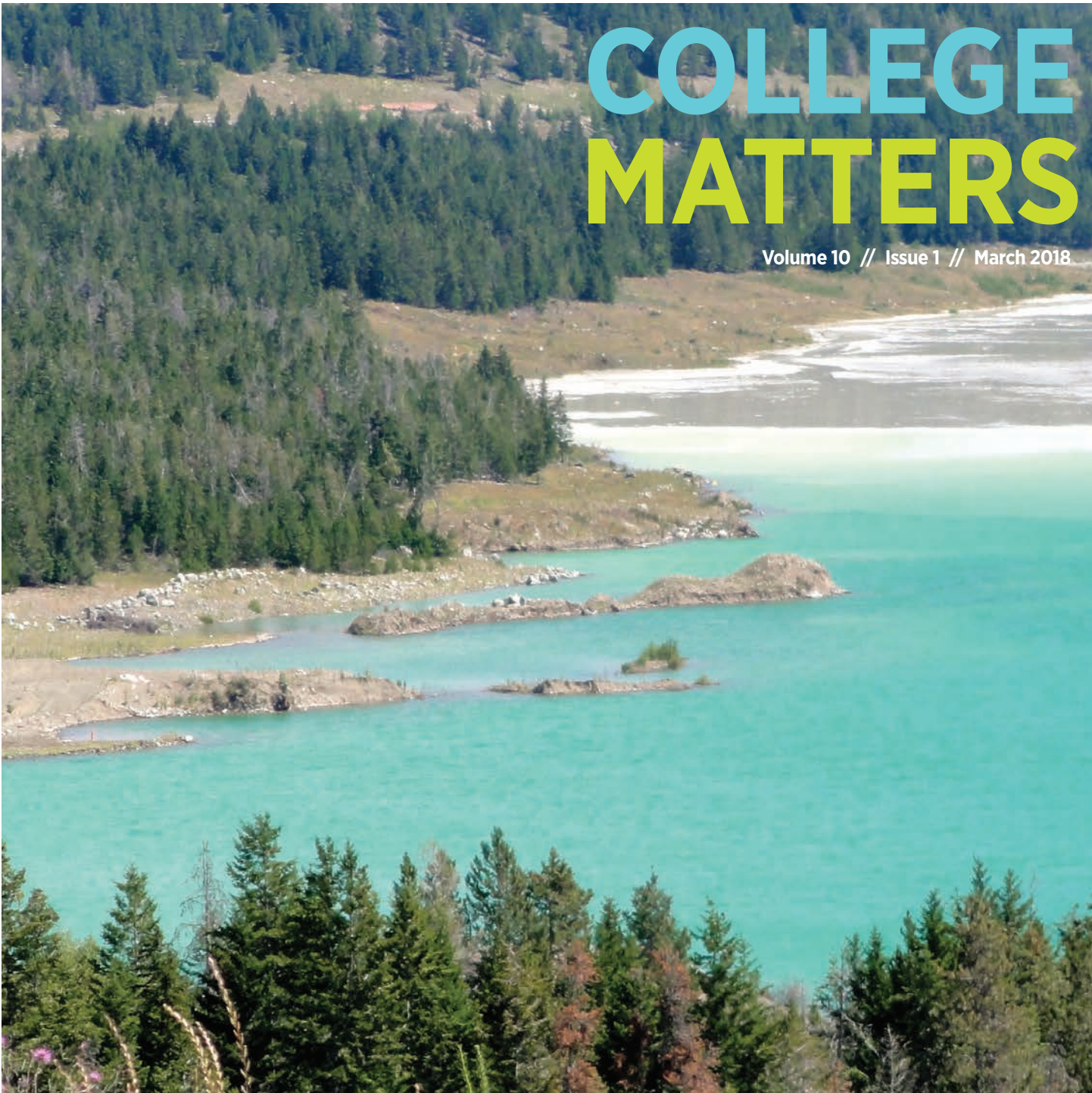


COLLEGE MATTERS

Volume 10 // Issue 1 // March 2018



SPECIAL 2018 ANNUAL REPORTS ISSUE

- > Annual Reports from Committees
- > 2017 Draft AGM Minutes
- > New Editorial Board Members
- > 2018 Conference & AGM
- > 2018 LMSF Recipient
- > Membership Update



COLLEGE OF
APPLIED BIOLOGY
Professional Accountability





2017 REGIONAL EVENTS

Executive Director Christine Houghton and Registrar Derek Marcoux, RPBio (far right) with MP for the federal riding of South Okanagan-West Kootenay Richard Cannings, RPBio (Ret) at the 2018 BC Natural Resources Forum in Prince George, January 2018.

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***Disclaimer: the opinions expressed in *College Matters* do not necessarily represent those of the College, its Council, or other members.**

THE COLLEGE COUNCIL

- Dr. Vanessa Craig, RPBio
President
- Brian Clark, RPBio
Executive Vice-President
- Alexandra Tait, RPBio
Vice-President
- Jocelyn White, RPBio
Treasurer
- Jim Bayles, Lay Councillor
- Cairine Green, Lay Councillor
- Steven Henstra, RPBio
- Gerry Leering, RPBio
- Susan Pinkus, RPBio
- Sean Sharpe, RPBio
- Warren Warttig, RPBio

THE COLLEGE STAFF

- Christine Houghton
Executive Director
- Derek Marcoux, RPBio
Registrar
- Karen Barry, RPBio
Executive Assistant/
Communications Coordinator
- Helen Taraskin
Bookkeeper
- Jillian Stewart, BIT
Administrative Assistant

THE EDITORIAL BOARD

- Raychl Lukie, RPBio
Co-Chair
- Cairine Green, Lay Member
Co-Chair
- Mariah Arnold, RPBio
- Meghan Goertzen, RPBio
- Steven Henstra, RPBio

ABOUT US

The College of Applied Biology was established by the Provincial Legislature in 2002 as the licensing and self-regulating organization for the practice of applied biology in British Columbia. The *College of Applied Biology Act* is the only self-regulating legislation for the practice of biology in North America.

OUR VISION

The College is a leading voice to promote and uphold scientific principles and methods in applied biology, and the principles of stewardship. We provide assurance to the public of professionalism in the practice of applied biology by our members.

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Submitted by Dr. Vanessa Craig, RPBio, President

The Year 2017 in Review



Welcome to the 2018 Annual General Meeting (AGM) edition of *College Matters*! In this issue, each committee recounts its key accomplishments in 2017 and identifies its priorities for 2018.

The year 2017 marked a year with significant changes in staff. We bid a fond farewell to Linda Stordeur, RPBio, the College's original Registrar; and to our bookkeeper, Kathy Gallegos. We welcomed Christine Houghton as our new Executive Director; Derek Marcoux, RPBio, as our new Registrar; Karen Barry, RPBio, as our new Communications Coordinator/Executive Assistant; and Helen Taraskin, as our new bookkeeper. I'm excited to welcome this new staff complement to join our long-standing Administrative Assistant, Jillian Stewart, BIT.

This year Council and staff focused on enhancing relationships with other professional associations, government, and educational institutions. We have been active in the BC government's Professional Reliance Review, which provides us the opportunity to: 1) examine how we function as a regulator and identify opportunities for improvement; 2) review and enhance our guidance to members (e.g., practice standards and training sessions for professionals conducting riparian area assessments); and 3) continue to examine and update our Rules and Policies to ensure they are clear and meet our objectives. Priorities for 2018 include continuing to review and strengthen the College's accountability procedures, developing a definition of scope of practice of professional biology, and developing an updated strategic plan for the College.


As I come to the end of my 2nd term as President (and my 8th year on Council), and I head into my Past President role, it seems an opportune time to think about how the College has evolved.

When I first ran for Council in 2010, I really didn't know what being a Councillor would entail, or if I would enjoy it, so I ran for a 1-year position. I was happy to find an opportunity to work with thoughtful, motivated, and committed people – elected Councillors, Lay Councillors, and staff – all of whom believe in advancing the profession of applied biology. Although much has changed since 2010, with an almost complete change in staff and many new

Councillors, the energy and interest I first experienced continues to grow and diversify. Women, who were once a minority, now account for approximately half of the elected Council. Although additional progress is necessary to further diversify the voice of the College, I'm encouraged by the increasing interest in our membership to become active within the College.

The College's progress became even more apparent to me when I looked back to earlier issues of *College Matters*. The first issue, in late 2009, announced the start-up of the Audit Program and welcomed our first Registered Biology Technologists (RBTechs)! We've come a long way since then: our Audit process is well established, with over 200 audits completed; our membership has increased by more than 23% since 2010 and we now have over 2,300 members; we're finalizing details to launch a new Practice Review Program; and we recently welcomed the first Applied Biology Technicians (ABT) to the College! The College has also modernized its *Code of Ethics* to become a more actionable code; launched an online ethics course and exam to ensure all incoming members have training in professional ethics; and developed a definition of "stewardship" for the College.

Over the last few years, whenever I spoke about the College I often mentioned my excitement about the progression of the profession - that excitement continues unabated. I feel honoured to have served on Council, and I look forward to remaining involved to help the change continue!

I hope to see you at the College's 2018 AGM & Conference in April! As always, if you have any questions or concerns, or ideas for the College, **[please feel free to contact me.](#)** 



Reflecting on a Challenging 2017

Submitted by Christine Houghton,
Executive Director

The conclusion of any fiscal year is a time to reflect on the challenges and opportunities that occurred along the way. The 2017 fiscal year is no exception. I don't think anyone fully anticipated the challenges that presented more than a few surprises, and by refocusing some priorities and turning those challenges into opportunities, we were able to end up with some very positive outcomes.

Undoubtedly one of the biggest projects this year was responding to the provincial government's Professional Reliance Review. As the regulatory body of biology professionals, the College supported the government's objective of improving the model. The review has used a variety of approaches including, an audit of the professional associations, a jurisdictional scan, and a public engagement platform that specifically requested a formal submission from the College <https://www.cab-bc.org/news/college-submission-professional-reliance-review>. Recommendations from the College included:

- > Improving communications with members and the public,
- > Developing clarity around Scope of Practice,
- > Granting "Right to Practice" to the practice of applied biology,
- > Investing in capacity in government to fully implement the model,

- > Supporting employees who have witnessed a potential infraction and who wish to make a complaint, and
- > Formalizing a multi-stakeholder working group to address issues on an annual basis.

Also unanticipated was an increase in complaints coming into the College. Members of the Discipline Committee, along with staff, made sure that regardless of the volume, each file was given a high level of diligence and careful consideration. While sometimes challenging, this past year has affirmed the College's role as a regulator whose mandate is to protect the public interest and it has reinforced the need for professionals practicing biology.

One of our best initiatives in 2017 was launching (with our partners) practice guidance with **The Professional Practice Guidelines for Legislated Riparian Area Assessments**. Supplemented with the in-person and online training sessions in the Okanagan and Lower Mainland (and soon on Vancouver Island), the sessions were well received, and attendees found the information was very useful.

Another undertaking in the last year (and one with a very positive outcome) has focused on filling vacancies in the organization. The College, even at a full complement of staff, is stretched to deliver on our mandate. With Linda Stordeur, RPBio and Kathy Gallegos moving on—along with an existing vacancy—this meant we needed to fill three out of the five funded positions for the organization. If you include the Executive Director position, 80% of College

staff were new in 2017. While finding the right people takes time, it is well worth the effort. The College is very fortunate to have recruited three talented and dedicated individuals—Derek Marcoux, RPBio; Karen Barry, RPBio; and Helen Taraskin—who, along with Jillian Stewart, BIT, are committed to advancing the work of the College and biology professionals.

There have been many other successes: an increase in accrediting academic institutions, development of the new Applied Biology Technician (ABT) category (of which we now have 2 certified members), improved business planning and priority setting, and a more collaborative working relationship with other professional regulators.

Looking ahead, 2018's agenda includes updating the College's database, working with government to implement recommendations coming from the Professional Reliance Review, and developing a new three-year strategic plan. These initiatives along with others in the business plan, will further ensure the College meets its core mandate of protecting the public interest.

I look forward to continuing to work with the Executive, Council, Committee volunteers and staff. **cm**





Submitted by
Jim Bayles, Lay Councillor

My first College Board meeting was in November of 2016 where I was warmly welcomed by all staff, and especially Registrar and Interim Executive Director, Linda Stordeur, RPBio. Linda's style was very direct and down to earth, and she made me feel very comfortable; I immediately had a very good feeling about the College and the adventure I was about to embark upon. I also came to appreciate the friendly counsel and advice from fellow Lay Member Cairine Green.

The 2017 College conference at the Delta Hotel in Victoria was a clear highlight as it afforded me the opportunity to meet many College members and hear their individual work stories. I was also very impressed with the overall quality of this meeting, from the brochures prepared to the last hors d'oeuvres served. It was as professional as any meeting I have attended throughout my working career.

Lay Councillors' Reports

I have been involved in the Finance Committee throughout 2017 under Jocelyn White's leadership along with fellow members Steve Henstra, RPBio and Gerry Leering, RPBio. I look forward to continued participation in 2018 as well as more involvement in other committees.

There is no doubt in my mind that the public interests are very well served by the College. Outgoing president Dr. Vanessa Craig, RPBio has been a strong and competent leader, our new Executive Director Christine Houghton is extremely well organized and has been excellent at establishing consistent systems and procedures for the College. I also recently attended an information session at UBC on the College, presented by Registrar Derek Marcoux, RPBio. Our new Registrar is an excellent and clear communicator and gave the students compelling reasons to join the College.

I am looking forward to active participation in the College's 2018 meetings and activities. 

Submitted by
Cairine Green, Lay Councillor

I was pleased in late 2016, to welcome a second Lay Council member, Jim Bayles, to the College Council, helping to round out the role and work of the Lay Councillor position. While we are still short one Lay Member position, it has been rewarding to share the experience with my colleague Jim. These positions are key to guiding public interest in the College and to providing another perspective to the work. I am still gratified by the level of cooperation and acceptance we, as Lay Council members, receive from all College Council members.


I have continued my membership on the Communications Committee, chaired by Alexandra Tait, RPBio and I have acted as Co-Chair of the Editorial Board with Raychl Lukie, RPBio although Raychl carried

most of the responsibility in 2017, given her experience and expertise. I have also continued my membership on the Audit and Practice Review Committee, working with Chair Warren Warttig, RPBio.

This past year has also been a year of change for the College. Our new Executive Director Christine Houghton, who provides invaluable skills to the organization, immediately focused on staffing, adding key people to the team. Derek Marcoux, RPBio is the new Registrar to replace outgoing, long time Registrar Linda Stordeur, RPBio and Karen Barry, RPBio is the new Executive Assistant/ Communications Coordinator. Outgoing President Dr. Vanessa Craig, RPBio leaves a leadership legacy that guided the organization through a challenging period and will be remembered for her wisdom and professionalism. Linda will be



remembered for her wonderful support, advice and guidance, as well as her leadership as Interim Executive Director. Kathy Gallegos also left the College staff team as bookkeeper at the end of 2017 and was a tremendous help on all things financial. We are happy to welcome Helen Taraskin who started in the fall in this role.

It continues to be a privilege for me to serve the College of Applied Biology and I look forward to 2018. 

Treasurer & Finance Committee Report

Submitted by Jocelyn White, RPBio
Chair of the Finance Committee

There have been many changes with the Finance Committee in 2017, with the biggest being the former Chair, Chris Maundrell, RPBio, RPF, stepping down after many years at the helm. A big thank you to him for keeping our finances in order, and big shoes for me to fill! Our fabulous bookkeeper, Kathy Gallegos, also stepped down in late 2017, but we are excited to welcome Helen Taraskin to the team.

Once again, we have a budget surplus at the end of the fiscal year. These changes were primarily attributed to staff changes in 2017 and income that exceeded estimated course revenue. In addition, the budget was set prior to our new Executive Director joining the team in the spring and some projects and priorities were shifted. We have welcomed four new staff members who joined the team with Jillian Stewart, BIT and we look forward to a very productive 2018.

Looking forward to 2018, we will:

- > Update our database systems to allow staff and members better access to their information;

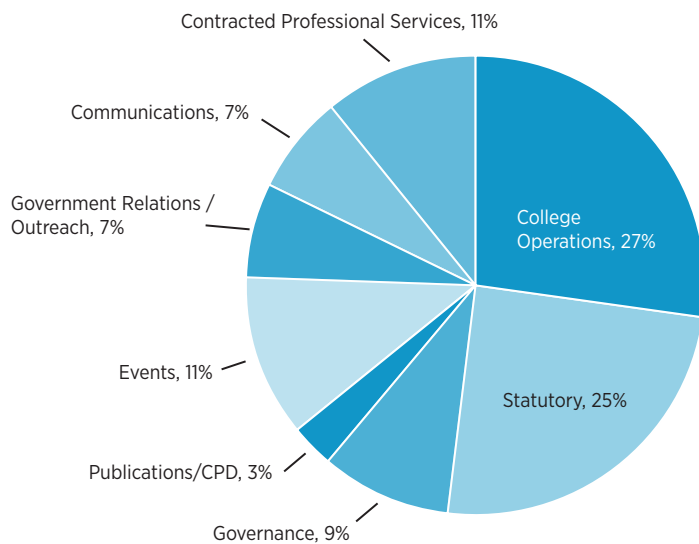
- >
- > Continue to monitor membership and application numbers as it directly impacts budget availability;
- > Regularly review and manage the College's finances and investments. **CMF**

The role of the Finance Committee is to manage the College's finances in a fiscally prudent manner while meeting its mandate to protect the public interest.

Sincere thanks to all the Committee members for their volunteer contributions: Jim Bayles; Steve Henstra, RPBio; Gerry Leering, RPBio; and Dr. Vanessa Craig, RPBio.

And to staff: Kathy Gallegos, Christine Houghton, and Helen Taraskin.

College of Applied Biology
Expenses—2017
Allocation to Categories



Budget Categories Explanation

Category	Type of Expense
Operations	
Operations	<ul style="list-style-type: none"> • Accounting software, banking fees • Staff time for processing applications, dues • Staff training/PD • Professional seals • Computer systems (email host, cloud subscriptions, Beanstream) • Office (rent, insurance, phone, internet, furniture, photocopying, stationary)
Committees	
1) Statutory	<ul style="list-style-type: none"> • Council • Credentials • Audit & Practice Review • Discipline
2) Governance	<ul style="list-style-type: none"> • Executive • Professional Accountability • Governance • Finance • Nominations
3) Publications/CPD	<ul style="list-style-type: none"> • Ethics • Communications/Editorial Board
Events	<ul style="list-style-type: none"> • Conference & AGM
Government Relations/Outreach	<ul style="list-style-type: none"> • Interagency & government relations • Building partnerships • Regional outreach – meetings, events, tradeshow, presentations • Biologists Canada Committee • Credentials Outreach
Communications	<ul style="list-style-type: none"> • Internal (staff time for College Matters, College Connections, Communications) • External promotion (brochures, banners, advertisements, news releases) • Website, social media • Media tracking
Contracted Professional Services	<ul style="list-style-type: none"> • Financial auditor • Legal fees • Investigations • IT support

Registrar's Report

Submitted by Derek Marcoux, RPBio, Registrar



I took over the role of Registrar in October 2017 and am very grateful to Linda Stordeur, RPBio for ensuring the College and the profession are on solid ground prior to her retirement. Linda worked tirelessly so we are well-situated as a professional regulatory body in the natural resource sector. I am eager to continue Linda's hard work to ensure the College of Applied Biology and the profession continue to grow in the future.

What is the role of the Registrar?

The Registrar maintains the database of members and ensures credential requirements align with the *College Rules* for membership. I work closely with the Credentials Committee to review applications, as well as developing procedures for handling application files, and promoting membership in all categories with prospective applicants. I also advocate with employers and hiring managers to ensure they are recruiting members when work competencies align with the applied biology profession. As well, my role includes visiting post-secondary institutions to inform students about membership. The students entering the profession are keenly aware of the need for professional status and are a great audience to discuss their future opportunities. Numerous other tasks cross my desk as well, including discipline files, audits, and phone calls/emails from employers, members, and government.


My job would not be possible without the dedicated hard work of Jillian Stewart, BIT who reviews all applications coming in to the College and prepares the information for myself and the Credentials Committee. Jillian is a great asset to the College and she is an excellent communicator on the phone and by email to current and prospective members.

Highlights from 2017 and looking forward

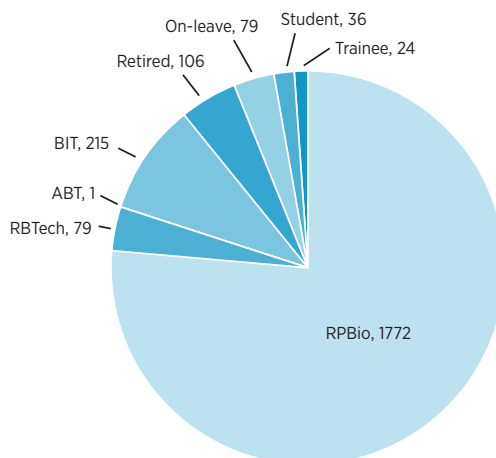
The College signed our first out-of-province accreditation agreement with Lethbridge College in Alberta. As well, the first technology program has been successfully accredited - Nicola Valley Institute of Technology - Environmental Technology diploma. The NVIT program offers excellent training to meet the requirements for Registered Biology Technologist (RBTech) category.

First steps have been completed with accrediting training providers in the Applied Biology Technician category (ABT). This important membership category recognizes individuals with 200 hours of training in the natural resources sector. In addition, cumulative experience may also be used to apply for ABT membership - recognizing an important role for applied learning in the ABT category.

Our snapshot of membership (see Figure below) shows the majority of our members hold RPBio designation (>75%).

I am pleased to announce that we accepted our first fully credentialed Applied Biology Technicians in 2017! Total active membership is just over 2200 people and I hope to increase that by promoting awareness and membership pathways to employers, post-secondary institutions, and training providers. 

College of Applied Biology Membership—2017



Credentials Committee Report

Submitted by Dr. Chris Johnson, RPBio,
Chair of the Credentials Committee

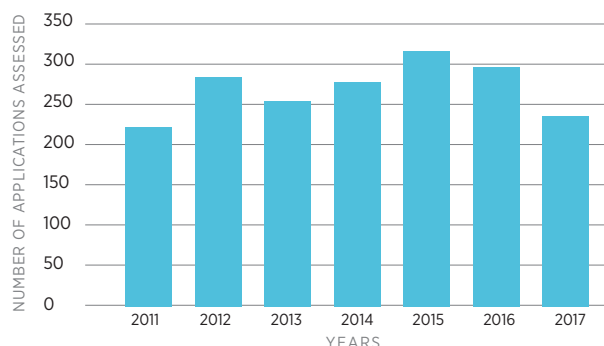
What does the Credentials Committee do?

The Credentials Committee is a statutory requirement of the *College of Applied Biology Act*. The committee works with the College Registrar to review applications, develop and refine procedures, and adapt to the changes in the profession that impact credentialing requirements for membership. Several times throughout the year, committee members are sent digital applications to review. Each review requires an assessment of the academic transcripts, professional reports, work experience, and references. The committee generally meets once annually to review procedures and discuss future directions regarding credentialing of members.

Accomplishments in 2017:

- > The committee would like to thank Linda Stordeur, RPBio for her exceptional service to the committee and the College over many years.
- > Two long-serving members of the committee resigned. We thank Dr. Joyce Boon for her valuable service as member, Chair and most recently Vice Chair of the committee. Also, Guy Gilron, RPBio resigned after many years of dedicated service to the committee.
- > We are very pleased to have awarded the first fully credentialed Applied Biology Technician—Bryan Gustafson, ABT #001!

Credentials Committee Applications 2011–2017



The Credentials Committee is composed of volunteers who review applications thoroughly within a fixed time line. Each review is an involved process requiring a careful evaluation of the professional reports, references, academics, and background information.

We would like to acknowledge the following people that dedicate their time to serve on the committee:

Chris Johnson (Chair), RPBio; Brent Philips, RPBio; Eric Lofroth, RPBio; Gerry Naito, RPBio; Jocelyn White, RPBio; Leandro Terrella, RPBio; Miriam Marshall, RPBio; Pierre Johnstone, RPBio; Roy Rea, RPBio; Sandra Meidinger, RPBio; and Sean Sharpe, RPBio.

- > The Committee and Registrar reviewed approximately 235 applications in 2017. Overall application numbers have decreased slightly in the past three years.
- > New university accreditation agreements were reviewed by the Chair of the University of Victoria – Biology Program; Simon Fraser University – Ecology, Evolution and Conservation Sciences Program; and Lethbridge College – Ecosystem Management Program.
- > The first technology accreditation agreement has been signed for Nicola Valley Institute of Technology – Environmental Technology diploma.

Looking forward to 2018:

- > The committee and Registrar will be reviewing delivery programs that meet the academic requirements for membership in the Applied Biology Technician category.
- > The committee will be updating policies and procedures at an annual meeting in April and continue to improve systems to ensure timely review of applications.
- > New committee members will be needed in 2018. To that end, the committee will be developing procedures and criteria to recruit new members. 

Communications Committee Report

Submitted by Alexandra Tait, RPBio
Chair of Communications Committee

The purpose of the Communications Committee is to provide guidance and oversight of both internal and external communications from the College Council and its Committees, to the membership, the public, other professional organizations, and beyond. The Committee is responsible for maintaining the credibility of the College by: (1) actively and frequently engaging with the public regarding the mandate of the College; (2) actively and frequently engaging with you, our members, so that you are keenly aware of your responsibilities and the benefits of College membership; and (3) achieving the annual outreach objectives established by the College Council.

This past year, the Committee has fulfilled its purpose by carrying out regular meetings either held in person or via teleconference, producing *College Notice*, *College Connections*, and *College Matters*, furthering the draft Communications Strategy to guide all College communications, developing and moving a policy and protocol for appointment of non-College members to committees in cases where specific expertise is required, and continuing to support College staff in the outreach aspect of social media. The College also has new and updated promotional brochures relevant to students and employers of applied biologists, regardless of sector. As the College is the only legislated organization for biologists, these pieces of information are valuable to accurately describe the role of regulated professionals and the mandate of the College as a regulatory body. **Contact the College Office to get your paper copies today!**

The Council is moving forward in the Spring of 2018 with its next three-year Strategic Plan and associated Business Plan. The Committee will be looking to improve the effectiveness of the communications from the College, identify the target sectors and stakeholders for this next year of outreach events, continue to pursue professional relationships, and most importantly, continue to track readership and other metrics of engagement and effectiveness of College communications. In line with this goal, the Committee will be developing a Social Media Plan to guide staff and Council to effectively use social media to achieve the College's mandate.

The work of this Committee could not be accomplished without the time and dedication of the Committee members and those of the Editorial Board and College staff. Huge thanks to Dr. Vanessa Craig, RPBio; Christine Houghton; Karen Barry, RPBio; Jillian Stewart, BIT; Gerry Leering, RPBio; Cairine Green; Rachyl Lukie, RPBio; Steve Henstra, RPBio; Meghan Goertzen, RPBio; and Mariah Arnold, RPBio.

The Committee would also like to welcome two new members: Chad Wilkinson, RPBio, a member of the College for over five years, and Maureen McDermid, past Lay Councillor and past Chair of the Communications Committee. On behalf of the Committee and Council, welcome! I'm very much looking forward to the year ahead. **CM**



Audit & Practice Review Committee Report

Submitted by Warren Warttig, RPBio,
Chair of the Audit & Practice Review Committee

On an annual basis, the Registrar randomly selects active College members (RPBios and RBTechs) to be audited. The number of audits conducted each year depends on available auditors and the number of audits each auditor can do. Due to staff shortage in 2017, only 28 audits were conducted. At least 43 audits are planned for 2018.

A snapshot of the 2017 Audit Program:

- > 27 RPBios and one RBTech were audited.
- > One member was required to meet a number of conditions (remedial actions) before successful audit completion was considered.
- > One member resigned to avoid an audit.
- > One audit was deferred to 2018.

Since the initiation of the Audit Program in 2010, 229 audits have been completed including the requisite audits of volunteer auditors (12.2% of active membership). In 2018, 2.3% of the active College membership will be audited, bringing the total active membership audited to 14.5% (272 audits). Information on the audit process is posted to the College website at: <https://www.cab-bc.org/audit-program>.

Other Audit and Practice Review Committee (APRC) activities


- > Due to staff shortage, general activities of the APRC were reduced in 2017 including the implementation of the Practice Review program.
- > 2017 was the first full year for on-line Continuing Professional Development (CPD) tracking (introduced November 17, 2016).

- > There was one in-person meeting of the APRC and five Auditors to discuss audit outcomes.
- > There were four additional meetings related to the APRC (in-person and conference calls). These meetings centered on audits and practice review, and professional practice.
- > A budget and schedule of activities has been developed for 2018, including audits and finalizing the policy and procedures for Practice Review.

APRC members and Auditors

The Audit and Practice Review Committee (APRC) is made up of eight College members (RPBios) and one Lay Councillor who helps to ensure the decision reflects the College's public-interest mandate. While decision-making authority for audits, practice reviews and the College's Continuing Professional Development (CPD) program rests with the APRC, there are now six auditors who conduct audits each year. All auditors have been subject to audits. This ensures all auditors have firsthand knowledge of the challenges faced both by the auditors and by the subject members.

I would like to thank the Committee members for their hard work: Wayne Wall, RPBio; Mark d'Entremont, RPBio; Mike Whelen, RPBio; Rob Thomson, RPBio; Brian Clark, RPBio; Guy Gilron, RPBio; Jason Nelson, RPBio; and Cairine Green (Lay Councillor). Thanks to our auditors: Michael Engelsjord, RPBio; Steve Gordon, RPBio; Barbara Wernick, RPBio; Dave Lindsay, RPBio; and John Rithaler, RPBio. I would also like to welcome Selina Shay, RPBio to our team of auditors.

If you are an experienced College member and are interested in supporting the College, being an auditor is an interesting activity. **Please contact the College office if you would like to learn more about auditing or the Audit Program.** 



Discipline Committee Report

Submitted by Christine Houghton, Executive Director
& Mel Kotyk, RPBio, Chair of Discipline Committee

Professional self-regulation is a model which enables members of the public to raise concerns about services provided by a professional—and specifically by College of Applied Biology professionals. The work of the Discipline Committee is critical to meeting the College’s statutory obligation through the process of investigation and, if necessary, disciplining any member who fails to meet the professional standards of practice as outlined in the *Code of Ethics*. At the same time, the College is careful to balance the principles of confidentiality while respecting the rights of both the subject member and the complainant.

In 2017, we observed a higher number of complaints filed with the College. In total, there were eleven (11) new complaints and one (1) complaint carried over from late 2016. Numerous meetings were held throughout the year in person and via teleconference on the following dates
January 16, 2017, March 22, 2017, May 9, 2017, June 20, 2017,

August 28, 2017, October 12, 2017, November 3, 2017. As well, communications with our legal counsel remains ongoing.

While some of the complaints were related to the same issue, each file was given the same level of due diligence and attention by the members of the Discipline Committee. This presented the committee members with an unexpected and significantly higher workload over previous years. As volunteers, the Discipline Committee members have all demonstrated their commitment and professionalism in ensuring the mandate of the College to protect the public interest is fulfilled to the highest standard. Their diligence is very much appreciated.


Discipline Committee members: Mel Kotyk, RPBio, Chair; Lee Nikl, RPBio; David Ormerod, RPF; Rick Page, RPBio; Timothy Smith, PGeo, P. Eng.; and Barbara Thomson, RPBio, LLB. 

Table 1: Status of complaints reviewed by Discipline Committee


Complaint(s)	Status
16-03, 17-01, 17-02 and 17-05	Citation issued. Hearing pending
17-03, 17-04, 17-07, 17-09 and 17-10	Investigation complete. Dismissed
17-06	Investigation complete - Dismissed
17-08	Active investigation
17-11	Active investigation



Ethics Committee Report

Submitted by Jocelyn White, RPBio
Chair of the Ethics Committee

Accomplishments in 2017:

- > The Committee focused primarily on the online ethics course and exam.
 - A total of 176 members completed the course (breakdown below in pie chart): 171 passed the exam, and the majority of registrants passed on their first attempt.
- > The Committee completed an information paper on conflict of interest for College members.
- > The committee will work with the Discipline and the Audit and Practice Review Committees to develop a Conflict of Interest policy document.
- > Anticipated challenges include uncertainty around the outcomes of the provincial Professional Reliance Review and how that may impact our members. 

Looking forward to 2018:

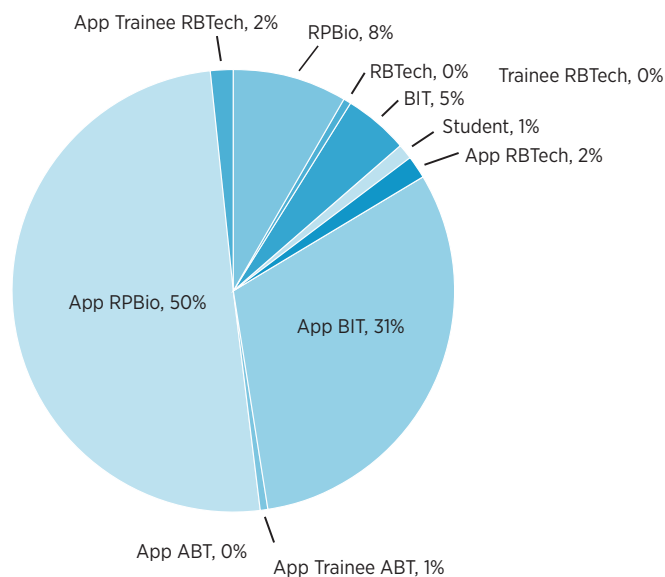
- > The committee plans to update the online ethics course and exam to refresh questions and eliminate technical glitches some members have encountered.

The role of the Ethics Committee is to provide advice and recommendations to Council on the *Code of Ethics* and *Principles of Stewardship*.

Sincere thanks to all the Committee members for their volunteer contributions: Geoff Wickstrom, RPBio; Linda Michaluk, RPBio; Steve Gordon, RPBio; Susan Pinkus, RPBio; Dr. Vanessa Craig, RPBio; and Wayne Wall, RPBio.

And to staff: Linda Stordeur, RPBio; Christine Houghton; Jillian Stewart, BIT; and Derek Marcoux, RPBio.


Online ethics course and exam registrants in 2017 by College membership category



Editorial Board Report

Submitted by Raychl Lukie RPBio, Chair of the Editorial Board
& Cairine Green, Lay Councillor, Co-Chair of the Editorial Board

Achievements in 2017:

- > In 2017, the Editorial Board published three issues of *College Matters* and regular monthly issues of *College Connections*, the College's e-newsletter.
 - > Readership analytics and feedback received were carefully considered to guide improvements in both publications.
 - > Publication guidelines, the internal style guide and other procedural documents were updated by the Editorial Board and approved by the Communications Committee.
 - > The Board continues to develop additional guideline documents to support content contributors and improve publication efficiency.
 - > The Board implemented regular monthly meetings.
 - > The Board Chair position was expanded to include a Chair and Co-Chair, each of whom is responsible for leadership on *College Matters* and *College Connections* publications.
 - > The Board welcomed four new members: Cairine Green, Lay Councillor; Mariah Arnold, RPBio; Meghan Goertzen, RPBio; and Steven Henstra, RPBio. These Board members were joined by former Board member Karen Barry, RPBio as the College's new Executive Assistant/Communications Coordinator.
- > will continue to receive hard copies, to foster broader awareness of the College's role in regulating professional conduct and competency of practicing applied biology professionals in British Columbia.
 - > The Board will continue to address the challenge of readership rates for the College's regular publications, given that we are competing in a multi-media environment, including social media, to which members and non-members are constantly exposed.
 - > The Editorial Board provides a uniquely creative opportunity for volunteer members to help enhance the credibility and visibility of the College and the applied biology profession and to develop their own writing and editorial skills.
 - > We welcome new articles for publication in *College Matters* and *College Connections*, and member recommendations for new ideas that enhance our ability to reach our membership. To learn more about these and other opportunities, please contact Karen Barry, Communications Coordinator at ea-comm@cab-bc.org 

Looking forward to 2018:

- > The primary goals for 2018 include: 1) improving current readership rates for both *College Matters* and *College Connections*; 2) increasing publication efficiency for both regular publications; and 3) creating additional opportunities for broader participation from the College membership.
- > Commencing in 2018, as an effort to further reduce environmental impacts and costs to the College, *College Matters* will be published mainly in electronic format, unless hard copies are explicitly requested. College partners

The role of the Editorial Board is to identify, create, and publish written content for the College's newsletter, *College Matters*, and assist with the development and delivery of editorial services that includes a variety of communications tools such as the College's monthly e-newsletter, *College Connections*.

The following members of the Editorial Board are commended for volunteering their time and expertise: Raychl Lukie, Chair, RPBio; Cairine Green, Lay Member, Co-Chair; Mariah Arnold, RPBio; Meghan Goertzen, RPBio; and Steven Henstra, RPBio.

Significant staff support for the Editorial Board is provided by Jillian Stewart, Administrative Assistant, BIT, and the College's Executive Assistant / Communications Coordinator, Karen Barry, RPBio
—THANK YOU.

Member Profile


Mariah Arnold, PhD, RPBio
Editorial Board Member



Mariah Arnold received her RPBio (#2966) in 2017. She graduated from New College of Florida in 2008 with a BA in Biology. After graduating from New College, Mariah spent a year abroad on a Fulbright Scholarship studying sustainable aquaculture at the Universiti Malaysia Terengganu. She developed skills in culturing clownfish and avoiding monitor lizards and large arachnids.

In 2009, Mariah joined the Integrated Toxicology and Environmental Health Program doctoral program at Duke University in Durham, North Carolina. Her doctoral research focused on selenium bioaccumulation in aquatic ecosystems near mountaintop coal mines in West Virginia. Mariah received her PhD in 2014 and completed a post-doc with Stantec

Consulting. She moved with her husband and two dogs to Vancouver, BC in 2014. Mariah currently works as the Senior Regional Lead for Water Monitoring at Teck Coal Ltd. Although Mariah's primary interest is mining, particularly remediation and reclamation, she has also worked on projects in oil and gas, government, and port facilities. Mariah enjoys the fast-paced, multidisciplinary environment of consulting.

Mariah strongly believes that scientists should engage others through non-technical, approachable writing. Mariah is very excited to join the Editorial Board for the College. She looks forward to collaborating with the Editorial Board members and reading submissions from College members. 




Member Profile

Meghan M. Goertzen, MSc, RPBio
Editorial Board Member

Meghan Goertzen joined the College's Editorial Board this summer. She has a Bachelor of Science (with High Honours) in toxicology and an Master of Science in toxicology, both acquired from the University of Saskatchewan. Meghan has been an RPBio (#2623) since 2014.

Meghan is a toxicologist with Lorax Environmental Services Ltd. in Vancouver, BC, and she provides specialized technical services for the mining, energy, and regulatory sectors. With over eight years of experience, she currently leads water quality and ecotoxicology evaluations for gold mining and hydroelectric projects in BC and the Yukon. Meghan has enjoyed working on projects across Canada and internationally, including Honduras, Kyrgyzstan, and Indonesia.

Meghan's interest in toxicology stems from its interdisciplinary nature, blending applied biology with chemical, medical, and environmental sciences. She is also passionate about facilitating and promoting the engagement of young professionals in natural science, and she enjoys mentoring recent biology graduates. In her spare time, Meghan plays ultimate frisbee, crokinole (i.e. a dexterity board game), and trivia.

Meghan looks forward to serving on the College's Editorial Board. She is committed to ensuring a high degree of quality in the College's publications and supporting its continued advancement. 

Nominations Committee Report

Submitted by Vanessa Craig, RPBio, President
Chair of the Nominations Committee


I am pleased to update you on the College's elections for 2017-2019. The nomination period closed on January 18th, and the College was pleased to receive 8 nominations for available Council positions. The following nominees were elected by acclamation:

- > Brian Clark, RPBio—President
- > Jocelyn White, RPBio—Vice-President
- > Hannah Horn, RPBio—Councillor-at-Large (2 year)

Our congratulations go to Brian, Jocelyn, and Hannah!

The remaining seats for Regional Councillor and Councillor-at-Large (1 year), were determined by election which closed March 19. We are grateful to all candidates for putting their names forward and offering service to the College.

Election results will be formally announced at the AGM on April 6, 2018. We thank everyone who participated by voting in this election.


As per Rule 1.12 of the *College Rules*, "candidates who are successful in the bid for office shall take office immediately following the AGM" 

Professional Accountability Committee Report

Submitted by Brian Clark, RPBio,
Chair of the Professional Accountability Committee

The Professional Accountability Committee has tackled several objectives to support the College Council in the promotion of accountable professionals in the management of BC's natural resources. In 2017 we continued to challenge the provincial government on inappropriate job classifications for decision-making positions in the natural resource ministries. The good news is that they seem to be listening! College members can assist the Committee by advising us if they notice job postings that seek unqualified or unregistered professionals for decision-making positions.

We also participated in the federal government's review of their environmental legislation processes by submitting comments critiquing the reviews of the *Fisheries Act*, the *Canadian Environmental Assessment Act*, and the National Energy Board, which had not identified the need for qualified and accountable professionals. We have received some feedback but will continue to push for greater accountability for federal processes in BC.

Moving forward, the Committee will be focusing on the provincial Professional Reliance Review process to promote the use of College members in the protection of the public's interest. This will include a scoping of everything that College members are mandated to do under the *College of Applied Biology Act*. Resource management in BC has evolved and we are now involved in much more than just fur and feathers. Of course, this evolution has involved the other professional organizations as well. Where are the overlaps between professional biologists and professional foresters, agrologists or engineers? Where are the gaps? An initial workshop in December 2017 laid out a format to answer these questions. This will continue this spring, internally at first, and then with our sister organizations. To work properly, Professional Reliance in BC will require all resource professionals to work together, within their areas of expertise. Feedback from College members on this initiative is encouraged. 

Biologists Canada Committee Report

Submitted by Sean Sharpe, RPBio,
Chair of the Biologists Canada Committee

The College's *2016-2018 Strategic Plan* includes a statement to promote increased professionalism and scientific credibility in applied biology at a national scale. This supports the objective in the *2013-2015 Strategic Plan*: to develop a national umbrella organization to advance the self-regulation of the profession of biology in each province. In 2014, the College Council struck an internal Committee (Biologists Canada Committee) to explore this objective.

The College is interested in supporting other jurisdictions in establishing standards for the practice of biology, to raise the profile of the profession nationally, and to help ensure that biologists who make decisions about publicly owned natural resources are qualified, competent, and accountable.

In 2016, the Biologists Canada Committee met with officials from the Alberta Society of Professional Biologists (ASPB) and l'Association des Biologistes du Québec (ABQ). The ASPB and ABQ support the concept of a national organization for biologists. The three organizations agree more information is needed from biologists on their support for professional accreditation, accountability, and advancement for biologists in other jurisdictions.

A survey, developed by the College, ASPB, and ABQ, was sent to members of each organization in October 2016. The survey was initially targeted to members working outside of BC, Alberta, and Québec to collect information on support for professional accreditation and accountability and to establish contacts for a future national organization. Members were also asked to forward the survey to applicable organizations and individuals in their respective jurisdictions. Results will be reported in a later issue of *College Matters* and available on the College website.

The interim goals for the Biologists Canada Committee for 2018 are:

- > to develop terms of reference and objectives for the committee
- > to develop a long-term work plan with partners for establishing a national organization
- > to search for sources of external funding to support a national organization


If you have any questions or thoughts on this initiative, please contact Sean Sharpe, the Committee Chair at sean.sharpe@cab-bc.org. 



Photo by TJ Gooliaff, BIT. Marten near Elko, BC.


LMSF 2017 Recipient Update

Submitted by Laramie Ferguson
LMSF Scholarship recipient in 2017

Since her presentation of proposed graduate research at the Annual General Meeting last year, Laramie has completed her required course components, including Environmental Law, Conflict Resolution, Risk Assessment and Decision Analysis, Qualitative Methods, as well as a field course in Haida Gwaii on the management of terrestrial ecosystems. Concurrently, Laramie has been volunteering with the Marine Mammal Rescue Centre (Vancouver Aquarium), aiding in the conservation and rehabilitation of our coastal wildlife – mainly injured or abandoned harbour seals and stellar sea lions. The Marine Mammal Rescue Centre had a record year of over 200 patients and needed all hands on deck to ensure their proper care and comfort.

Now, with all graduate coursework behind her and the marine mammal rescue volunteer season at an end, Laramie is able to focus on her research investigating the application of the indicator species concept in the Canadian federal


environmental assessment (EA) regime. Over the summer and fall, Laramie has conducted a thorough literature review on the controversial use of indicator species in EA, and has begun collecting data on indicator species used in 'completed' and 'active' EAs across Canada that have commenced under the *Canadian Environmental Assessment Act 2012*. It is her intention that this research will inform new EA legislation and policy currently in development following the formal federal EA review. Laramie looks forward to presenting her preliminary findings and recommendations to regulators and practitioners at the April 2018 AGM & Conference.

Laramie would like to sincerely thank fellow College of Applied Biology members for their generous support and endorsement of her research, as it means a great deal to have the professional biologist community behind her in the pursuit of informed decision-making concerning the sustainable management of our valued wildlife resources. 



LMSF 2018 Award Winner Emily Sunter

Submitted by Emily Sunter
LMSF Scholarship recipient in 2018

Congratulations to the 2018 Linda Michaluk Scholarship winner Emily Sunter. Emily is a graduate student at the University of British Columbia, Okanagan. Her thesis “Human-carnivore interactions: Factors affecting spatial and temporal variation”, will focus on factors contributing to both conflict interactions (e.g. physical attacks and property damage) and non-conflict interactions (i.e. animal, property, and person remain unharmed). This study will help communities and wildlife agencies better understand and manage the factors that contribute to human-carnivore interactions. Emily’s personal goals include learning how to be a better scientist, developing expertise in wildlife management, and contributing to the body of work broadening understanding of human-wildlife interactions beyond conflict. 



MEMBERSHIP UPDATE

New Registered Professional Biologists (RPBio)

Tobi Anaka	3012
Lisa Bowron	3017
Sheamus Christidis	3021
Nathan de Bruyn	3002
Keri Dresen	3023
Jordan Evans	3011
Jodi Fleming	3024
Sandy Foxall	3025
Jennifer Harding	3003
Lori Homstol	3014
Pablo Jost	3029
Christopher Law	3016
Sarah Leroux	3005
Kevin Martens	3028
Shannon McFadyen	3008
Liz Morrison	3027
Derek Nickel	3004
Simon Phillips	3019
David Preikshot	3010
Tyler Ross	3022
Steve Sharron	3015
Julia Shewan	3001
Michael Stefanyk	3013
Jason Straka	3020
Noel Swain	3007
Stephen Symes	3018
Rebecca Tranmer	3006
Catherine Watson	3009
Neil Webster	3026

Recently Returned (Re-instated) Members

BIT

Katherine Sahaydak	739
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RBTech

Erin Fulcher	71
Eleanor Klaczek	87

RPBio

Tegan Arnett	2307
Sophie Boizard	2290
Nigel Buckland	1147
Deanna Higginson	2531
David McEwan	1763
Jennifer McEwen	2926

Stephanie Nabess	2429
Nicole Obee	2238
Stephen Price	2781
Adrienne Shaw	2161
Sarah Stephenson	2343
Markus Thompson	2547

New On Leave Members

BIT

Danielle Dessureault	730
Matthew Farnholtz	943
Samantha James	834
Monica Marshall	887
Heather Stewart	795

RBTech

Karlene Loudon	82
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RPBio

Rebecca Barlak	1883
Laura Bekar	2285
Samantha Cooper	2289
Scott Donker	2474
Amy Duncan	2903
Rachel Field	2345
Trina James	2266
Binab Karmacharya	2874
Kristina Lensky	2011
Sarah Leroux	3005
Katherine Logan	2477
Krysta Pearcy	2877
Jackie Porteous	2584
Janean Sharkey	2763
Kirstin Webster	2480
Katelyn Zottenberg	2322

New Registered Biology Technologists (RBTech)

Dave Green	106
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New Applied Biology Technicians (ABT)

Bryan Gustafson	1
David Winarski	2

New Enrolled Biologists In Training

Harue Ayllon	1061
Tamara Babcock	1062
Emily Chow	1067
Scott'e Dodds	1056
Connor Dolighan	1065
Elias Elhaimer	1060
Jordann Foster	1047
Alyson Fretz	1053
Marilyn Gilmour	1049
Gabrielle Hindley	1059
Alessandra Jones	1054
Millie Kuyer	1057
Brian McGill	1046
Douglas Newbigging	1045
Coulter Roberts	1048
Megan Rogers	1068
Maverick Sadler	1058
Scott Sanford	1051
Andrea Seager	1050
Evan Smith	1064
Terena Snodgrass	1044
Keith Story	1052
Michael Watson	1063
Philip Zylka	1055

New Student Biologists

Jody Inkster	234
Colleen Jackson	238
Corbin Manson	233
Terri McRitchie	239
Allison Nichols	237
Lauren Runge	240
Alyssa Togado	235
Matthew Wharrie	236

Recently Resigned Members*BIT*

Brittany Altwasser	978
Taylor Hunt	863
Tara Jackle	882
Melanie Kuzyk	941
Audrey Law	996
Breanne Patterson	793
Mikayla Roberts	984
Stephanie Russo	957
Sarah Schneider	884
Adam Sullivan	864

RBTech

Kevin Robinson	103
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RPBio

Jennifer Blair	1739
Kim Brunt	172
Lily Burke	2376
George Carlson	2138
Matthew Clarke	2790
Melissa Collier	2120
Malcolm Coupe	2535
Brad Culling	1781
Rachael Eedy	1901
Glyn Fox	435
Billi Gowans	1422
Heather Kingcott	2816
Kevin Lee	1034
Bruce Leighton	929
Barbara Lucas	1569
Maggie McConnell	2276
Wynne Miles	665
Karen Orr	2684
Robert Russell	19
Michael Staley	55
Wanda Watts	2769
Leanne Zrum	1471

RPBio (Ret)

Richard Dawson	350
Duane Jesson	645
Brian Robertson	1814

St

Leigh-ann Lowrie	213
Emily Mercer	193

Recently Retired Members*RBTech*

Liam Seed	69
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RPBio

Bruce Carmichael	240
Grant Furness	1027
Gregory George	1331
Robert Grace	237
Judy Hillaby	54
Justin Hooper	2153
Victor Ladipo	2939
Kevin Lake	2173
Marion Lightly	806
Patricia Miller	251
April Mol	507
Robert Moody	388
David Morantz	820
Patrick O'Brien	699
Patrick Shaw	639
Timothy Slaney	219
Shawn R. Taylor	981
Ted White	742
Karl Wilson	1289

Deceased*RPBio*

John Bindernagel	712
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Call for Contributions

We invite members to contribute to ***College Matters*** by pitching us an article, sending in photos, artwork, or simply suggestions for content for the upcoming issues for 2018. Please submit these to adminassist@cab-bc.org.

Condolences

The College extends its condolences to the families of these members who passed away in 2017.



College of Applied Biology 2018 Conference and AGM Draft Program (Subject to Change)

Professional Reliance Shaping the Future



Date/Time	Event	
Thursday April 5: 5:00pm – 7:00pm	College Meet & Greet evening social Registration opens	
Friday April 6: 7:00am-12:00pm	College Registration	
Friday April 6: 7:30am-9:00am	College AGM <ul style="list-style-type: none"> Welcome from Premier John Horgan (invited) Breakfast starting at 7:30am 	
Friday April 6: 9:00am-9:30am	Opening Remarks <ul style="list-style-type: none"> George Heyman, Minister of Environment and Climate Change Strategy 	
Friday April 6: 9:30am-10:30am	Panel Session #1: How Biologists Get Into Trouble	
Friday April 6: 10:30am-11:00am	<i>Refreshment and Networking Break</i>	
Friday April 6: 11:00am- 12:00pm	Panel Session 2A: Navigating Recent Changes in BC's Water Sustainability Act	Panel Session 2B: Science Communication: What Can We Do Better?
Friday April 6: 12:00pm - 1:30pm	Lunch & Keynote address Keynote speaker: Bob Joseph, Indigenous Corporate Training Inc.	
Friday April 6: 1:30pm – 2:30pm	Panel Session 3A: Species at Risk Legislation and Current Status	Panel Session 3B: Climate Change Adaptation
Friday April 6: 2:30-3:00pm	<i>Refreshment and Networking Break</i>	
Friday April 6: 3:00pm – 4:15pm	Panel Session #4: Professional Reliance: Shaping the Future	
Friday April 6: 4:15pm-4:20pm	Closing Remarks	

April 6, 2018 at the Westin Wall Airport Centre, Richmond, BC

Draft Minutes from the 2017 Annual General Meeting (AGM)

Annual General Meeting Draft Minutes

FRIDAY, MARCH 3, 2017

DELTA OCEAN POINTE HOTEL, Victoria, BC

1. Introductions

The meeting was called to order at 8:37 am by President, Dr. Vanessa Craig, RPBio.

Vanessa Craig confirmed a quorum of voting members, ensured eligible members had voting cards, and welcomed invited guests.

2. Adoption of Agenda

There was no new business to add to the agenda.

Motion: Moved by Gerry Leering, seconded by Warren Warttig to adopt the agenda. Carried.

3. Adoption of 2016 AGM Minutes

Motion: Moved by Sean Sharpe, seconded by Mel Kotyk to adopt the 2016 AGM Minutes as circulated. Carried.

4. Moment of silence in memory of deceased College members

Vanessa Craig acknowledged the two members (Ross Koppenaal and Don McCubbing, both RPBios) who passed away in 2016 and called for a moment of silence in their memory.

5. Receipt of Annual Reports

a) Highlights of 2016

Vanessa Craig highlighted sections of the committee reports as presented in the Annual Report Issue of *College Matters*.

No resolutions were received for the 2017 AGM. Vanessa Craig reviewed the resolution in 2015 regarding entrance criteria. Council has addressed the concerns and the revised entrance standards came into effective March 1, 2017.

Motion: Moved by Garry Alexander, seconded by Guy Gilron to accept the 2016 annual reports as presented. Carried.

6. Receipt of Audited Financial Statements

Chris Maundrell acknowledged committee members for their work, provided an overview of the College's financial statements, and explained that the excess revenue was due to reduced staff, grants received from Natural Resources Canada (NRCAN) and the Ministry of Jobs, Tourism & Skills Training (MJTST). Excess revenue was directed towards increasing legal and contingency funds.

Motion: Moved by Chris Maundrell, seconded by Alton Harestad to accept the 2016 audited financial statements as presented. Carried.

i) Re-appoint Auditor

Motion: Moved by Chris Maundrell, seconded by Brian Clark to approve Hutcheson & Co. as the auditors for the 2017 fiscal year. Carried.

7. Linda Michaluk Scholarship Fund award

Vanessa Craig introduced Laramie Ferguson as the recipient of the Linda Michaluk Scholarship Fund (LMSF) for 2017. Laramie Ferguson presented a brief overview of her MSc studies. Chris Maundrell encouraged donations to the LMSF and acknowledged awarding the 2017 scholarship to Laramie.

8. College service recognition awards

Departing Council members were acknowledged: Garry Alexander, RPBio (Vice-President); Raychl Lukie, RPBio (Regional Councillor); and Chris Maundrell, RPBio, RPF (Treasurer/Secretary).

9. Recognition of new members

As of the end of 2016, there were 172 new members. Vanessa Craig welcomed new members of the College who were in attendance for the 2017 AGM. All new College members were recognized.

10. Election results

The 2017 election results were announced. New Council members were introduced: Steve Henstra, RPBio (Regional Councillor), Sean Sharpe, RPBio (Councillor-at-Large), Alexandra Tait, RPBio (Vice-President), Warren Warttig, RPBio (Regional Councillor), and Jocelyn White, RPBio (Councillor-at-Large).

a) Introduction of new Council

The Council for the 2017-2018 term was announced: Vanessa Craig, PhD, RPBio (President); Brian Clark, RPBio (Vice-President); Alexandra Tait, RPBio (Vice-President); Councillors-at-Large – Susan Pinkus, RPBio, Sean Sharpe, RPBio, and Jocelyn White, RPBio; Regional Councillors – Steve Henstra, RPBio, Gerry Leering, RPBio, and Warren Warttig, RPBio; Lay Councillors – Jim Bayles, Tony Fogarassy, and Cairine Green; and Ex-officios – Dr. Chris Johnson, PhD, RPBio, and Mel Kotyk, RPBio.

11. Adjournment

Motion: Moved by Mauro Calabrese, seconded by Chris Maundrell to adjourn the 2017 AGM. Carried.

The meeting adjourned at 9:32 am. 

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COLLEGE MATTERS

COVER PHOTO BY

Cairine Green, B.A., M.ED.

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Save the Date!

The 2019 College of Applied Biology Annual Conference will be held April 4-5, 2019 in Victoria.

Venue to be announced.

<https://www.cab-bc.org>

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Photo by Delta Ocean Pointe Hotel in Victoria, BC.