

BCRPA
Annual Report
2019/20



Lead. Connect. Enrich.



MESSAGE FROM THE PRESIDENT & CEO

Throughout the 12 month period of our Annual Report (March 2019 – March 2020), I've been proud to lead a collective direction for our Association, focused on improving our board processes and building on, and expanding, the strength of the programs and partnerships BCRPA has well established. As I complete the first year of my two-year term as President of the Association, it is wonderful to take pause and reflect on the work of the Board, the success of the Association, and plans of where the next year will take us!

At the governance level, along with the guidance of our CEO, the Board undertook a sleeves-rolled-up review of our Strategic Plan and established a number of exciting processes to strengthen how our Directors work together. We created measurable and actionable goals to support the implementation of each of our three Strategic Priorities:

- Leadership: Advancing Recreation and Parks
- Membership Support and Services: Strengthen and Engage the Membership
- Organizational Prosperity: Thrive and Be Resilient

Through this process we provided BCRPA Staff new opportunities to learn and thrive, expanded our strategic partnerships, overhauled our 40-year old Fitness Leader Education Program in significant ways, and deepened our connection to our seven Regional Liaisons, who act as our ambassadors, and through their leadership, to our members in communities across the province.

The year was also about connecting, listening to our members, and acting on their input. Our purposeful approach to engagement resulted in a 30% increase in membership over the past year, as well as a boost in attendance at each of our four conferences, and a spike in both overall Conference Exhibitors and Sponsorships.

The year behind us was a very fulfilling one, reflecting our dynamic focus on leadership, connection and enrichment. We start the year to come with the significant challenges of a global pandemic, and I expect to see our recreation and parks sector playing the significant role it always does in supporting community resilience and strengthening our ability to nurture and sustain each other in the year ahead.



Trisha Davison
President

Rebecca Tunnacliffe
CEO



PURPOSE:

To lead the enrichment of individuals and their communities through the power of recreation and parks.

ROLES:

Leader, Activator, Connector, Service Provider, Educator

VALUES:

Inclusivity, Connecting, Creativity, Responsiveness, Accountability



BCRPA's 2019/2020 year has been one of sustained high-level leadership, as we continue to support our members to thrive and advance our recreation and parks sector. The vote of confidence came directly from you, our members, with another annual membership surge bringing our total to 3,100. That's 700 new members in the last 12 months we are thrilled to welcome aboard!

TOTAL MEMBERS:
3,100 = 700 new members
(a 30% increase in one year!)

STRENGTHENING COMMUNITIES
Total BCRPA grants and funds distributed to BC communities, organizations, and program leaders: \$959,500



BC Family Day
\$189,000 supported 103 local governments and 16 First Nations to host 192 free community events



Before & After School Recreation Spaces
\$505,000 supported 811 programs to run over three semesters in 59 cities and towns

HIGH FIVE®
\$18,000 to deliver 214 workshops training 2,339 people in 9 program areas



Appetite to Play
\$3,000 supported 138 Trainers through 463 hours of professional development



Choose to Move/ActivAge
\$194,000 supported 39 recreation departments to deliver 197 Choose to Move & ActivAge programs



Offered 60% more Choose to Move/ActivAge programs in 14 more recreation departments across the province than in 2018/19.



Stay Active Eat Healthy
\$14,000 assisted 12 facilities in 8 municipalities (serving just over 1 million people in total!) to make healthy changes to their vending machines and food services

Through this program, 60% of recreation facilities who wanted to improve vending food options implemented changes to ensure they now offer 100% healthy products.

Give it a Try 55+ BC Games
\$33,000 = 82 active sessions involving 810 people within 17 communities



SIRvivor: Prostate Cancer Exercise Program (Pilot program)
\$3,500 supported 25 men recovering from Prostate Cancer in 5 programs in 3 communities





NEXT LEVEL FITNESS LEADERSHIP

BCRPA's **Fitness Standards Committee** spent the year re-envisioning our 40-years strong **Fitness Leader Education Program** to meet the changing nature of the fitness industry and the needs of employers.

The fresh, new model, currently in the pilot phase, includes many significantly improved features – the most exciting of which is the expansion of BCRPA's role from being a Fitness Leader Registry to a **Fitness Leader certification body**. Exactly what we heard our Fitness Leaders and recreation centres want!

The new Fitness Leader Education Program includes:

- Curriculum owned and administered by BCRPA
- BCRPA-trained Course Conductors
- Standardized delivery process across BC
- One-course model, available online anywhere in BC
- Reduced cost to students and employers
- Increased quality assurance
- More support to Trainers of Fitness Leaders

Stay tuned for the roll out of the entire program to all Fitness Leaders coming soon!

How fitness leaders feel about the new program:

"Excellent changes. Thank you!!!"

– BCRPA Registered Fitness Leader

Other exciting changes to the Fitness Program announced in 2019/20:

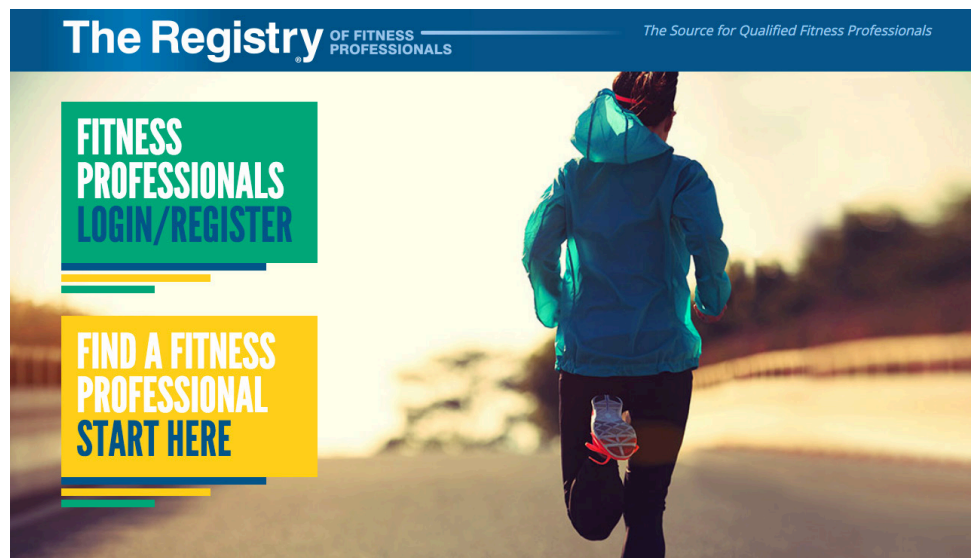
- Launched a brand new The Registry[®] of Fitness Professionals website.
- Reduced CEC requirements for registration renewal
- Introduced a renewal grace period – NO LATE FEES
- Increased Instructor Competency Evaluation (ICE) Workshops throughout BCRPA regions

- ✓ Registered over 3,600 BCRPA Fitness Leaders
- ✓ Registered 1,700 Personal Trainers
- ✓ Held 8 Instructor Competency Workshops



"Loving the direction you guys are going! It's so refreshing!"

– BCRPA Registered Fitness Leader





SUSTAINING PARTNERSHIPS

Child Health BC Ministry of Children and Family Development
 Ministry of Health Ministry of Mental Health and Addictions
 Ministry of Tourism, Arts and Culture Vancouver Prostate Centre
 UBC's Active Aging Research Team



CROSS COUNTRY COLLABORATION

RFABC - update and summary of relationship

Members of the Board Executives and the Chief Executive Officers for BCRPA and RFABC met several times over the past year to operationalize the MOU, establishing a work plan, a communications protocol, and a collaborative project proposal.



Recreation Foundation of BC - update and summary of relationship

Members of both Boards of Directors met together at the annual Harrison Administrators Workshop in January to recognize their strengthened collaborative relationship over the past year, and to acknowledge the benefit to the sector of their joint work on the History of BCRPA, the Endowment fund, and the focus on sector recruitment culminating in the Careers in Recreation website and recruitment video (in progress).



Canadian Parks and Recreation Association (CPRA)



Heather Turner has completed her third year as BCRPA's representative on the CPRA Board of Directors. Initiatives over the past year include:

- Participating in a knowledge platform feasibility review
- Promotion and implementation of the [Framework for Recreation in Canada](#) and [Parks for All](#)
- Enhancing awareness of Canada's Indigenous people and the relevant learnings through Truth and Reconciliation
- Administering the federal [Green Jobs grants program](#) and Gender Equity in Recreational Sport Community grants to our members
- Advocating on behalf of the recreation and parks sector to national organizations and the Government of Canada





388 BCRPA professional development courses & trainings offered to **4,234** people for a total of **36,547** hours.

As always, a cornerstone of our work is creating more exciting and diverse opportunities for members to gain new skills, support their staff onboarding needs, and connect and learn from each other by sharing their expertise, innovations, and solutions to shared challenges.

Fun facts in 2019/20:

- Delivered **2,745 hours of programming** to support Strengthening Children's Mental Health (SCMH) training for 373 people across all seven BCRPA Regions.
- Facilitated 17 E-learning courses for a total of **1,170 professional development hours**
- **387 Pool Operators** certified
- **90 PoolSafe** participants engaged



WEBINARS

In 2019/20, BCRPA offered **41 live webinars** for members receiving **Before & After School Recreation Program** grant funding or **ASSAI (After School Sport and Arts Initiative)** funding. These webinars were designed for staff working with children in recreation settings. topics were offered covering such topics as:

- anxiety
- autism
- bullying
- challenging behaviours
- child development
- inclusivity
- learning in the forest
- positive behaviour supports
- self-care
- positive relationships in the workplace.



"Excellent information all around! I see so much anxiety (separation from a parent) coming to preschool. Lots of great information and just reinforces we are doing a lot of the right things. Definitely some great ideas to add. Thank you so much for all the helpful information!"

– Webinar participant



CONFERENCES

2019/20 also saw **delegate numbers on the rise** at each of our Conferences.

Increase since:

11%↑
2018

Parks Professional Pathways
(formerly Parks and Grounds Spring Training)
▶ 323 Delegates



3%↑
2017

Ripple Effects
▶ 154 Delegates



1%↑
2018

BCFit®'19
▶ 242 Delegates



8%↑
2019

Symposium 2019
▶ 314 Delegates



"Inspiring, interesting, informative!"

– Parks Professional Pathways 2020 Delegate

"The best part was being able to learn from, and connect with, people in my industry! Aquatics is such a different ball of wax altogether, and it was amazing to have the experience for the first time to be in a room of people who "get it" and support each other through similar issues."

– Ripple Effects 2019 Delegate

"I was really happy to see the arts featured at Symposium this year. It helps to remember we are all about supporting healthy humans, and creativity, self-expression, and building community through the arts are all vital aspects of that."

– Symposium 2019 Delegate

"So organized and excellent presenters this year"

– BCFit®'19 Delegate



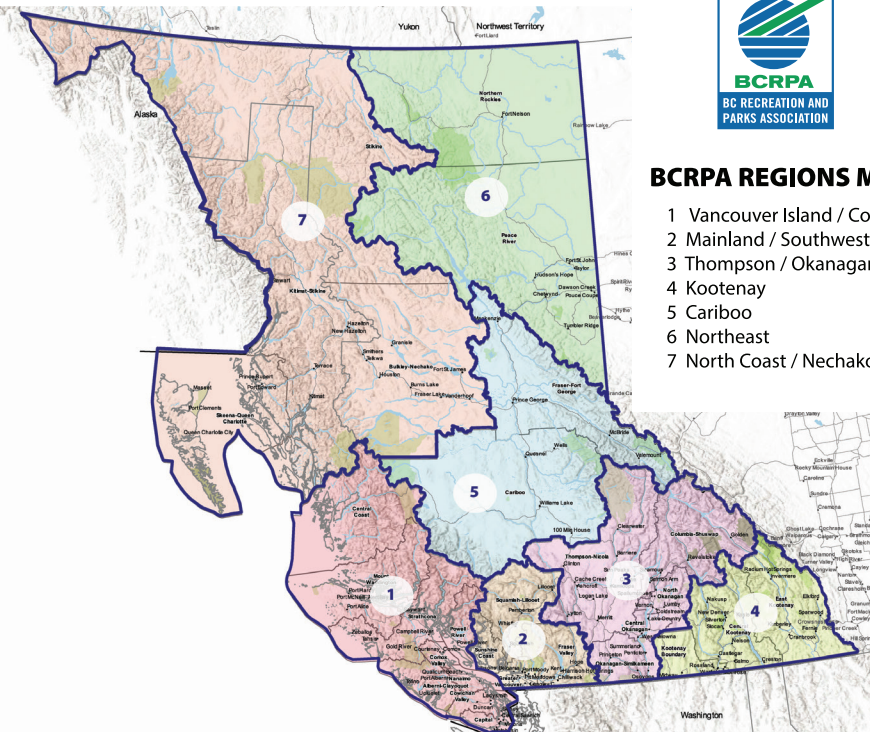
REGIONAL LIAISONS

Connecting BCRPA to members in our 7 regions

Our [Regional Liaisons](#) (RL) continue to play an important role in **connecting BCRPA members** across our seven regions. This year we continue to strengthen these connections through the Board, Regional Liaison meetings and strategic planning sessions.



Back L>R: Clayton Postings (Director, Ladysmith), Donnie Rosa (President Elect, Coquitlam), John Douglas (RL, Thompson/Okanagan), Rebecca Tunnaclyffe (CEO, BCRPA), Terri Askham (RL, Vancouver Island/Coast), Heather Anderson (RL, Kootenay), Jordan Petrovics (Director, Golden), Karin Carlson (RL, Northeast), Geoff Paynton (Director, Abbotsford), Steve Kellock (Director, New Westminster)
Front L>R: Elizabeth Ayers (Director, Richmond), Abby Fortune (Liaison to the Board), Jennifer Wilson (Past President), Lori Bowie (RL, Mainland/Southwest), Heather Turner (CPRA Liaison), Sandy Clarke (Past Director), Dan Ovington (Director, CRD), Trisha Davison (President, Trail)



“The Regional Liaisons have entered a new era of connecting with not only the board and the BCRPA staff, but also the regions themselves in order to facilitate better communication and strengthen recreation in BC.”

– Abby Fortune, Liaison to the Board



TOP FIVE ISSUES, TOP FIVE PRIORITIES

This year, we asked Recreation Directors, Regional Liaisons, and Symposium 2019 Dialogue participants to identify the **top five recreation & parks challenges** they face in their communities. The responses now shape our work in a multitude of ways: from guiding conference content and choice of expert speakers, to advocating for greater innovation in these areas, to creating more spaces for dialogue among members to share their lived expertise on these issues.

- #1 STAFFING RECRUITMENT & RETENTION
- #2 OPERATIONS & FUNDING
- #3 DEMANDS ON FACILITY SPACES
- #4 AGING INFRASTRUCTURE
- #5 COMMUNITY ENGAGEMENT

"While reflecting on the 5 Top Recreation and Park Issues, I thought I was reading from "The Recreation Reporter" of the 1960's! It struck me that 50 years may have gone by, but the 5 top issues facing the profession have not really changed.

But today, we have the technology, skills, training, and specialized equipment to challenge these issues, and the ability of BCRPA to support its members has been greatly enhanced and expanded."

– Ken Winslade,
BCRPA Honorary Life Member



PARKS PROSPECT

This year our Parks Task Force worked thoughtfully to raise the profile of parks-related issues. This included:

- A **new parks focus** in our bi-weekly member Communiques
- **More parks content** in our conferences, and our event programming
- The **re-visioning of our annual parks conference**, Parks Professional Pathways (formerly Spring Training) - providing parks and grounds members with more diverse and topical education and training opportunities than ever before
- A **dedicated parks stream at Symposium 2020** for the first time!



L>R: Mark Crowe, Alex Taylor, Isabelle Hodson, Tanya Soroka, Neal Aven, Clayton Postings, Vanessa Sabitova (BCRPA), Rebecca Tunnacliffe (BCRPA). Missing: Carmen Didier, Doug Rose





PEOPLE + PRODUCTS

We take pride in ensuring BCRPA members **have access to the latest recreation and parks tools and technology** trends. In 2019/20 we took that to the next level, expanding our exhibitors by 35%, creating engaging, new sponsorship categories, and welcoming five new sponsors to the BCRPA family.

MARKETPLACE & TRADESHOWS 2019/20

Sponsors = 24 (+26%)

Exhibitors = 92 (+35%)





BCRPA EVENTS APP

Brand new this year, **BCRPA launched our Events App!**

The app allows conference delegates easy access to event-specific information including:

- personal schedules,
- presentation notes and slides,
- delegate list,
- exhibitor and sponsor listings, and
- session evaluations - saving you time while also **reducing our ecological footprint!**



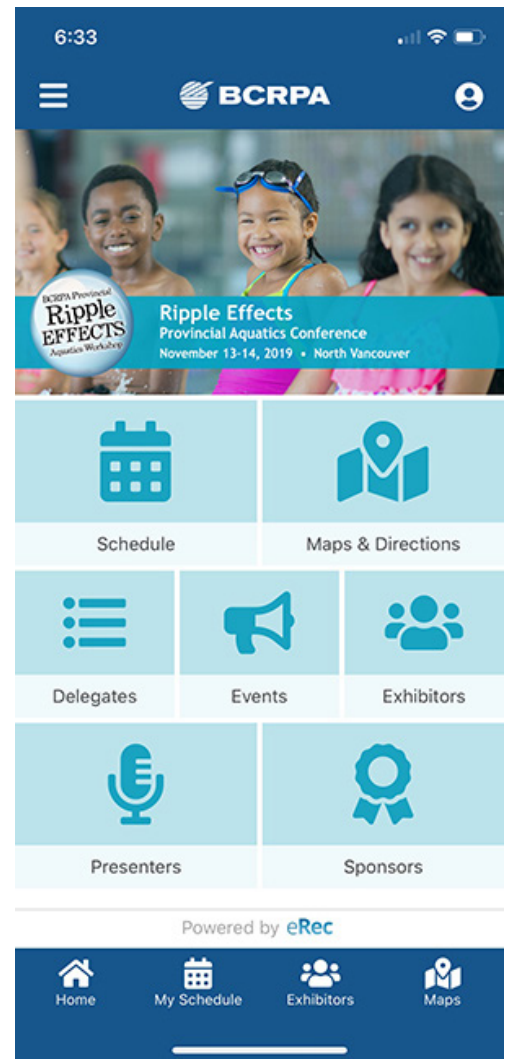
MAIS, our technology sponsor, continues to improve the app with leading edge developments.



The MAIS Software team at Parks Professional Pathways, James Shields (left) and Colin Cameron (right)

**“Great idea and much preferred to printed material!
Amazing addition to the conference.”**

– Ripple Effects Delegate



“I thought that the BCRPA Events App was fantastic! It was well laid out, easy to use and helped me stay organized for my time at the Ripple Effects Conference. It was also super easy and convenient to provide feedback for each session directly through the app.”

– Parks Professional Pathways Delegate

“I love that I have access to slideshows after the event!”

– Parks Professional Pathways Delegate



SHOWCASING INNOVATION, SHARING EXPERTISE

BCRPA's **Healthy Living Matters** site published **14 articles** profiling member community programs and innovations from across all BCRPA member regions, professional tips in the fitness sector, and quarterly community activity updates from our Regional Liaisons.



Our members' online forum, **Conversation Corner**, got a face lift, including some added features to make seeking and sharing expertise within our vast network of recreation and parks members easier and more engaging!

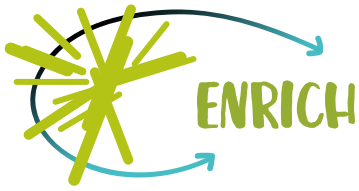


MEMBERSHIP MANAGEMENT

This year, BCRPA launched a **new Company Membership Management feature** that allows the Primary Contact on each local government member account to manage their membership lists. Since launching this feature in March 2020, we've seen our lists of members updated and expanded - and growing!

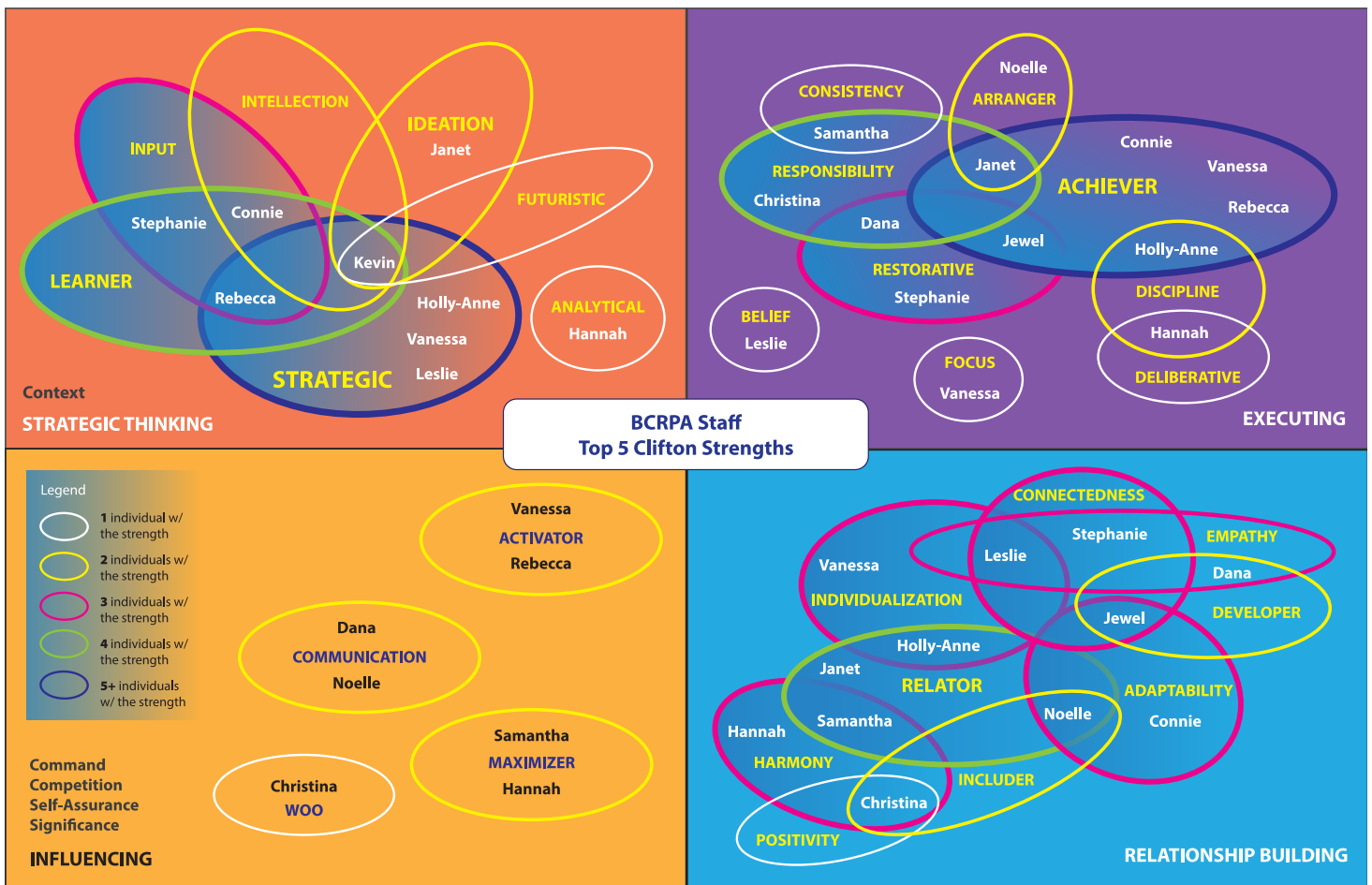


L->R: BCRPA Honorary Life Members Mike Murray, Brian Johnston, Ken Winslade, Don Cunnings, Norm Olenick



In 2019/20, BCRPA board members and staff engaged in a series of leadership skills development trainings, with the goal of strengthening their individual and team performance by identifying their own and each other's skills and talents to contribute to the success of BCRPA.

- **Individual Purpose statements** – Setting out ‘the why’ of our work with BCRPA
- **Strengths Finder** – Identifying top 5 strengths as individuals and as a team
- **Board governance training** – Understanding the fiduciary, generative, and strategic roles
- **Balance Score Card** – Naming expected outcomes of BCRPA’s 3 Strategic Priorities and setting measurable goals for each quarter
- **Leadership Team** – Envisioning their 5 year Big Audacious Goal – done quarterly
- **Risk map** – Citing and weighing potential risks, and creating a risk mitigation plan for each





2019 BCRPA Provincial Awards

2019 FACILITY EXCELLENCE AWARD

★ For projects over \$1 million

CITY OF TRAIL - Trail Riverfront Centre

The 15,000 square foot Trail Riverfront Centre serves as the home of Trail's cultural, literacy and heritage services, including Trail & District Public Library and Trail Museum & Archives. The Centre, located in the heart of the community, is designed to reflect the central role industry plays in sustaining the quality of life in the region. Exhibits inside the facility tell the socio-cultural history of the community, with particular emphasis on the role sport has played in raising the profile of Trail on the international scale.





2019 BCRPA Provincial Awards

2019 PROGRAM EXCELLENCE AWARD

★ For populations over 15,000

CITY OF SURREY - Myzone Drop-in Afterschool Program

The MYzone Drop-in Afterschool Program provides school-aged children accessible, affordable, and high quality afterschool programming, providing productive engagement that optimizes developmental learning. The program embraces a universal approach to access and offers a convenient drop-in, sliding-scale, low-to-no fee format, providing greater flexibility to families. The growing success and support from stakeholders and community partners has seen the program expand to 20 locations in Surrey, with two more set to launch in the fall.





2019 BCRPA Provincial Awards

2019 PROGRAM EXCELLENCE AWARD

★ For populations under 15,000

KITIMAT - Kitimat Mini Mud and Mud Games

Kitimat Mini Mud and Mud Games are team-focused recreational events open to both children and adults. The fun-filled competition includes an 8 kilometer course made up of 31 obstacles, utilizing as much of the natural environment as possible. The course is designed by a local resident on their personal property, and constructed by multiple sponsors specifically to challenge participants mentally and physically. The Games support the Kitimat Leisure Services' mandate to promote a healthy lifestyle both physically and mentally, while encouraging the development of sportsmanship, leadership, skills and development, self-esteem, enjoyment, and creativity within the recreation community.





2019 BCRPA Provincial Awards

2019 PARKS EXCELLENCE AWARD

★ For projects over \$1 million

CITY OF SURREY - Forsyth Park

Forsyth Park transformed a previously used, unsafe, and heavily littered area into a 7.5 acre accessible nature-inspired playground, which includes an off-leash dog area, picnic area, pathways, and trails. The park acts as a connector among two schools, cycling and walking routes, and to the future City Greenway. The design for Forsyth Park emerged out of substantial community consultation identifying a list of community needs – all of which were included in the final design.





2019 BCRPA Provincial Awards

BCRPA'S DB PERKS & ASSOCIATES GRADUATION STUDENT SCHOLARSHIP AWARDS

Each year the BCRPA awards scholarships to students at post-secondary institutions across the province who demonstrate leadership potential in the parks and recreation sector. Here are our 2019 scholarship recipients.

★ **Amy Cornish** - Langara College, Bachelor Degree Program

★ **Jewel Dimayuga** - Langara College, Diploma Program



L-> R: Trisha Davison (President), Rebecca Tunnacliffe (CEO), Jewel Dimayuga, Doug Perks (cut out), Amanda Moffatt (DB Perks), Coleman Allen (DB Perks). Missing: Amy Cornish



2019 BCRPA Provincial Awards

DB PERKS PROVINCIAL AQUATICS YOUTH LEADERSHIP AWARD

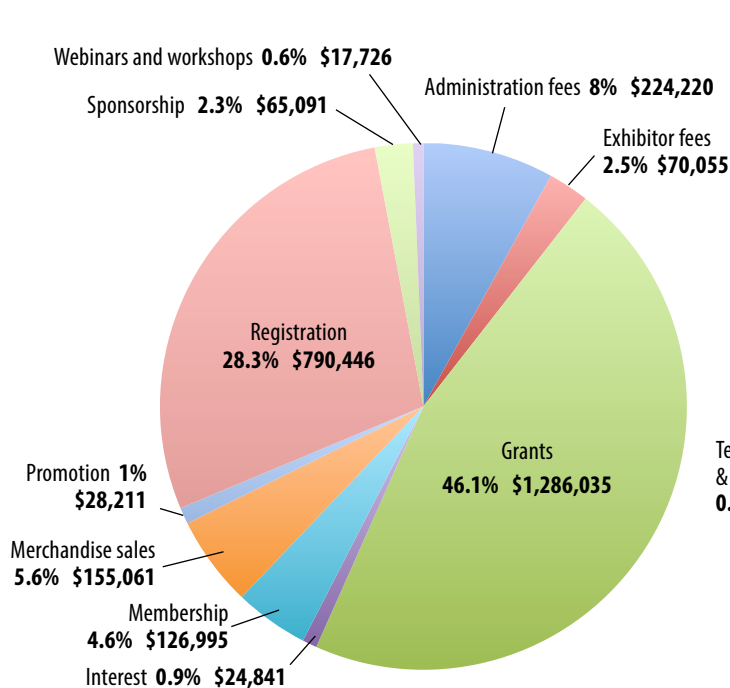
CITY OF ROSSLAND - Annika Dixon-Reusz

Annika Dixon-Reusz from the City of Rossland, received the inaugural 2019 Youth Aquatics Leadership Award from Doug Perks.

The BCRPA DB Perks Provincial Aquatics Youth Award acknowledges the outstanding achievements of an emerging leader in the early stages of their aquatics career. This new award offered for the first time this year, recognizes youth with the traits and skills required to hold a leadership position in aquatics, and who shows promise in continuing to make an impact on the sector.

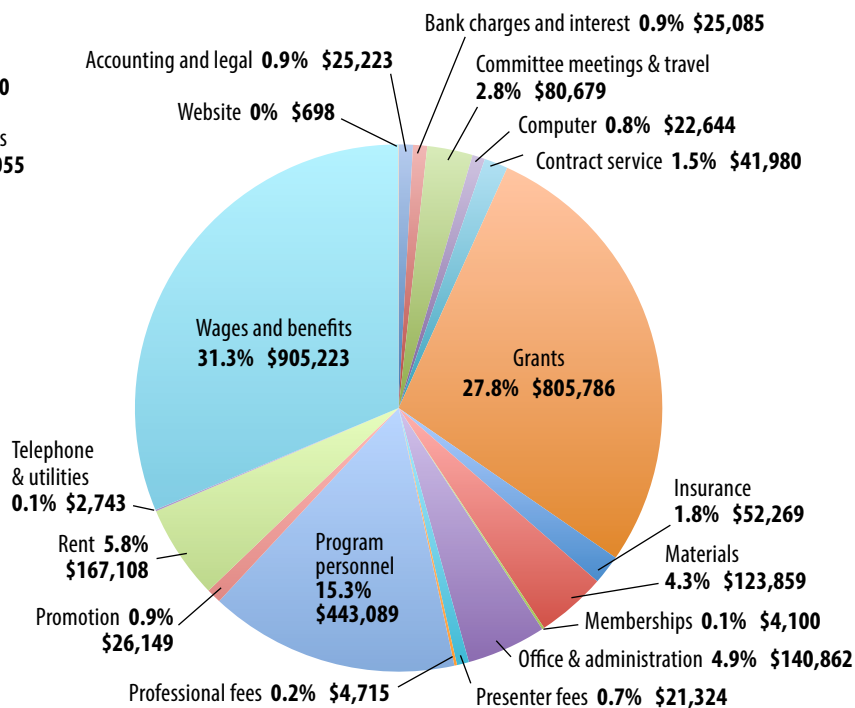


BCRPA'S STATEMENT OF FINANCIAL POSITION 2019



REVENUES

Pie chart totals may not sum due to rounding



EXPENSES

As at December 31, 2019 (unaudited) 2019

ASSETS

CURRENT ASSETS	\$
Cash and cash equivalents	391,138
Investment	1,316,073
Accounts receivable	39,998
Prepaid expenses	75,941
TANGIBLE CAPITAL ASSETS	28,442
TOTAL ASSETS	1,851,592

LIABILITIES

CURRENT LIABILITIES	
Accounts payable and accrued liabilities	89,675
GST/HST payable	1,447
Wages and benefits payable	3,720
Due to government agencies	16,804
Deferred revenue	1,073,341
DEPOSITS	2,000
TOTAL LIABILITIES	1,186,987

FUND BALANCES

Net Assets	664,605
TOTAL	1,851,592

As at December 31, 2019 (unaudited) 2019

Cash Flows from Operating Activities

Excess (deficiency) of revenue over expenses	(113,919)
Items not requiring the outlay of cash:	
Amortization of lease inducements	-
Depreciation	9,064
Loss on assets	-
Total	(104,855)

Change in non-cash working capital items

Accounts payable and accrued liabilities	41,833
Accounts receivable	21,919
Deferred revenue	590,898
Deposits	200
Due to government agencies	550
GST/HST payable	(1,679)
Prepaid expenses and deposits	(22,513)
Wages and benefits payable	(6,063)
Total	625,145

Cash Flows from Investing Activities

Purchase of investments	(589,677)
Purchase of tangible capital assets	(5,744)

Increase (Decrease) in Cash **(75,131)**

Cash & cash equivalents, Beginning of Year **466,269**

CASH & CASH EQUIVALENTS, END OF YEAR **391,138**

BCRPA BOARD & STAFF

2019-2020 BOARD OF DIRECTORS -



L-R: Dan Ovington (CRD), Steve Kellock (New Westminster), Trisha Davison (President; Trail), Donnie Rosa (President Elect; Coquitlam), Elizabeth Ayers (Richmond), Jordan Petrovics (Golden), Clayton Postings (Ladysmith), Rebecca Tunnacliffe (CEO). Missing: Geoff Paynton (Abbotsford)

CPRA LIAISON, NON-VOTING ADVISOR



Heather Turner
CPRA Liaison, Non-voting advisor; North Vancouver Recreation Commission



BCRPA BOARD & STAFF_{continued}

BCRPA STAFF -



(Front R->L)

Janet Rerecich, Connie Mah, Rebecca Tunnacliffe, Kevin Penny, Vanessa Sabitova, Samantha Taylor

(Back R->L)

Dana Bidnall, Stephanie Androsoff, Hannah Moosoohur, Noelle Virtue, Leslie Dickout, Christina Shultz, Jewel Dimayuga, Holly-Anne Burrows

"BCRPA is a very unique work environment, one where all individuals are embraced for who they are, and are respected and valued for the contributions they make to the team."

– BCRPA Staff Member



2019 MEMBER VOLUNTEERS –

Members are the backbone of our professional association. Their participation provides invaluable insight and direction to our work, including through the following boards and committees:

BCRPA REGIONAL LIAISONS • Terri Askham • Lori Bowie • John Douglas • Heather Anderson • Robyn McConkey • Karin Carlson • David Geronazzo • Abby Fortune (Liaison to the Board of Directors)

BCRPA AWARDS COMMITTEE • Trisha Davison • Shaun O'Neill • Stacey Miranda • Karin Carlson • Natalie Alexander • Heather Anderson • Terri Askham • Allyson Friesen • Lori Bowie • John Douglas

2019 SYMPOSIUM PROGRAM AND EVENTS

ADVISORY COMMITTEE • Melanie Alsdorf • Lori Bowie • Susan Bullock • Yue-Ching Cheng • Daniel Cindric • Christine Creer • Cindy Eward • Renee Hurford • Nicole Kittmer • Reagan Lovig • Stephanie Nicoll • Dan Ovington • Darren Peterson • Tara Roberts • Roger Weetman

BCRPA STUDENT SCHOLARSHIP COMMITTEE • Dan Ovington • Shauna Jennings • Dean Banman • Russ Brummer

RIPPLE EFFECTS PLANNING COMMITTEE • Debbi van't Kruis – Terrace • Lauralee March – Surrey • Karin Carlson – Fort St. John • Jeannene Crosby – Canadian Red Cross • Michelle Wilcox – Squamish • Sean Healy – Vancouver • Cheryl Sibany – Lifesaving Society BC & Yukon • Dale Miller – Lifesaving Society BC & Yukon

PARKS PROFESSIONAL PATHWAYS PLANNING COMMITTEE • Greg McNaughton – North Vancouver • Kristen Wourms – Kamloops • Nancy McLean – Independent • Neal Aven – Surrey • Ralph Nevill – North Vancouver District • Todd Gross – Richmond

PARKS TASK FORCE • Mark Crowe – Central Kootenay RD • Alex Taylor – Metro Vancouver RD • Isabella Hodson – Central Okanagan RD • Tanya Soroka – Cowichan Valley RD • Neal Aven - Surrey • Clayton Postings - Ladysmith, Carmen Didier - Terrace • Doug Rose – Port Coquitlam

OLDER ADULT FITNESS COMMITTEE • Bonnie McCoy – Vancouver • Melanie Galloway – Vancouver • Corinne Dibert – Victoria • Arron Tews – Surrey • Patricia Barlow – Ontario • Shannon Whieldon - Langley

PERSONAL TRAINING FITNESS COMMITTEE • Brenda Adams – Ladysmith • Kim Bond – Surrey • André Potvin – Vancouver • Ryan Cook – Vancouver, Jeff Doyle – Vancouver • Leah Ruppel – Langely • Ariana Fotinakis – North Vancouver

GROUP FITNESS COMMITTEE • Kate Lee – Vancouver • Nicole Beckstead – Surrey • Ingrid Knight-Cohee – Vancouver • Jaimee Stokes – Calgary • Janelle Eisler-Carr – North Vancouver • Pamela Wenzel – Salmon Arm • Lisa Porcellator – Port Moody

BCFIT'19 PROGRAM COMMITTEE • Carol Lepine • Ryan Christison • Leah Esplen, Rhoda Jackson • Teri Lee Sampson • Corinne Dibert • Kim Olson • Veronique Mercier

www.bcrpa.bc.ca

Tel: 604.629.0965 Toll Free: 1.866.929.0965
#301 – 470 Granville Street, Vancouver, BC V6C 1V5

