While our organization is small, our impact is felt far and wide. The success of our organization's work is owed to the many wonderful individuals who support and work directly in our community and those that continue to show up week after to week to make sure culture change is happening in our schools and beyond.

In this section of the report, we would like to take the opportunity to thank and highlight the many wonderful individuals who were part of the Be The Change family in the 2017-2018 year.

Board of Directors & Wisdom Circle

The Board of Directors ensures that Be The Change Earth Alliance (BTCEA) is living its purpose and vision, oversees and supports the Executive Director, and ensures financial accountability of the organization.

The Wisdom Circle meets around 8 times a year and creatively supports and advises the Executive Director on challenges, opportunities and creative brainstorming. Many of the Board Members attend the Wisdom Circle meetings regularly, along with guests who have been invited to participate. Anyone being nominated to the Board will have been a part of the Wisdom Circle first.

Derek LaCroix, Q.C. - President

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 twelve 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 (LAP), serves on a number of community boards, and loves the BTCEA vision for social justice, environmental sustainability, and spiritual fulfillment.

We are greatly appreciative of Derek's long standing continued support and insights since the organizations inception.

Maureen Jack-LaCroix – Founding Director

Maureen is an environmental educator, researcher, curriculum designer, and PhD candidate of Philosophy of Curriculum Design and Implementation at SFU in the

Faculty of Education. Her Masters' studies at Naropa University included Eco-Psychology, Creation Spirituality, and Indigenous Wisdom. As the Creative Director of BTCEA, Maureen co-wrote the Be The Change Action Guide and delivered a community environmental education program for five years before bringing BTCEA to focus on environmental sustainability education in secondary schools. Working collaboratively with teachers and staff, Maureen led the BTCEA team to develop the Student Leadership in Sustainability program materials.

Maureen stepped down as Creative Director in August 2016, and joined the Board as Founding Director. She continues to support BTCEA in a variety of ways, delivering workshops, keynote talks, assisting in grant writing and facilitating research to deepen our integration of environmental education into the school system.

David Pel – Treasurer

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. In addition to supporting BTCEA, he is the founder and treasurer of the Downtown Surrey Business Improvement Association, 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.

David joined the BTCEA Board in 2013 and has contributed greatly to BTCEA's fundraising efforts and helped revise and maintain BTCEA's financial budgeting approaches and has been a 'go-to' financial expert support for Erin.

Murray Campbell - Director

Murray is a partner with the Vancouver law office of Lawson Lundell LLP, where he has practiced since 1990. He is a volunteer peer counsellor 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 and approaches to bringing forth change.

Murray joined the BTCEA Board in 2015. We are grateful to have him on-side and appreciate his thoughtful feedback, critical and clear thinking and his financial support and insight.

Suzanne Barois – Secretary (until March 2018)

Suzanne has been an outstanding supporter of BTCEA, voluntarily contributing her expertise on a myriad of Be The Change projects, including co-authoring the Be The Change Action Guide and coordinating the extensive community education program. Her impeccable copy editing of the SLS learning resources was surpassed only by taking on the herculean task of translating SLS into French with her devoted husband Philippe. They spent hundreds of hours over the past three years on this labour of love. Suzanne has been a faithful contributor to the Be the Change Wisdom Circle, and a longtime 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 of Canada. Suzanne is wholeheartedly committed to the global effort towards sustainability through community building, social action, nonviolent communication, and education.

Suzanne stepped down from the Board and Wisdom Circle in March 2018. We are extremely grateful for her tireless and long-standing service.

Michael Iachetta - Director (since September 2017)

We first started working with Michael by supporting the Green Club at his school in Seaquam; shortly after he started using SLS in his classroom and then we embarked on some larger School District Initiatives together. Before joining BTCEA's Board, Michael was on BTCEA's

Educators' Advisory Committee and also a participant in our Social Innovation project.

Michael is a leading force for environmental sustainability in Delta, where he has taught Socials Studies for 11 years. After completing his Masters of Education at UBC in Sustainability Leadership he helped found the Delta District Green Team in 2009 which has been instrumental to the establishment of Green Teams in Delta schools. Michael is also the Teacher Sponsor for the Delta Youth Sustainability Network, for the Seaquam Environmental Club, and for the Delta Student Sustainability Conferences.

Michael joined the Board in September 2018 and has been a wonderful asset bringing all his educational brilliance to the table.

Aaron Leung - Secretary (since March 2018)

We first started working with Aaron when he was only in grade 9 at Killarney Secondary and had joined their Green Team, since then he has been an SLS student, the leader of his Green Team, and together we collaborated on many green initiatives at his school. Since graduating from Killarney, Aaron has gone on to pursue a Bachelor of Environment, Global Environmental Systems at Simon Fraser University and continues to excel in leadership positions in many avenues. We are thrilled to have him on our Board.

Aaron is a strategic thinker involved in various aspects of environmental and social action and organization. He is a Junior Facilitator for Youth4Action with Metro Vancouver. He is also a member of the Children, Youth, and Families Advisory Committee for the City of Vancouver, and in the recent Municipal Election, he was a School Trustee candidate.

Aaron brought his dedication and great energy to the Board in March 2018.

Bryna Kopelow - Director (since March 2018)

Bryna sits on a number of Boards and Committees in Vancouver. She is well-versed in how to scale education programming in the BC Education system, as she did that successfully for health and sport education with Action Schools! BC. She is a member of JW Sporta, a Health, Physical Activity, and Sport Education consultancy. Bryna is a nationally respected leader and advocate for gender equity. She currently holds a Teaching Certification and Masters of Physical Education from UBC and a Bachelor

of Physical and Health Education from the University of Toronto.

Bryna brought her strategic and clear mind to the Board in March of 2018. She first worked with BTCEA advising us on scaling strategies, and since has been very helpful in matters of hiring, HR, education strategies and more.

Abhayjeet Singh Sachal- Wisdom Circle

Abhay is an inspiring young man in his graduating year at Seaquam Secondary in Delta. We first started working with Abhay in grade 10 with his Green Team, led by SLS teacher and Board member Michael Iachetta. Abhay completed BTCEA's Climate Fellowship as well as participated in our Social Innovation Project.

After attending the Student on Ice Expedition to the arctic, Abhay was deeply moved by the connection between mental health & climate change impacts. With his brother, he co-founded Break the Divide: a non-profit that connects students nationally and internationally with the intention to build personal connections to learn from one another. His organization connects youth from remote communities that feel the impacts of our environmental and social challenges to provide community, support, and deeper understanding. Abhay is now using his newly developed skills in public speaking to talk about this work, inspiring other educators and students in taking strategic action in school settings across Canada. He was named Starfish Canada's Top 25 Under 25 Environmentalists for 2017.



Full-Time Staff

Erin Leckie, Executive Director

Erin joined Be The Change in 2011, as an outdoor educator, guide, workshop developer, and facilitator with a lot of passion, insight, and dedication. She has diplomas in Wilderness Leadership, Adventure Guiding, Holistic Bodywork, and a degree in Adventure Tourism Management. Ever since she was young, Erin has sought out opportunities to be involved in building others' leadership capacities and fostering shifts in societal norms through initiatives, workshops, and community. Outside of Be The Change, she continues to do this through informal education and ceremonies in local indigenous circles, activist and collective-living experiences, and community workshops.

Erin was BTCEA's Program Manager for many years, co-creating and facilitating BTCEA's programs as well as managing human resources. In June 2016, she became BTCEA's Executive Director.

Erin has led the organization through new funding and organizational developments, the creation of a Climate Action program, Zero Waste programs and workshops, and an expanded level of partnership building with external organizations. She has enjoyed pushing her capacity to support environmental and social justice education in emergent ways through new programs and approaches. Erin's passionate commitment to innovation in sustainability education is exemplified by the use of new, creative approaches the organization has explored over the past few years.



Jennifer Holden, Development & Communications Manager (Oct 2016 - Oct 2017+)

Jennifer is a passionate advocate for the environment and has worked with students and teachers across Metro Vancouver to promote and instill sustainability values. She has a Masters degree in Policy Studies from the University of Victoria and enjoys fostering dialogue around important 21st century topics such as climate change, mental health, social justice, and gender politics.

Jen worked with BTCEA for two years, took a year off in Europe, and then joined us for another year (2016-2017). During her time at BTCEA, she co-developed high impact initiatives, such as Waste Watchers, and supported the organization through evaluation, key communications, grant writing, and in the last year, organizational strategies, and social innovation research. We appreciate Jen's meaningful contributions to the organization in her time with us. She is now pursuing more creative arts through her photography and freelancing grant-writing.

Jude Crasta, Operations & Development Coordinator (Mar 2017 - June 2018)

Jude began working with BTCEA in March 2017 and comes from a background of youth advocacy and policy. He has worked on a number of issues with government, academic, business, and nonprofit leaders. Before joining Be The Change, he worked for the Alma Mater Society at UBC and has served as a delegate to the United Nations Framework Convention on Climate Change (COP21).

Jude is passionate about affecting social change by elevating and supporting youth voices, particularly through empowerment and a modern perspective on cooperative values. He holds a Bachelor of Science degree in Cognitive Systems from UBC.

Jude has held a few different roles at BTCEA, from communications, to programs and now operations. He used his web development and creative skills to update our website and building the Climate Action Portal. Jude raised the bar on our graphics communication and enjoyed connecting with youth and teachers, particularly through workshops and booths. He has moved on to run his own political consulting agency.

Jillian Treadwell, Communications Manager & Program Coordinator (Feb 2018 - Oct 2018)

Jillian began working with BTCEA in February 2018 as the Communications Manager and Program Coordinator. She has completed degrees at UBC (B.Sc.) and McGill (M.Sc.) with a background in environmental science, natural resources, systems science, and sustainability. Her deep connection with nature began as a child playing in the forest in the summer and building snow forts in the winter, and she continues this connection through skiing, hiking or simply walking in the sunshine. Jillian is passionate about environmental communication, resiliency, and solution-oriented sustainability action. She loves sharing her knowledge of the natural world and her appreciation for the outdoors while engaging with students and community members to find solutions to sustainability challenges and take action to address them.

In her role as Communications Manager, Jillian was responsible for key communications for the organization and stakeholder outreach. As Program Coordinator for Climate Action Champions, we really appreciated her skill and involvement in student engagement through developing, coordinating, and delivering workshops and assemblies across Metro Vancouver. Jillian has now moved on to a full-time position with Natural Resources Canada.



Eugenia Serrano, Operations & Program Coordinator (Aug 2018 - Current +)

Eugenia began at BTCEA as a volunteer through the Arts Internship Program in the Summer of 2015 and stayed with us as a Program Assistant until October 2016. Two years later, she returned to BTCEA as the Program and Operations Coordinator. She completed a History and Political Science degree at UBC, focused on social justice and development in global affairs. Never having been formally taught about environmental sustainability, Eugenia took it upon herself to get informed on the intersection of environmental and social justice. Eugenia loves working and developing programming that focuses

on teaching youth relevant and contemporary issues surrounding environmental sustainability and exploring its social implications.

As a Program Coordinator, Eugenia has been responsible for the management and upkeep of the SLS Program and as Operations Coordinator, she has been responsible for many organizational needs, including as website development and administrative organization. She has been an outstanding asset to the organization, bringing her competence and reliability to the fore while acquiring great skill in supporting and managing other staff and projects.

Part-Time & Seasonal Staff

Thanks to Canada Summer Jobs and other wage subsidies, such as United Nations Association of Canada and Eco Canada, Be The Change is able to hire program assistants who support the work of the organization. Over the summer of 2017, three new individuals joined the BTCEA family to provide much needed support with updates to our SLS program, for our Social Innovation Research, and for the initial development of our Climate Action Champions Initiative and Action Portal.

“This job has taught me so much about myself and I am so glad that I had this experience as I discovered more about what qualities I want to look for in a career. I am so thankful that I had this summer to engage in a new experience and can use this knowledge to shape my future career. Erin, the workplace environment you create here is so unique and special. The effort you put in in doing so instills within me a desire to work harder and be the best employee I can be. The work here is so meaningful and exciting; I feel so fortunate to have been a part of it even in the smallest of ways. Thank you!”

**- Laurel Sleight,
Seasonal Staff**

Jill Scott - Bookkeeper

Jill is our long-standing bookkeeper and supports the organization through accounting, financial tracking, and bookkeeping. Jill worked in the child protection field in

Vancouver's Downtown Eastside for 25 years, many of those as an Executive Director, before switching gears and becoming a bookkeeper. Jill holds a Bachelor of Social Work degree from the University of Victoria, and accounting training from the British Columbia Institute of Technology.

We appreciate Jill's continued support, flexibility, cheerful spirit and enduring patience in our evolving financial systems. She has been a wonderful, consistent asset to the organization!

Nicola Wilson, Programs and Productions Assistant (Jan 2017- Jan 2018)

Nicola began working with BTCEA in a full-time voluntary capacity in January 2017, as she was awaiting her Permanent Residency, and was an essential part of our team until January, 2018. While at BTCEA Nicola heavily supported the development and roll-out of our Zero Waste Workshops along with the final parts of Waste Watchers. She also assisted in the development of Climate Action Champions.

Nicola holds a Master of Science degree in International Development from the University of Manchester, and a Bachelor of Arts in English Literature and American Studies from the University of Leicester. She has worked as a Women's Social Business Development Manager with the ROLE Foundation in Indonesia and has also worked as an Education Assistant in Berlin, Germany. Her work has included training local Indonesian women to recycle semi-used hotel soap and earn income through the sale of newly created soap to handicraft shops in Bali.

We are extremely grateful to Nicola for her generous support and her amazing contributions to the organization.

Corinne Cote, Programs and Communications Assistant (February 2018 - May 2018)

Corinne joined the BTCEA team in February 2018, as the Programs and Communications Assistant. She was a vital support in the development and delivery of the CACHl program and Youth Fellowship.

Corinne holds a Masters of Environment and Bachelor of Arts in Communications and Multimedia from the University of Sherbrooke, as well as a diploma in Environmental Sciences from the University of Quebec. Before working with BTCEA, Corinne had experience

working as a Program Coordinator for Earthwise Society and a Project Manager for the Ministry of Agriculture in Quebec.

Corrine was a passionate, articulate, dedicated employee and facilitator until she decided to move on to pursue a new career in Registered Massage Therapy.



Samantha Dadd – Program Assistant (May 2018 - Aug 2018, Sept 2018- Current, as a volunteer)

Samantha joined BTCEA in May 2018 through a Canada Summer Jobs placement. Her work with Be The Change has supported our program development in CACHl, Citizens of the Future, and SLS. Sam worked to ensure our SLS teacher and student resources were up-to-date and also helped us plan our Back to School BBQ fundraising event this past fall.

Samantha is currently in her 4th year at UBC, majoring in Psychology and Sociology. Sam is passionate about waste reduction, prior to joining BTCEA, she ran managed a YouTube channel centered around zero waste. She was also a supervisor for UBC's Alma Mater Society.

Tyler Huguet - Program Assistant (May 2018 - August 2018)

Tyler joined BTCEA in May 2017 through a Canada Summer Jobs placement. His work with Be The Change supported the research and development of our greenhouse gas emission calculations used in the Citizens of the Future program, SLS updates and open access preparations, and several research projects investigating new opportunities for the organization.

Before joining the team, Tyler worked as a GIS and data analyst with Fisheries and Oceans Canada. He recently completed his Bachelor of Arts degree in Environment

and Sustainability Geography at UBC. Tyler is especially interested in urban planning and more specifically in large scale infrastructure planning; he has pursued this interest through involvement in planning initiatives such as the City of Vancouver's CityStudio.

Haidee Pangilinan - Program Assistant (May 2018 - November 2018)

Haidee joined BTCEA in May 2018 through a Canada Summer Jobs placement. Haidee worked closely with the rest of the team on SLS resources updates for students and teachers. She also supported fundraising efforts. Haidee has been an essential asset to our social media communications.

Haidee is working toward a Bachelor of Arts degree in Sociology/International Development at McGill University. Prior to coming to BTCEA, Haidee had experience working at Cedar Cottage Neighbourhood House. Haidee is dedicated to supporting her communities and has volunteered with several organizations in numerous capacities; examples include Media Director for McGill Students Right to Play, President of Gladstone Secondary School Student Council, and Executive (various positions) of Vancouver District Student Council.

Emma Renaerts - Program Assistant (May 2018 - August 2018)

Emma joined BTCEA in May 2018 through a Canada Summer Jobs placement. During her time with BTCEA, Emma worked closely with our Founder, Maureen, on community education. She also helped to update SLS resources and supported the management team with grant applications.

Emma has a Bachelor of Arts with combined Honours in Contemporary Studies and Sociology from the University of King's College. Emma has experience as an editor and reviewer for undergraduate journals and held Executive roles for several societies during her undergraduate degree. She also worked as an intern at G Day for Girls and as a Facilitator at Pearson Seminar on Youth Leadership.

Emma is currently completing her Masters in Journalism at UBC.

Volunteers

We are thankful for the support of various individuals who take time to support the work of our organization through their volunteer activity. Whether it's conducting waste audits, helping with our program development, facilitating workshops and assemblies, or improving our online presence, we are grateful for the commitment we have received from so many people in our community.

Many of our staff, Board, and Wisdom Circle members volunteer their time to the organization and furthering BTCEA's vision and mandate. The individuals below are not included above and also gave significantly to the organization over the year.

Parisa Pajooch - Volunteer (October - December 2017)

Parisa joined BTCEA in October 2017. During her time with the organization she supported the Social Innovation Lab initiative through the transcription of interviews and also helped with Climate Action workshops.

Parisa holds a Master of Arts in Tourism Management and before joining BTCEA, she had experience as a teacher, a Project Coordinator with BC Museums Association, and Research Consultant with the Nature Trails Society.

Rosalyn Cameron & Alexandra Waterkeyn - UBC Teacher Candidates (June - 2018)

Rosalyn and Alex joined BTCEA during the summer of 2018 through the Community Field Experience program which is part of UBC's Bachelor of Education. During their time with the organization they supported Climate Action initiatives by providing classroom and education perspective and offering alternatives to tailor programming to English Language Learners and at-risk youth.

Rosalyn and Alex have now completed UBC's Teacher Education Program and are each working as classroom teachers in Metro-Vancouver.

Gratitude

Deep gratitude to everyone that makes Be The Change's work possible and lives out our mandate and vision in their lives.

Gratitude to our dedicated staff, Board, advisors, educators, and engaged youth that create and carry out our programs.

Gratitude to our donors, sponsors, and grantors that believe in our vision and programs and are able to support them coming into fruition.

Gratitude to our families and communities that support everything we do, how we arrived on this path and how we are able to continue it. From the growers, to the builders, inventors, and service providers, thank you.

Gratitude to all our beautiful, awesome, relatives that we share the web of life with, from the rivers, oceans, whales and seaweed, to the mountains, bears, beaver, mice and worms, to the birds, trees, flowers and bees. We are indebted to you for supporting all life's systems and making our lives richer.

From all of us, to all of you. Thank you.

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make."

— Jane Goodall