



ecotrust
canada

change

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Annual Report
2018

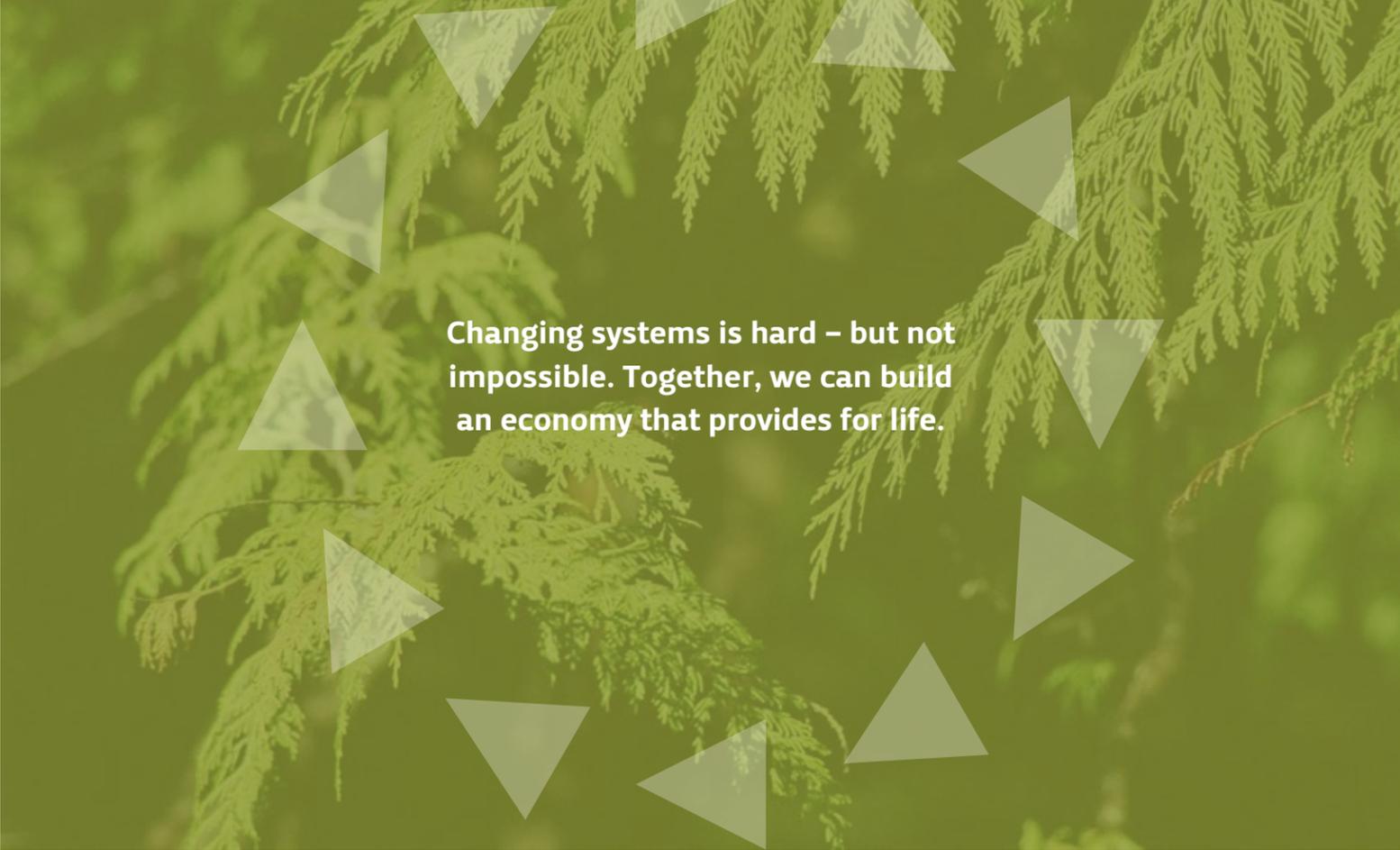
► Message from the Board

Our mission at Ecotrust Canada is to design, implement and promote economic alternatives that benefit people in the places they call home. Our focus is on rural regions and Indigenous communities that depend on renewable resources and natural ecosystems for their economic, social and cultural sustainability.

From our mission perspective, 2018 was a year of mounting political, economic and environmental challenges but also of new opportunities to grow our impacts. The rural and Indigenous communities we partner with and support are grappling with energy poverty, sub-standard housing, lack of economic opportunities and loss of control over, and benefits from, adjacent resources. They suffer disproportionately from accelerating climate change and global economic instability.

Throughout 2018, Ecotrust Canada has been changing and reaching out to meet these challenges through our 2018 – 2021 Strategic Plan. We have benefited hugely from the commitment, ingenuity and creative energies of our staff to grow our mission impacts.

Sadly, we said goodbye in 2018 to long-serving staff members who are pursuing new personal and career directions. We are deeply grateful for



Changing systems is hard – but not impossible. Together, we can build an economy that provides for life.

the comradeship and professional contributions of Tasha Sutcliffe, Satnam Manhas, Devlin Fernandes, and Eliana Macdonald, and we look forward to continuing links and collaboration with them in their new roles.

We owe a special debt of gratitude to Jean Pogge for her leadership over the last three years as President and CEO of Ecotrust Canada. After huge contributions to strengthening the organization financially, building our social finance capacities and spinning-off new social enterprises, Jean has recently stepped down and made way for Chuck Rumsey, formerly Ecotrust Canada's VP of External Affairs and Development, as our new CEO.

After this year of great change, both internally and in our operating environment, we are moving ahead with renewed determination in pursuing our mission. We are scaling up impacts on the ground through new partnerships and innovative programming, we are empowering leaders and building new capacities in the communities we work with, and we are sharing new knowledge and advice with policy leaders and decision-makers in government.

Ecotrust Canada enters 2019 with confidence and excitement for what we have achieved and what lies ahead.

Julia Levy
Co-Chair

Rick Williams
Co-Chair





PHOTO CREDIT: CHELSEY ELLIS PHOTOGRAPHY

► Message from the CEO

2018 was a year of change and transition for Ecotrust Canada. After the Board thoughtfully shaped our Strategic Plan in 2017 to focus the organization towards creating more impact, 2018 saw us transition to the implementation of that plan.

In support of the new direction, and having developed an operational focus to ensure our work continues to make an impact with communities each and every day, we felt it was the right time for a change in leadership. So we worked together with the Board to switch the CEO reins at the end of 2018.

The year also included transitions at the staff level, and while we are sad to see members of the team move onto other professional and personal pursuits, we remain ever grateful for their significant contributions to Ecotrust Canada and that they remain our supporters, partners, colleagues, and friends. In their place, we also have welcomed new staff, and the energy, talent, and fresh perspectives they bring.

Together with our community partners, 2018 saw Ecotrust Canada continue to build innovative economic solutions that tackle some of the biggest challenges of our time. Whether it's seeking fisheries policy change, tackling energy poverty, enabling community-led climate action, or supporting the creation of a resilient and sustainable housing economy for Indigenous communities, our work continues to prove that the economic benefits from our natural resources can be shared more equitably with communities and used to further enhance social, cultural, and environmental well-being.

This systems change isn't just desirable - it is necessary and achievable. So thank you to every staff member, volunteer, partner and donor who continues to support us in this mission.

Jean Pogge
President & CEO (outgoing)

Chuck Rumsey
President & CEO (incoming)

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PHOTO CREDIT: SATNAM MANHAS

Community Fisheries



One of the greatest threats to healthy fisheries and coastal and fishing communities in BC is the increasing large-scale privatization of this critical public resource. This is the result of policies that enable private speculative investors and large companies, both Canadian and foreign, to purchase, own and lease local fishing rights with no obligation to actually harvest fish. As a result, the many tangible and intangible benefits of BC fisheries are increasingly being taken from the adjacent coastal communities.

So in response to this mounting crisis, in February 2018, Ecotrust Canada facilitated the *Fisheries for Communities Gathering* in Vancouver — one of the largest gatherings of fish harvesters and fisheries-related organizations and government since the 1990s. Despite decades of divisive policy that has fractured both the industry and the region, the diverse room of interest groups and individuals at the Gathering came to a unified consensus on the need for fisheries policy reform in the Pacific region, and jointly requested that the Federal government conduct an independent policy review. A Proceedings Report, along with all the presentations and statistics from the Gathering were released as public resources.

This event was a major step forward in bringing these voices to the attention of the Federal government, and the momentum continued to build throughout the year as Ecotrust Canada and

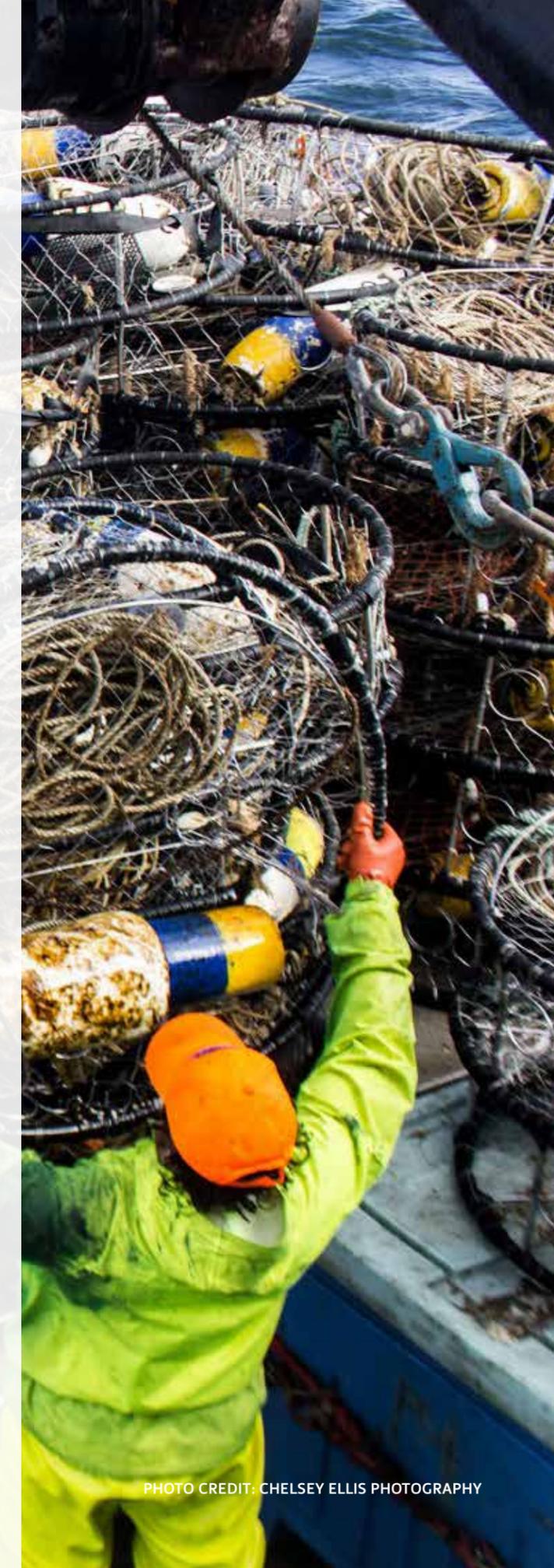


PHOTO CREDIT: CHELSEY ELLIS PHOTOGRAPHY

its partners provided witness testimonies to the Standing Committee on Fisheries and Oceans in Ottawa. Through the collective action by those represented at the Gathering, 2018 proved a pivotal year for setting the stage for significant and meaningful fisheries policy change — a change that is now tantalizingly within reach.

Just Transactions, Just Transitions

Ecotrust Canada and the T. Buck Suzuki Foundation released the report “*Just Transactions, Just Transitions: Towards Truly Sustainable Fisheries in British Columbia.*” The report compares the current management approach of Pacific fisheries, that use unrestricted ownership and open transferability of fishing licences and quota, with alternative management approaches from around the world. It revealed that BC fisheries are among the worst when judged against four pillars of sustainability: ecosystem health, economic benefits, social benefits, and good governance.

The good news is that many global fisheries are succeeding at creating truly sustainable fisheries and we can learn from them — including looking at what’s done differently in Atlantic Canada and Southeast Alaska.

Along with the input and expertise of fish harvesters, policy-makers could adapt and enact some of these solutions to make BC fisheries among the best-managed and socially and economically beneficial in the world. A transition to more sustainable and equitable fisheries is not just desirable, but achievable.

Monitoring illegal, unreported and unregulated fishing

In its second year of development at Ecotrust Canada, the I-Sea Fisheries initiative is a pioneering collaborative project working to document the illegal activities of high-mobility large fishing vessels around the world. Work continued on developing an accurate, user-friendly global database of illegal fishing activities, due to be launched in 2019, which will help the ability of authorities to fight illegal, unreported and unregulated fishing. Two papers were also published in



PHOTO CREDIT: CHELSEY ELLIS PHOTOGRAPHY

Nature and Frontiers in Marine Science to highlight the issue. Ending these criminal activities is critical if we are to protect the health of our oceans, seek responsible fisheries management, and have coastal fishing communities around the world thrive.

Electronic monitoring with a mission

Electronic monitoring (EM) has been in use as a fisheries management tool for more than a decade. What started out eight years ago as a way for Ecotrust Canada to meet the needs of a community partner for a cost-effective EM system, has expanded to monitoring more locations and fisheries across Canada and the U.S., providing services to a mix of fish harvester associations and sectors, First Nations fisheries, and federal government agencies.

Due to concerns over fisheries sustainability, the seafood industry faces increasing regulation, and there is the global recognition that most, if not all, fisheries should move towards some level of monitoring and auditable reporting. To help enable this transition, Ecotrust Canada used 2018 to

evaluate how our EM service model could service an expanded market, while at the same time growing in its mission to provide world-class electronic monitoring technology to local fisheries at an affordable price.

Building capacity for Indigenous-led monitoring

For the last two years, we’ve been working with the five Nuuchahnulth Nations located around Tofino, BC, by delivering a dockside monitoring program for their Suuhaa (chinook) and Mi?aat (sockeye) directed salmon fisheries. Ecotrust Canada is a designated At-Sea Observer service provider for the Pacific Region of the Department of Fisheries and Oceans (DFO) crab and salmon fisheries. This designation allows us to offer training programs that enable the hiring of local Dockside Monitors, data entry and program coordination, as well as offering remote data collation and delivery services. While fisheries monitoring may seem like a strange thing for a charity to pursue, we have seen the invigorating change this knowledge and capacity building work has had on the industry and local communities.



Cleaning up the ocean from abandoned fishing gear

Lost or abandoned fishing gear, also known as ‘ghost gear’, makes up 70% of the plastics that disrupt our oceans’ ecosystem. After fishing gear has been disregarded by fishermen from all over the world, the gear continues to catch and harm fish and other marine inhabitants, as well as leak toxins into the water.

Ecotrust Canada is a partner in the Global Ghost Gear Initiative (GGGI), where governments, NGOs, researchers and industries from thirteen participating nations collaborate in sharing data and best practices for the removal and prevention of ghost gear. As part of the best practices team at the GGGI conference this year, the group put out a large report of recommendations on how to minimize lost and abandoned gear and has been active in offering input to seafood certification bodies, governing agencies or commissions, and industry associations.

Protecting BC’s wild salmon

Wild salmon are crucial to the success of our economy, the prosperity of coastal communities, and the lives, culture, and history of Indigenous Peoples. With pressures mounting on wild salmon stocks, the BC government brought together experts from around the province to develop a strategy for restoring and sustaining BC’s salmon populations. With our leading community fisheries expert invited to be on this Wild Salmon Advisory Council, and Ecotrust Canada commissioned to provide reports as input, a strategy was created to provide key insights and guidance on protecting wild salmon and maximizing the value of this important resource for BC.

Community Energy

Tackling energy poverty in rural and Indigenous communities

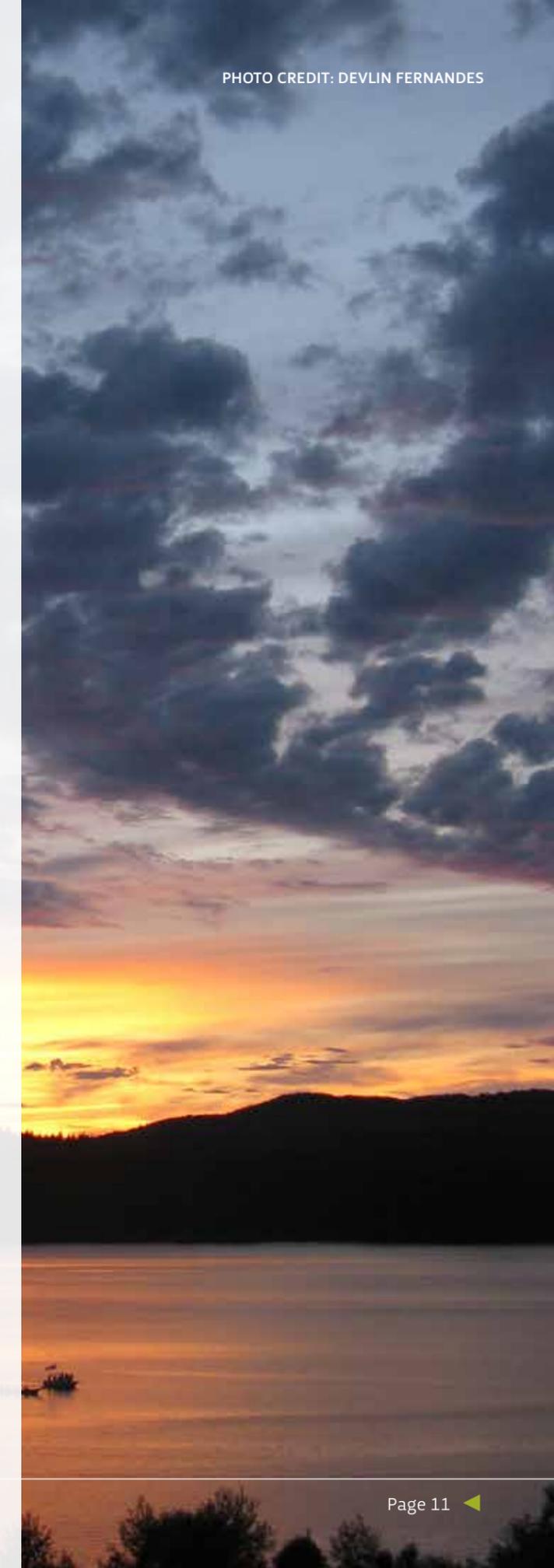
Rural and Indigenous communities in BC face a number of unique challenges related to energy use that cause or exacerbate other social, economic, and environmental issues. These issues are particularly acute for Indigenous communities on reserves. With limited access to affordable fuel for these communities, coupled with poor quality housing, and in some cases, no access to grid electricity, a typical on-reserve household is estimated to spend **three times as much of their income** as the median Canadian household on meeting their basic energy needs.

In 2018, we worked in partnership with the Heiltsuk Tribal Council in Bella Bella, BC, to switch diesel furnaces in twenty homes to electric heat pumps powered by nearby hydropower. The heat pumps work like an air conditioner in reverse, collecting warmth out of the air and bringing it inside the home, typically using one-third of the energy used to create the same heat by a furnace.

The results of this pilot program were impressive, saving money on fuel bills for the impacted residents, reducing carbon emissions, and improving the health of residents. An additional benefit of the program involved having community members trained and employed in installing and maintaining the new systems, creating new opportunities for local people and building local capacity to support the new equipment.



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Identifying barriers to scaling energy solutions

While clean energy solutions are available, they are not happening at scale across rural and Indigenous communities due to financing barriers, vastly insufficient funding programs, and capacity constraints within communities.

So in 2018, we started a program of research and exploration to gain a deeper understanding of the barriers in place in order to effect change. After researching effective financing for household heating systems and energy efficient retrofits for on-reserve Indigenous housing, we met with provincial government representatives to present the findings and discuss solutions. These efforts now set the stage for deeper research and the convening of experts, policy-makers, and communities to explore solutions.



PHOTO CREDIT: SATNAM MANHAS

Climate Innovation

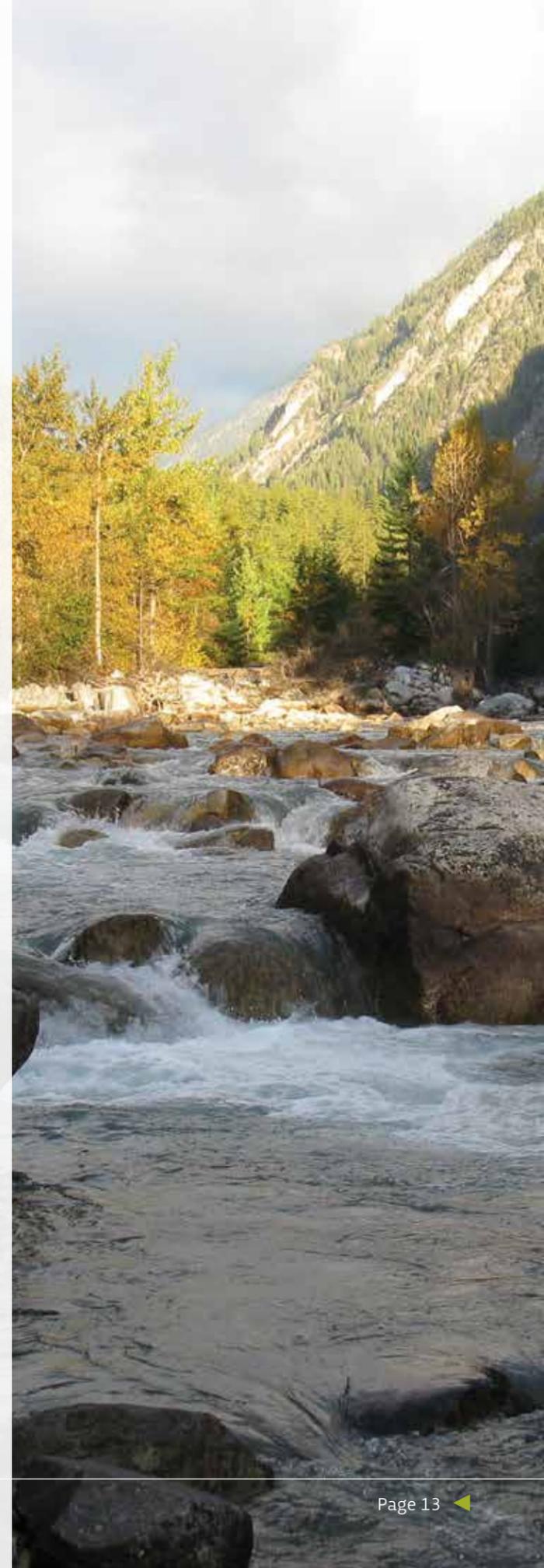


Canada is falling well behind when it comes to meeting our climate target of a 30% reduction in CO2 emissions by 2030. At the same time, climate change is having a direct and sometimes catastrophic impact on Canada's rural and remote communities. These shortcomings and risks create a powerful imperative for us at Ecotrust Canada to help build **community-led** climate action through the sustainable management, restoration, and conservation of Canada's forests.

In 2018, our priority on this front was continuing Ecotrust Canada's long-standing work in the Northeast Superior region of Ontario, and the vision of its Northeast Superior Regional Chiefs Forum, to support First Nation communities in forest carbon management on their traditional territories. 2018 focused on helping our key partner, the community-owned economic development enterprise Wahkohtowin Development GP Inc. (Wahkohtowin) directly participate in, and benefit from, sustainable forest management in the region. This included supporting the development of Wahkohtowin's strategic plan and enabling the creation of its new forest harvesting operation. It is from this position as direct participants in the economic activity of forestry that communities can further amplify their voice in forest planning and management – especially when it comes to climate change.



PHOTO CREDIT: DEVLIN FERNANDES



Supporting Indigenous leadership on climate action

Building on its support of the communities of Northeast Superior, Ecotrust Canada collaborated across the much larger geography of Northern Ontario in partnership with the Nishnawbe Aski Nation (NAN), the political body representing forty-seven First Nation communities whose traditional lands stretch across two-thirds of Ontario. This collaboration focused on the development of a climate action strategy for NAN — one that would directly complement Canada’s Pan-Canadian Framework on Clean Growth and Climate Change while enabling the communities of NAN to take a leadership role in climate action. The strategy called for specific steps to be undertaken on climate change monitoring, management of forest and wetland carbon stores, and direct bilateral engagement with the federal government to support research, funding, and co-management aimed at



PHOTO CREDIT: DEVLIN FERNANDES

fighting climate change. Indeed, the forests and wetlands of NAN communities represent one of the world’s most significant carbon sinks — a critical safety net against climate change. This new strategy will empower these communities to tackle climate change on their own behalf, for the benefit of their own people, while also helping to protect the entire planet.

Forest carbon is key

At the end of 2018, Ecotrust Canada created its Climate Innovation program to match its community-driven work with a new policy opportunity emerging at the national level – specifically the recent decision by the Federal government to include Canada’s forests in its National Carbon Account. This policy change meant that for the first time ever, increases or decreases in carbon stored in Canada’s managed forests are reported as part of our national “footprint” to the United Nations and the Paris Agreement. This appropriately puts forest carbon emissions on par with fossil fuel emissions as both a problem and a solution.



PHOTO CREDIT: SATNAM MANHAS

Our goal is to take these recent policy developments to the next logical step by systematically connecting on-the-ground Green House Gas emissions reductions that arise from improved forest management (such as would be achieved through our work in Northeast Superior) to Canada’s National Carbon Account. Through this approach, we envision creating a “dashboard” that will give governments an entirely new cost-effective path to make progress in meeting their climate commitments. At the same time, this approach will create a clear path for governments and investors to pay for the work done by communities to manage their lands and waters for climate benefit.

Climate Smart certified

In 2018, Ecotrust Canada became Climate Smart certified for its seventh year. Climate Smart is a social enterprise that originated as a program within Ecotrust Canada that enables small- and medium-sized enterprises to reduce their greenhouse gas emissions, strengthen their businesses, and build a resilient economy. Overall, Ecotrust Canada’s emissions decreased by 30% (33.61 tCO₂e) since our baseline year in 2007, and we remain committed to minimizing our carbon footprint by reducing business travel, electricity use, and waste, and by encouraging staff to commute by transit or bicycle.



Indigenous Homes & Housing

Changing housing systems for culturally inspired homes

The standard model of residential construction is failing on-reserve Indigenous communities, leading to the overcrowding of homes, disrepair, health issues, and cultural degradation. But, creating homes for people in these communities should offer incredible opportunities to achieve sustainable and equitable economic development, create meaningful livelihoods, and enhance cultural resilience on reserves. Innovation is required to ensure that Indigenous communities are able to fulfill their development visions while building dignified, culturally inspired sustainable housing.

As part of an effort to catalyze this much-needed innovation, Ecotrust Canada worked with community partners to research and publish *A Framework for Assessing Community Housing Systems*. The information contained in this guide details an approach to developing a comprehensive baseline assessment that communities can use to assess their own readiness for transforming their housing systems into value-added, community development opportunities. Additionally, a basic decision-making framework for self-determined housing is provided, as well as a financial resources guide along with other practical information to assist Indigenous communities in thinking about how to transform their housing systems.

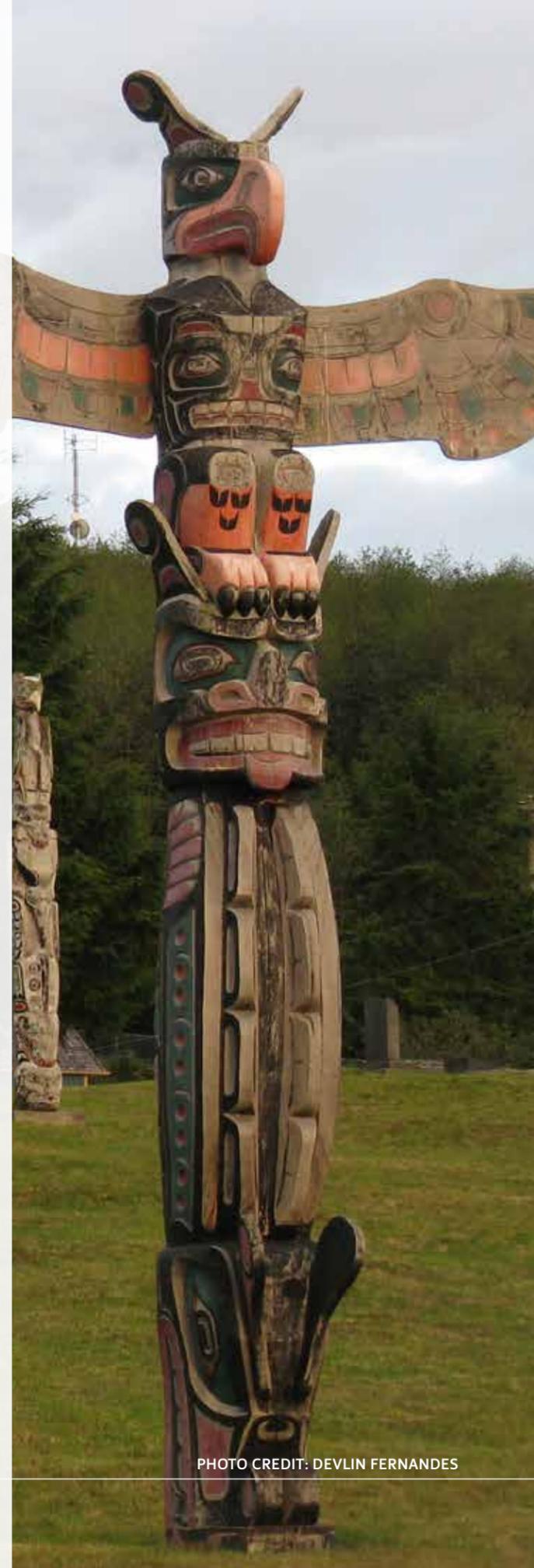


PHOTO CREDIT: DEVLIN FERNANDES

In 2019, we will work to build partnerships with an initial select few First Nations communities to advance the reframing and development of the Indigenous Homes & Housing program. At the same time, we will work to build new relationships with First Nation communities and organizations, academic institutions, and private sector support networks with expertise in First Nations community planning, home design, small mill wood processing, forest management, and financing.



Community Programs

Nurturing innovation in Prince Rupert

Being historically dependent on resource-based activities and vulnerable to boom-and-bust economic cycles, the coastal city of Prince Rupert, BC is a microcosm for many remote communities dotted across Canada who are seeing increased unemployment as jobs move overseas, fewer benefits going to locals from the natural resources near them, the loss of young and educated people to urban areas, and seasonal employment.

By collaborating with community partners, Ecotrust Canada launched the North Coast Innovation Lab (NCIL) — a place-based social innovation initiative for people who are invested in the future of Prince Rupert to work together on tangible projects and initiatives that build a resilient economy and community well-being.

2018 was a time of exploration, innovation, and grounding as the NCIL kicked off two community projects in its first year: Growing the local economy for fish and marine products; and Enhancing coworking, information sharing, and resource sharing in Prince Rupert. With value-adding local events and published reports sharing NCIL research and recommendations, these projects created great uptake and feedback from the community. Their success lies in balancing a patient assessment of root cause barriers to economic vibrancy in Prince Rupert with pragmatic efforts to create tangible traction and actions.



PHOTO CREDIT: DEVLIN FERNANDES

By complementing existing efforts by local organizations and building networks of innovators and community-builders, a culture of innovation is being nurtured in the area. The NCIL released its *Interview Reflections and Program Design Report* so that others who are interested in social innovation labs might learn from this place-based model.

Winding down the LEDlab

2018 marked the planned closure of the Local Economic Development Lab (LEDlab) – our partnership with RADIUS SFU to create a platform to support community-driven social innovation projects for a more vibrant and inclusive local economy in Vancouver’s Downtown East Side (DTES). LEDlab was intentionally designed as a 3.5-year initiative, which created an impetus for action and new ways of collaborating.

In its last year, as well as leveraging its graduate student internship program to incubate social enterprise and service design innovations within the community, the initiative also focused on knowledge

mobilization as a means to create tools for collectively addressing systemic challenges.

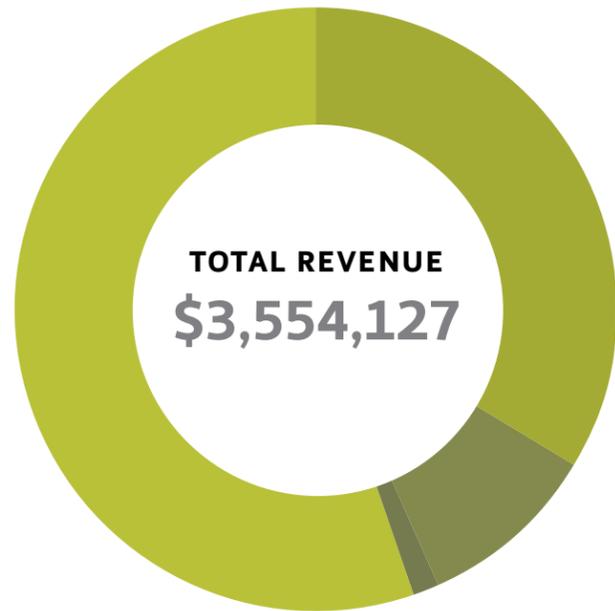
LEDlab was active in the BC Poverty Reduction Strategy Consultations, releasing a white paper and a policy position statement to the government, as well as holding workshops to advance social innovation and systems change theory and practice with inner city organizations and residents. Release of its 3 Year Impact Report detailed the impressive collective impact of this initiative.

A thriving co-working community

There are now over 2 million “co-workers” around the world, and in Vancouver, a few dozen of them are based out of The Amp — a bright and beautiful heritage space with plenty of natural light and good vibes. The Amp is a social enterprise created in 2014 by Ecotrust Canada, who is also the anchor tenant. The Amp has a dynamic array of members who are predominantly mission driven, working towards creating change in a myriad of different ways.



2018 Financial Summary



- Fee for service
\$1,962,628
- Grants & contributions
\$1,200,706
- Social enterprise income
\$341,524
- Other income
\$49,268



- Programs
\$2,869,542
- Administration
\$ 768,031



2018 Friends and Supporters

First Nations

Blueberry River First Nations
 Ahousaht First Nation
 Burns Lake Band
 Carrier Sekani Tribal Council
 Chappleau Cree First Nation
 Ehattesaht/Chinekintaht First Nation
 Heiltsuk Tribal Council
 Hesquiaht First Nation
 Leq'amel First Nation
 Little Shuswap Lake Indian Band
 Metlakatla First Nation
 Michipicoten First Nation
 Missanabie Cree First Nation
 Mowachaht/Muchalaht First Nation
 Nadleh Whut'en First Nation
 Nak'azdli Whuten
 'Namgis First Nation
 Nisga'a Lisims Government
 Okanagan Nation Alliance
 Quinault Indian Nation
 Tla-o-qui-aht First Nation
 Tsilhqot'in National Government
 Yunesit'in Government

Foundations

Catherine Donnelly Foundation
 Community Foundations of Canada - Youth Catalyst Fund
 Connor, Clark and Lunn Foundation
 Donner Canadian Foundation
 Gordon and Betty

Moore Foundation
 Illahie Foundation
 McConnell Foundation
 Metcalf Foundation
 Michael and Sonja Koerner Foundation
 New Relationship Trust
 Ontario Trillium Foundation
 Paul M. Angell Family Foundation
 Tides Canada
 Tides Foundation - Patagonia
 Environmental Grants Fund
 Vancity Community Foundation
 Vancouver Foundation

Government

BC Ministry of Agriculture
 BC Ministry of Forests, Lands, Natural Resource Operations and Rural Development
 City of Prince Rupert
 City of Vancouver
 Fisheries and Oceans Canada
 Government of British Columbia
 National Marine Fisheries Service

Monitoring & Certification

Apollo Industries Ltd.
 Area A Crab Fleet
 Area C Harvest Committee
 Area C Gillnet Fleet
 The Artek Group Ltd.
 BC Custom Timber Products Ltd.
 Burns Lake Community Forest
 Cloverdale Woodworks
 Cowichan Woodwork

Ltd.
 Malahat Forest Estates (Trust for Sustainable Forestry)
 Forest Lumber & Cooperage
 Greener Print Solutions
 Hall Printing
 Hardwood Lumber Limited
 Hillside Printing Company Limited
 Kayu Canada Incorporated
 Longhouse Trading Co. Ltd.
 Marine Printers Inc.
 Marshall Forestry Services
 Monticola Forestry Services
 Natural Pod
 North Coast Skeena First Nations Stewardship Society
 Shawnigan Lake School
 Spee Dee Printers
 T'aaq-wiihak Fisheries
 Tasler Forest Products (Canada) Inc.
 Thomes Canada Ltd.
 Triad Forest Products Ltd.
 Vision Interior Construction Inc.
 Westminster Industries Ltd.

Organizations

Association des Crabiers Acadiens Inc.
 Brinkman Climate
 Buy Social Canada
 Canadian Council of Professional Fish Harvesters
 Canadian Independent Fish Harvesters Federation
 Cape Cod Commercial

Fisherman Alliance
 Cheakamus Community Forest
 CleanTech Community Gateway
 Climate Smart
 Coast Mountain College
 Coastal First Nations - Great Bear Initiative
 Community Economic Development Strategic Action Committee
 Community Futures Pacific Northwest
 Countable Web Productions
 Cow Bay Marina
 CPAWS - BC Chapter
 Dolly's Fish Market
 EMBERS Eastside Works
 Exchange Inner City
 Fierce Feathers
 First Nations Fisheries Council
 Fish Food and Allied Workers Union
 Forest Stewardship Council Canada
 FP Innovations
 Fresh Roots Urban Farm Society
 Gitmaxmak'ay Nisga'a Society
 Glencore Canada Corporation
 Gulf of Maine Research Institute
 Hastings Crossing Business Improvement Association
 Hecate Strait Employment Development Society
 Heiltsuk Economic Development Corporation
 Innoweave
 Maine Coastal Community Sector

MITACS Accelerate Canada
 North Coast Transition Society
 Northeast Superior Regional Chiefs Forum
 Northern Native Fishing Corporation
 Nuu-chah-nulth Tribal Council
 Nuxalk Development Corporation
 Ocean Canada
 Patagonia
 PayPal Charitable Giving Fund
 People of the River Referrals Office
 Simon Fraser University - RADIUS
 Simon Fraser University - School of Public Policy
 T. Buck Suzuki Environmental Foundation
 The First Nations of Maa-nulth Treaty Society
 ThisFish
 Tourism Prince Rupert
 United Fishermen and Allied Workers Union-UNIFOR
 Urban Core
 Vancity Credit Union
 Wahkohtowin Development GP

AMP Members

Brinkman Climate
 Catalyst Community Developments Society
 Community Energy Association
 Fraser Riverkeeper
 Green Technology Education Centre
 Jacqueline Koerner
 Kate Gunn
 Kids Up Front
 Vancouver

Light House Sustainable Building Centre
 McConnell Foundation - Well Ahead
 New Market Funds Inc.
 New/Mode
 Potluck Café & Catering
 Reel to Real
 Solstice Sustainability Works Inc.
 Spring
 T. Buck Suzuki Environmental Foundation
 World Wildlife Fund Canada

Individual Donors

Monthly Recurring

Anne Gregory
 Daniel Vandersteen
 Peter Labun
 Robert Selles
 Sarah Hocevar
 Shane & Christine Jordaan

\$1000 and more

Bloom Strategies Inc.
 Brian Worth
 Charles Rumsey
 Dennis Perry
 Erick Dransch
 Jean Pogge
 Jonathan Stewart
 Larry Lunn
 Lisa Ethans

Under \$1000

Abbe Nielsen
 Alan Rosselet
 Aldonna Stremecki
 Alice Guasco
 Allie Melson
 Andrea Harris
 Andrea Loewen
 Andy Broderick
 Brendan Pynenburg
 Brent Reist
 Brian Trinh
 Bridget Liszewski
 Caitlin Logan

Cannabis Culture
 Carla Stolte
 Carmen Wiseman
 Carryl Robinson
 Chantal Zeegers
 Christine McLaren
 Christopher Trothen
 Curtis Brager
 Daniel Griffith
 David Pollard
 Douglas Beattie
 Emma Bryson
 Erin Holley
 Ernst Berken
 Gambit IT Solutions
 George Emery
 Hardy Griffin
 Heather Clayton
 Heather Lo
 Jakob Dulisse
 James Moir
 Jan Andrews
 Jane Williams
 Jeffrey Rushen
 Jennifer Han
 Jill Rudderham
 Joshua Pearlman
 Kathleen Stublely
 Kayla Dominelli
 Kellen Mifereri
 Khaleel Khan
 Kyla Warren
 Laura Mills
 Leah Bright
 Lindsay Alley
 Lisa Aengenheyster
 Liz Lyon
 Lynn Rachels
 Mark Bancroft
 Matthew O'connell
 Moira Simpson
 Natalie Fuerth
 Nicole Gingrich
 Oonagh Fitzgerald
 Patricia Ogura
 Patrick Joannis
 Peter Ackhurst
 Peter Dalglish
 Peter Foster
 Peter Last

Pierre Lemieux
 Randy Burke
 Ronald Grzywinski
 Rosemary & Charles Rumsey
 Ruth Shell
 Sajda Sheikh
 Sally Heaven
 Samantha Walsh
 Sapna Dayal
 Sara Luysterborg
 Sean Wilkinson
 Sophie Panton
 Sophie Poch
 Valerie Liston
 Vicki Scully

2018 Staff & Volunteers

Board

Andy Rowe
 Dominique Collins
 Jacqueline Koerner
 Jonathan Stewart (Treasurer)
 Julia Levy (Co-Chair)
 Larry Lunn
 Lee Francoeur
 Lulla Sierra Johns
 Mark Valentine
 Susanna Fuller
 Rick Williams (Co-Chair)
 Ronald Grzywinski
 Velma McColl (Secretary/Strategist)

Staff

Amanda Barney
 Anna Collingridge
 Anthony Persaud
 Ara Beittoei
 Brenna Boyle
 Chelsey Ellis
 Chuck Rumsey
 Devlin Fernandes
 Dianne Villesèche
 Dyhia Belhabib
 Eliana Macdonald
 Gerry Riley
 Graham Anderson
 Jean Pogge

Kelsey Blair
 Kiri Bird
 Lianne Payne
 Nathan Randall
 Nicola Parr
 Racheal Weymer
 Sarah Harper
 Sarah Stott
 Satnam Manhas
 Simon Magness
 Tasha Sutcliffe
 Tatiana Lyssoun
 Wanjohi Mugo
 Yumi Kosaka

Associates

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 Abra Brynne
 Annelies Tjebbes
 Anthony Lucia
 Ashlee Jollymore
 Brenda Kuecks
 Byron Dauncey
 Candace Picco
 Chau Yeung (Susan)
 Tsang
 Christina Nelson
 Claire Simpkins
 Cory Hanson
 Cory Stephens
 Curtis Michael
 Cynthia Peel
 Damon Zirnhelt
 Danielle Francis
 Darcy Riddell
 Darren Haines
 Doug Feeney
 Elizabeth Wall
 Gary MacDonald
 Gene Antoine
 Guy Johnston
 Heather Cronin
 Irene Gibson
 Jana Koerner-Safrata
 Jared Dick
 Jesse Beaubier-Brulotte
 Jessica Edwards
 Jillian DiMaio
 Jordan Leask
 Joseph John

Karen Bailey
 Lacey Adams
 Lani Brun
 Lawrence Paulson
 Mable Mazurek
 Mark Hager
 Matt Hanns Schroeter
 Matt Roux
 Michael Curtis
 Michaela Montaner
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 Piers Bonifant
 Preston Charlie
 Rami Rothkop
 Roxanne Humchitt
 Ryan Putt
 Seth Macinko
 Shelby Huebner
 Stephen Kingshott
 Stephenie Charleson
 Sylvana d'Angelo
 Terrance Brown
 Vince Smith

Volunteers & Interns

Addison Haney
 Andhra Azevedo
 Austin Lui
 Benjamin Alois
 Claudia Malinowski
 David Koblin-Harris
 Holly Eksal
 Kara Herbert
 Kelly Twa
 Kersey Collins
 Malwina Lula Czupajlo
 Mariah Aceto
 Nadine Mingers
 Nicole Hanbury
 Rabia Ahmed
 Ruby Bissett
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