



**Georgia Strait Alliance
Annual General Meeting
Monday, September 22 2025
6pm
Online**

2025 AGM AGENDA

1. Call to order
2. Welcome and acknowledgement of territory
3. Quorum confirmed
4. Additions or changes to agenda
5. Approval of agenda
6. Chair's opening remarks
7. Approval of 2024 AGM minutes
8. Reports:
 - a. Executive director's report
 - b. Treasurer's report
 - i. Receive 2024-2025 Financials
 - ii. Appointment of auditor
9. Election of directors
 - a. Set number of directors for the coming year
 - i. It is the recommendation of the Board of Directors that the number of directors be set at 15
 - b. Directors standing for election for a 2-year term
 - i. Siobhan Powlowski
 - ii. Mairin Shields-Brown
 - iii. Max Mollineaux
 - iv. Kate Scott
10. Other business
11. Motion to adjourn

GSA AGM - Wednesday September 24, 2024 via Zoom @ 6pm PST

Attendees

Voting members: Petra Allen, Andy Beers, Cathy Booler, Virginia Evans, Sheldon Fernandes, Danny Kells, Halli MacNab, Ilesha Maharaj, William Marshall, Nadine Ryan, Gabrielle Savage, Kristin Street, Michelle Young.

Non-voting members: Maithili Devadas, Beatrice Frank, Janet Moore, Kellie Rana, Mairin Shields Brown.

1. **Call to order:** Board chair Kristin Street called the Annual General Meeting to order at 6:03pm PST
2. **Welcome and acknowledgement of territory:** Kristin gratefully acknowledged the diverse territories from which everyone was joining. She noted that she is joining from the traditional lands of the Tla'amin Nation, in what is colonially known as Powell River. Kristin also acknowledged that the GSA office is located on the unceded territories of the Squamish, Musqueam, and Tsleil-Waututh Nations, also known as Vancouver.
 - a. Kristin initiated a round table of introductions for each board member. Each member shared about their professional expertise and the ancestral lands from which they are joining from: Andy Beers, Gabrielle Savage, Ilesha Maharaj, Nadine Ryan, Sheldon Fernandes, Mairin Shields-Brown, and Kristin Street.
 - b. Kristin initiated a round table of introductions for a few staff members present: Michelle Young, Janet Moore, Beatrice Frank, and Cathy Booler.
3. **Quorum confirmed:** Kristin confirmed that a quorum was present with a minimum of five GSA members.
4. **Additions or changes to agenda:** There were no additions or changes to the agenda.
5. **Approval of agenda:** Sheldon Fernandes moved to approval the agenda which was seconded by Janet and approved by consensus.
6. **Opening remarks:** Kristin highlighted the meaningful impact of GSA's new strategic plan, particularly its focus on environmental justice and how this has shaped the staff's work and progress over the past year. Kristin also acknowledged the departure of Christianne Wilhelmsen from the role of Executive Director, in April, and the lasting impact of her dedication to the organization. She then introduced Janet Moore, the Interim Executive Director, praising her fresh perspective and strong leadership during the transition. Finally, Kristin introduced Beatrice Frank as the new Executive Director, expressing excitement about the opportunities ahead and recognizing the dedication and passion for GSA's mission shared by all the leaders involved over the past year.
7. **Approval of 2023 AGM minutes:** The approval of the 2023 AGM Minutes was moved by Sheldon Fernandes which was seconded by Kristin Street and passed by consensus.
8. **Reports**
 - a. **Executive director's report –**
Presented by Janet Moore, Interim Executive Director
Janet expressed gratitude for the opportunity to serve as Interim Executive Director during this significant period of transition. She acknowledged the departure of Christianne Wilhelmsen after 16 years of leadership and welcomed Beatrice Frank, PhD,

as the new permanent Executive Director. Janet described this transition using a boat metaphor, noting that she has worked to prepare and renovate the ship, which is now ready to be guided by Beatrice through the next chapter of GSA's journey.

GSA's work remains rooted in a long-term commitment to place-based environmental protection, with a focus on the health of the Salish Sea, specifically the Georgia Strait. The organization's vision is a Salish Sea teeming with life, with thriving and just communities. GSA's mission is to mobilize and support collective action to protect the Salish Sea, grounded in environmental justice. This work is carried out through three strategic pillars: building community power, fostering systems transformation, connecting people and place.

This year, GSA embraced a renewed focus on environmental justice and JEDDI principles (Justice, Equity, Diversity, Decolonization, and Inclusion). This shift has brought new staff and board members into the organization to support this commitment. Janet emphasized that this is not a simple path; it requires ongoing learning and unlearning. GSA is fostering a new organizational culture centered on dialogue, care, and collaboration. Prioritizing care in the workplace has created space for deeper and more meaningful conversations, allowing for necessary but challenging discussions to take place with mutual respect.

Clean Marine BC (CMBC) Program

- 44 marinas certified
- 23 individuals participated in spill training
- 519 dockwalking kits distributed by volunteers
- 308 boater surveys completed
- Spill training events reached capacity, reflecting growing interest in environmental stewardship

Biodiversity Protection

- Continued advocacy against open-net fish farms
- Legal action with Ecojustice opposing the Roberts Bank Terminal 2 expansion
- Engaged in court proceedings alongside unions and other stakeholders to protect marine biodiversity

Climate Action

- Focus on extreme heat preparedness
- Nearly 1,000 individuals signed a petition calling for emergency action on extreme heat

Community Engagement and Relationship Building

- Increased focus on listening to and collaborating with diverse communities
- Initiated new programming with the Cowichan Nation, launching this weekend
- Strengthened community partnerships through year-long efforts in relationship-building

GSA remains steadfast in its mission to protect the Salish Sea through advocacy, community engagement, and legislative action. In the coming year, GSA will:

- Continue advocating for strong enforcement of the Species at Risk Act
- Engage in the Coastal Marine Strategy and the emerging Ocean Noise Strategy

- Develop a new marine planning program
- Push for legislative action to address derelict vessels

Finally, Janet expressed deep gratitude to GSA's funders, donors, and volunteers, whose continued support sustains the organization's vital work. She also extended a heartfelt thank you to the dedicated staff and board members who make this work possible.

In closing, Janet reiterated the excitement surrounding this new chapter for GSA, welcoming Beatrice Frank as the new Executive Director and looking forward to the organization's continued impact in protecting the Salish Sea.

b. Treasurer's report:

Sheldon reported that the fiscal year ended on March 31, 2024. GSA undergoes an annual audit, and this year marks the 8th consecutive year with a clean financial statement audit. Sheldon expressed gratitude to Michelle for her excellent work in maintaining clean financial records. In fiscal year 2023, there was a slight financial dip, while 2022 saw a significant one-time request. Overall, GSA has experienced steady revenue growth over the years. Revenue distribution percentages remained consistent year over year, with the exception of bequests, which vary as they are received on an ad hoc basis. Expense distribution also remains stable, with wages being the largest category. GSA has focused on strengthening its team by engaging in more contracts, which has led to an increase in expenses, aligned with revenue growth. The fiscal year ended with a slight deficit of \$30,613 and net assets totaled \$200,515.

- i. **Receive 2023 – 2024 financials:** Kristin moved that the GSA members accept the 2023 – 2024 financials, and the motion was approved by consensus.
 - ii. **Appointment of auditor** – Kristin moved to reinstate the auditor for the upcoming fiscal year. The motion was approved by consensus.
9. **Election of Directors:** Kristin noted that it is the recommendation of the Board that the number of Directors remain at 15 and listed the Directors standing for election for a two-year term: Gabrielle Savage, Andy Beers, Kristin Steet, Nadine Ryan, Sheldon Fernandes, Ilesha Maharaj, and Jennifer Thorton. No nominations were added from the floor. It was moved and passed unanimously to elect the mentioned Directors to a two-year term.
 10. **Other business:** There was no other business brought forward.
 11. **Election of director roles:** The board moved to vote Kristin Street as Chair, Andy Beers and Jennifer Thorton as co-chairs, and Sheldon Fernandes as treasurer. The motion was approved by consensus.
 12. **Motion to adjourn:** Kristin moved to adjourn which was approved by consensus. The AGM as was adjourned at 6:44pm.

FINANCIAL STATEMENTS

GEORGIA STRAIT ALLIANCE

March 31, 2025



INDEPENDENT AUDITORS' REPORT

To the Members of
Georgia Strait Alliance

Qualified Opinion

We have audited the financial statements of Georgia Strait Alliance (the Society), which comprise the statement of financial position as at March 31, 2025 and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of the report, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2025 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many charitable organizations, the Society derives revenue from donations, bequests and fundraising, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of the Society. Therefore, we were not able to determine whether any adjustments might be necessary to donations and fundraising revenue, bequests revenue, excess of expenses, and cash flows from operations for the years ended March 31, 2025 and 2024, current assets as at March 31, 2025 and 2024, and net assets as at April 1 and March 31 for both the 2025 and 2024 years.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial



INDEPENDENT AUDITORS' REPORT (CONT'D)

statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the British Columbia Societies Act, we report that, in our opinion, the accounting principles used in these financial statements, Canadian accounting standards for not-for-profit organizations, have been applied on a basis consistent with that of the preceding year.

Tompkins Wozny LLP

Vancouver, Canada
July 15, 2025

Chartered Professional Accountants



STATEMENT OF FINANCIAL POSITION


As at March 31

	2025 \$	2024 \$
ASSETS		
Current		
Cash	283,207	557,425
Accounts receivable <i>[note 3]</i>	123,467	269,954
Prepaid expenses	9,188	10,519
Inventory	2,859	1,650
Total current assets	418,721	839,548
Capital assets <i>[note 5]</i>	9,466	6,805
	428,187	846,353
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accruals <i>[note 6]</i>	44,427	60,901
Deferred contributions <i>[note 7]</i>	270,630	584,937
Total liabilities	315,057	645,838
Net assets		
Invested in capital assets	9,466	6,805
Internally restricted	52,328	173,525
Unrestricted net assets	51,336	20,185
Total net assets	113,130	200,515
	428,187	846,353

Commitments *[note 9]**See accompanying notes to the financial statements*

As approved by:


 President


 Treasurer

STATEMENT OF CHANGES IN NET ASSETS

Year ended March 31

	Invested in Capital Assets \$	Internally Restricted \$	Un- restricted \$	Total \$
2025	<i>[Note 8]</i>			
Net assets, beginning of year	6,805	173,525	20,185	200,515
Excess of revenue (expenses) for the year	(3,130)	3,737	(87,992)	(87,385)
Purchase of capital assets	5,791	—	(5,791)	—
Interfund transfers		(124,934)	124,934	—
Net assets, end of year	9,466	52,328	51,336	113,130
2024				
Net assets, beginning of year	9,272	168,966	52,890	231,128
Excess of revenue (expenses) for the year	(4,038)	4,559	(31,134)	(30,613)
Purchase of capital assets	1,571	—	(1,571)	—
Net assets, end of year	6,805	173,525	20,185	200,515

See accompanying notes to the financial statements

STATEMENT OF OPERATIONS

Year ended March 31

	2025	2024
	\$	\$
REVENUE		
Grants <i>[note 7]</i>	420,581	481,376
Donations and fundraising	356,228	230,901
Gaming <i>[note 7]</i>	100,017	100,000
Events and other	92,879	62,581
Net investment income	3,087	12,436
Bequests	323	71,176
	973,115	958,470
EXPENSES		
Wages and benefits <i>[note 11]</i>	696,003	687,726
Contracted services	203,222	127,859
Postage and administration	62,007	61,804
Rent and utilities	27,068	37,034
Travel	18,806	15,365
Meetings, events, and workshops	18,102	7,275
Copying, printing, design and advertising	12,140	11,199
Audit and legal	8,794	12,611
Fundraising	7,159	17,666
Amortization	3,051	3,650
Insurance	2,934	2,798
Bad debts	507	425
Program professional fees	462	1,759
Merchandise and promotional items	245	1,912
	1,060,500	989,083
Excess of expenses for the year	(87,385)	(30,613)

See accompanying notes to the financial statements

STATEMENT OF CASH FLOWS

Year ended March 31

	2025 \$	2024 \$
OPERATING ACTIVITIES		
Excess of expenses for the year	(87,385)	(30,613)
Item not affecting cash		
Amortization of capital assets	3,051	3,650
Loss on disposal of capital assets	79	388
Changes in other non-cash working capital items		
Accounts receivable	146,487	89,763
Prepaid expenses	1,331	(1,220)
Inventory	(1,209)	1,225
Accounts payable and accruals	(16,474)	20,926
Deferred contributions	(314,307)	(73,554)
Cash provided by (used in) operating activities	(268,427)	10,565
INVESTING ACTIVITIES		
Acquisition of capital assets	(5,791)	(1,571)
Cash used in investing activities	(5,791)	(1,571)
Increase (decrease) in cash for the year	(274,218)	8,994
Cash, beginning of year	557,425	548,431
Cash, end of year	283,207	557,425
Cash includes:		
Operating	223,095	492,617
Gaming	60,112	64,808
	283,207	557,425

See accompanying notes to the financial statements

NOTES TO FINANCIAL STATEMENTS

March 31, 2025

1. OPERATIONS

Georgia Strait Alliance (the "Society") was incorporated under the Societies Act of British Columbia, is a registered charitable organization and is exempt from corporate income taxes. Its objective is grounded in environmental justice to mobilize and support collective action for the protection of a Salish Sea teeming with life where thriving and just communities live in balance with the environment.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Use of Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the amounts of revenues and expenses reported during the year. Significant areas requiring the use of management estimates relate to the determination of net recoverable value of assets, in particular as it relates to accounts receivable, useful lives of capital assets, accrued liabilities and the determination of the deferred portion of contributions. Actual results could differ from these estimates.

Revenue Recognition

The Society follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Grant, gaming and event revenues are recorded as the related programs are delivered and collection is reasonably assured.

Donations, fundraising and bequests are recorded on a cash basis and recorded as revenue when received.

Unrestricted investment income is recognized as received in accordance with the terms of the underlying investment, which in the case of interest, is generally with the passage of time.

NOTES TO FINANCIAL STATEMENTS

March 31, 2025

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

Contributed Services and Materials

Volunteers contribute their time to assist the Society in carrying out its activities. Due to the difficulty in determining the fair value of such services, the value of the donated services is not recognized in these financial statements. In 2025 approximately 183 hours [2024 - 244 hours] were volunteered on behalf of the Society. These hours are unaudited.

Donated advertising, materials and supplies that would not have otherwise been purchased by the Society are not recognized in these financial statements. The total estimated value of such in-kind contributions in the year is \$48,716 [2024 - \$45,772]. No in-kind contributions have been recorded in these financial statements.

Measurement of Financial Instruments

The Society initially measures its financial assets and financial liabilities at fair value.

The Society subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost include cash and accounts receivable. Financial liabilities measured at amortized cost includes accounts payable and accruals.

Financial assets measured at amortized cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

Inventory

Inventories are valued at the lower of cost and net realizable value. The cost of inventories includes all costs of purchase, costs of conversion and other costs incurred in bringing the inventories to their present location and condition and is determined on a first-in, first-out basis.

Capital Assets

Capital assets are recorded at cost, less accumulated amortization. Computer software is amortized using the declining balance basis at 100% per annum. Computer equipment is amortized at 30% per annum. Furniture and equipment is amortized at 20% per annum. One-half year's amortization is recorded in the year of acquisition.

NOTES TO FINANCIAL STATEMENTS

March 31, 2025

3. ACCOUNTS RECEIVABLE

	2025	2024
	\$	\$
General operations	116,107	266,669
Interest	575	573
Government receivable - GST	6,785	2,712
	123,467	269,954
Allowance for doubtful accounts	—	—
	123,467	269,954

4. INVESTMENTS RESTRICTED FOR ENDOWEMENT

The Society maintains an endowment, administered by the Vancouver Foundation, which was established in 2009 to assist in funding the operations of the Society. Income from the endowment funds is taken into revenue of the Society on an annual basis, and transferred to the working capital reserve. The Society is entitled to the interest earned which is paid annually to the Society. During the year, the Society earned interest income from the endowment in the amount of \$2,293 [2024 - \$2,114]. The fund is invested in the Vancouver Foundation's Socially Responsible Fund and has a market value at March 31, 2025 of \$49,541 [2024 - \$48,897].

5. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$
2025			
Computer software	90,467	90,467	—
Computer equipment	26,496	17,030	9,466
	116,963	107,497	9,466
2024			
Computer software	90,467	90,467	—
Computer equipment	24,312	17,507	6,805
Furniture and equipment	2,507	2,507	—
	117,286	110,481	6,805

NOTES TO FINANCIAL STATEMENTS

March 31, 2025

6. ACCOUNTS PAYABLE AND ACCRUALS

	2025	2024
	\$	\$
General operations	23,810	43,187
Vacation payable	20,400	17,648
WorkSafeBC	217	66
	44,427	60,901

7. DEFERRED CONTRIBUTIONS

	Opening Deferred	Received or Receivable	Earned	Closing Deferred
	\$	\$	\$	\$
Anonymous Foundation	50,000	50,000	50,000	50,000
Canada Summer Jobs	5,385	16,506	5,322	16,569
Clif Foundation	7,247	—	7,247	—
Glasswater Foundation	542	10,000	7,206	3,336
Hummingbird Foundation	65,000	—	65,000	—
Marisla Global Greengrants Fund	—	40,712	41	40,671
Nature Canada	—	17,560	12,460	5,100
Pacific Coast Congress of Harbor Masters	—	1,348	1,348	—
Pacific Salmon Foundation	—	2,500	—	2,500
Pew Charitable Trusts	149,457	—	149,457	—
Sitka Foundation	150,000	—	75,000	75,000
Victoria Foundation	30,000	20,000	47,500	2,500
	457,631	158,626	420,581	195,676
Cowichan Tribes - service fees	67,177	(8,995)	43,340	14,842
Gaming	60,129	100,000	100,017	60,112
Balance, end of year	584,937	249,631	563,938	270,630

NOTES TO FINANCIAL STATEMENTS

March 31, 2025

8. INTERNALLY RESTRICTED NET ASSETS

The Board of Directors has restricted a portion of the Society's net assets for a "Working Capital Reserve" in order to build the necessary funds to cover operating expenses during unanticipated cash flow shortages.

	Balance, Beginning of Year	Designated in the Year	Reduced in the Year	Balance, End of Year
	\$	\$	\$	\$
Working capital reserve	173,525	3,737	(124,934)	52,328

9. COMMITMENTS

The Society has an office lease in Vancouver that expires December 2025. The minimum future rental payments under the Vancouver operating lease is \$2,205 for the year-ended March 31, 2026.

10. FINANCIAL INSTRUMENTS

The Society is exposed to various risks through its financial instruments. The following analysis presents the Society's exposures to significant risk as at March 31, 2025.

Credit Risk

The Society is exposed to credit risk with respect to its cash and accounts receivable. The Society assesses, on a continuous basis, accounts receivable on the basis of amounts it is virtually certain to receive based on their net realizable value. Cash balances are held at a Canadian credit union.

Liquidity Risk

Liquidity risk is the risk of being unable to meet cash requirements or fund obligations as they become due. It stems from the possibility of a delay in realizing the fair value of financial instruments.

The Society manages its liquidity risk by constantly monitoring forecasted and actual cash flows and financial liability maturities, and by holding assets that can be readily converted into cash.

Interest Rate Risk

The Society has interest rate risk on its bank accounts and investment restricted for endowment. Changes in the bank's prime lending rate or other rates can cause fluctuations in interest payments and cash flows. The Society does not use derivative financial instruments to alter the effects of this risk.

NOTES TO FINANCIAL STATEMENTS

March 31, 2025

11. WAGES AND BENEFITS

Pursuant to the British Columbia Societies Act, the Society is required to disclose wages and benefits paid to employees who are paid \$75,000 or more during the fiscal year. 2025 wages and benefits expense includes \$323,299 paid to four employees [2024 - \$173,182 - two employees].

Nominations for Board of Directors

The following nominees stand for election or re-election for a 2 year term pursuant to Bylaw 4.2.1

Directors standing for election for a 2-year term:

- **SIOBHAN POWLOWSKI:** Siobhan is the Executive Director of Gordon Neighbourhood House, a non-profit organization dedicated to building healthy and just communities in Vancouver's downtown neighborhoods. She has previous experience working in a variety of non-profit organizations in the environmental and social service sectors. Siobhan grew up in the country of Vanuatu and is passionate about preserving a healthy Pacific for generations to come. When not behind a desk, Siobhan can usually be found birdwatching somewhere along the Georgia Strait.
- **MAIRIN SHIELDS-BROWN:** Mairin is an Impact Strategy Consultant at Decade Impact, a boutique, women-owned impact consulting firm in Vancouver. She finds joy and excitement in her work as an advisor to purpose-driven organizations across North America looking to define, measure, manage, and communicate their social and environmental impact on the world. Her client work at Decade focuses on topics such as impact literacy and reporting, advocacy, and climate and social justice. With several years of experience in the sustainability consulting industry, Mairin is skilled in policy development, group facilitation, and team management. Her academic background is in Resource and Environmental Management at Simon Fraser University, and she hails originally from Vancouver Island. Outside of work hours, Mairin can be found running, biking, swimming, or enjoying time with family and friends in beautiful Vancouver.
- **MAX MOLLINEAUX:** Max is a Director and Executive Management Consultant with WMC (Western Management Consultants), where he focuses on executive search, leadership development, and human resources advisory. With over 25 years of experience, Max works with purpose-driven organizations across Canada, including non-profits, Indigenous governments, and social impact groups, to help them find and support exceptional leaders. Of mixed British and Caribbean heritage, Max believes that social justice and environmental justice are inextricably linked. His work is grounded in a commitment to equity, inclusion, and lasting community impact. His motivation for joining the GSA Board is to help advance its mission to protect and restore the Salish Sea through collaborative, community-driven, and just approaches. As a Board member, Max contributes strategic oversight, human resources advisory, and a deep commitment to justice and equity to help ensure GSA thrives as a values-driven, inclusive, and impactful organization. Max lives on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Nations, in what is now known as North Vancouver. In his spare time, he enjoys snowboarding, motorcycling, and spending time with his family boating and fishing in the Salish Sea.
- **KATE SCOTT:** Kate is a Certified Public Accountant (CPA) with over 15 years of experience in accounting and auditing. She specializes in providing financial services, and designing and implementing a robust system of quality management. Prior to her career in public accounting, she obtained a degree in Biological Sciences with Molecular Genetics which allowed her to study the molecules and cells that are the basis of life. This passion has evolved with focus maintained on the environment, she advocates sustainable living and supporting ways in which human and environmental interactions can have a positive and lasting impact. Originally from the UK, she moved to Vancouver in 2022 where you can find her swimming in the Salish Sea, camping, or hiking in the forest.

Director entering the 2nd year of their terms

- **ANDY BEERS:** Andy has a background in the news industry, communications, and technology. While Andy was News Director at KING TV in Seattle (NBC), KING established a strong reputation for award-winning reporting on the environment and related issues in the Pacific Northwest. Later Microsoft recruited Andy to launch Microsoft's first online news service and was tapped to start up MSN Video, Microsoft's first streaming video service. As a consultant, Andy has worked with and advised technology companies that develop digital media products and services. Andy has served as a board member for several organizations. He was board chair for Resource Media, an environmental communications and public relations company headquartered in Seattle. Andy volunteers with the Galiano Conservancy and environmental organizations on Vancouver Island. A dual Canadian - US citizen, Andy had worked and lived in Seattle, Vancouver, Galiano Island, and Victoria. All places where the Salish Sea is a constant reminder of how special our region is.
- **GABRIELLE SAVAGE:** Gabrielle is of Cree, Métis, and Filipino ancestry and lives on the traditional, ancestral, and unceded territories of the Musqueam, Tsleil-Waututh, and Squamish peoples. She works at BC Emergency Health Services, driving change towards equitable and accessible emergency healthcare in rural and remote areas, and weaving Indigenous health strategies into paramedic work across the province. She's also a lifelong sailor, with her love of sailing being inseparable from a commitment to preserving the environment and empowering others to do the same. In her spare time, Gabrielle is a visual artist and photographer and enjoys exploring the backcountry through sailing, canoeing, skiing, and hiking.
- **NADINE RYAN:** Nadine (she/her) is a shíshálh (Sechelt) and settler artist and arts administrator from shíshálh and Skwxwú7mesh swiya (Sechelt and Squamish lands). Currently, she is working as the Executive Director for the Indigenous Editors Association, where she and her colleagues are continuing to build the organization's structures and expand its programming in ways that reflect their values and cultures. Alongside her work, Nadine enjoys freelance editing and writing projects, practicing photography, and walking as a mode of research and relationship building. She is interested in exploring other ways of doing scholarship and arts administration; ways that are guided by Indigenous thinking and storytelling.
- **JENNIFER THORNTON:** Jennifer is a dedicated and detail-oriented business professional with over 30 years of experience in various human resources, administration, and finance roles. Currently, she is an HR executive in Vancouver's dynamic tech startup scene. Her passion lies in supporting new companies in their growth journey, and she has successfully contributed to a wide range of industries, including fitness, hospitality, technology, and non-profit organizations. Residing on the traditional and unceded territories of the Skwxwú7mesh (Squamish) and Səlíl̓wətał (Tsleil-Waututh) Nations, Jennifer acknowledges the importance of honouring Indigenous land and heritage. Her commitment to embracing interconnectedness and challenging colonial mindsets has guided her interactions and decisions throughout her career. Jennifer is also a lifelong recreational boater who understands the necessity of safeguarding the Salish Sea and Georgia Strait. She is dedicated to educating others on marine conservation through community engagement and teaching the importance of environmental stewardship by supporting educational initiatives such as Save the Sound (SOS). If you can't find her behind the scenes working on new and exciting events for the Georgia Strait Alliance, try reaching out to her on the marine VHF radio, as she is likely out on the water boating with her family, enjoying what our amazing west coast oceans have to offer.

Director that have reached their term limits and are stepping down

We extend our deepest gratitude to Kristen and Sheldon, who are completing their terms on the GSA Board of Directors. Their leadership, wisdom, and dedication have left a lasting mark on our work and our community. From guiding key decisions to offering steadfast support through challenges, they have helped shape GSA's path forward and strengthened our mission to protect the Salish Sea. Their voices, perspectives, and commitment will be missed around the table, but their impact will continue to ripple through all that we do. On behalf of the entire GSA community, thank you for your years of service, vision, and care.

- **SHELDON FERNANDES:** Sheldon is a Manager at Brightspot Climate in Vancouver and has focused the last decade of his career on sustainability and, more specifically, on climate issues. At work, his focus is on enabling strategic and efficient action on the ground to reduce emissions in the short term. He's worked with a wide set of individuals and organizations across Canada on environmental issues. Stakeholders include consulting firms, investment firms, educational institutions, oil and gas companies, all levels of government, NGOs, field researchers, filmmakers, and start-ups. Originally from Toronto, Sheldon moved to Vancouver to take advantage of the outdoor opportunities afforded by proximity to the mountains and the ocean, whether that's running, cycling, hiking, skiing, or surfing.
- **KRISTIN STREET:** Kristin is a business operations specialist at Electronic Arts with a focus on strategic planning and project management. She has a degree in political science from Carleton University and over 10 years of experience in strategic execution and operational optimization. She is passionate about politics and social responsibility and has been part of multiple campaigns focused on environmental justice, diversity and inclusion. Kristin was born and raised on Vancouver Island and has lived in both Ottawa and Calgary before making her way back to her favourite place in the world, the west coast of BC. In her downtime, she enjoys hiking, camping and being out on the ocean. She loves to try new things and is currently working on perfecting her sourdough baking and snowboarding skills.