



VANCOUVER AVIAN RESEARCH CENTRE ANNUAL REPORT 2025



VANCOUVER AVIAN RESEARCH CENTRE 2025 ANNUAL REPORT

EXECUTIVE SUMMARY	4
1 INTRODUCTION.....	5
2 ADMINISTRATIVE, FINANCIAL & STRATEGY NOTE	7
2.1 Strategic Evolution	7
2.2 Operational Infrastructure.....	7
2.3 Financial Highlights	8
2.4 Membership	8
2.5 Data Accessibility	8
2.3.1 VARC Banding Data	9
2.3.2 Bluebird Nest Box Data	10
2.3.3 Volunteer Portal	10
2.6 Volunteers	11
2.7 Management Teams	11
2.8 Insurance and Waivers	12
3 VISITOR SERVICES AND EDUCATION PROGRAMS.....	13
3.1 Workshops	13
3.2 Open Houses	14
3.3 Group Visits	14
3.4 Schools & Children’s Programs.....	15
3.5 Public Speaking Opportunities	15
3.6 Community Partner Programs.....	15
3.7 Social Media and Marketing Outreach	15
3.8 Bird walks	16
3.9 Off-season workshops	16
3.10 Community Events	16
4 BLUEBIRD NEST BOX MONITORING	17
4.1 Methodology	18
4.2 Results	19
4.3 Community Outreach.....	20
5 LONG-TERM MONITORING PROGRAM	22
5.1 Banding Station	22
5.2 Data Analysis	23
5.2.1 Recaptures.....	25

6	Wildlife Rescue Association (WRA) and Orphaned Wildlife (O.W.L.)	25
7	RAPTOR MIGRATION BANDING.....	26
8	ACKNOWLEDGEMENTS	27

EXECUTIVE SUMMARY

The Vancouver Avian Research Centre (VARC) has successfully integrated its research foundation into a broad-scale public outreach and education strategy. The 2025 results demonstrate a significant organizational shift toward action-driven environmental advocacy supported by robust biological data.

Strategic Organizational Evolution

- **Public Outreach Expansion:** VARC transitioned into a Public Outreach and Education Organization, prioritizing school programs and community engagement to drive environmental action.
- **Engagement Metrics:** The organization reached over 10,000 social media and email followers, facilitated through 27 community events, 20 organizational presentations, and the hosting of over 2,000 schoolchildren and 500 public participants for specialized courses and bird walks.

2025 Field Station Operations

- **Capture and Banding Data:** Operating for 7,000 net hours at the ʕéxətəm (tla-hut-um) Regional Park, the station processed 2,937 birds across 62 species, achieving a capture rate of 41.96 birds per 100 net hours.
- **Dominant Species:** The most frequently banded species were the Song Sparrow, Swainson's Thrush, Orange-crowned Warbler, Willow Flycatcher, Common Yellowthroat, Cedar Waxwing and Spotted Towhee.
- **Site Fidelity and Survivorship:** 124 individuals from 21 species originally banded as far back as 2016 were recaptured, confirming the park's critical role as a consistent breeding and migratory stop-over site.

Biodiversity and Research Initiatives

- **Species Detection:** Beyond banding, surveys have detected 119 species, with 39.7% identified as confirmed or probable breeders within the park.
- **Specialized Studies:** Active research continues regarding Northern Saw-whet Owl migration, Swainson's Thrush molt-migration, swallow diversity, and Willow Flycatcher molt patterns.

1 INTRODUCTION

1.1 Who is VARC?

The Vancouver Avian Research Centre (VARC) was established in 2009 and operates with the explicit goal of increasing public awareness regarding environmental challenges facing birds. Our work is designed to safeguard avian species and their habitats to ensure their survival over the long term. We inspire individuals to take personal responsibility and make a tangible difference through specific, actionable steps.



VARC is a Registered Canadian Charity (#82118 2656 RR0001) built upon three essential pillars: **RESEARCH, CONSERVATION, and EDUCATION.**

We advance these priorities through two primary activities:

- Executing comprehensive public outreach and educational initiatives to highlight environmental issues affecting birds.
- Gathering scientific data and performing research on wild bird populations.

Mission Statement:

With birds as our primary focus, VARC's mission is to support the recovery of the natural world by providing scientific data, education centered on action, and conservation strategies. Through these efforts, VARC drives meaningful behavioral change among individuals, academic institutions, and policymakers.

Vision Statement:

VARC envisions a sustainable and thriving future for birds, achieved through the direct actions of individuals protecting nature within the environments where they live, work, and study.

Theory of Change:

By linking individuals and policymakers to birds and the natural world through conservation campaigns and action-oriented education, they will gain a deeper understanding of their environmental footprint. This awareness empowers them to implement changes within their own homes and broader communities to protect birds and nature at large.

All of VARC's research initiatives offer volunteer opportunities for the public and for students in coordination with university studies. These projects serve as vital educational instruments for our adult, youth, and school programs. Through hands-on interaction with birds, we demonstrate the necessity of environmental conservation and highlight the role every person plays in helping.



In addition to our research, VARC's public outreach programs provide a platform for youth and volunteers to engage directly with environmental solutions. Today, VARC is supported by a community of over 200 volunteers.

2 ADMINISTRATIVE, FINANCIAL & STRATEGY NOTE

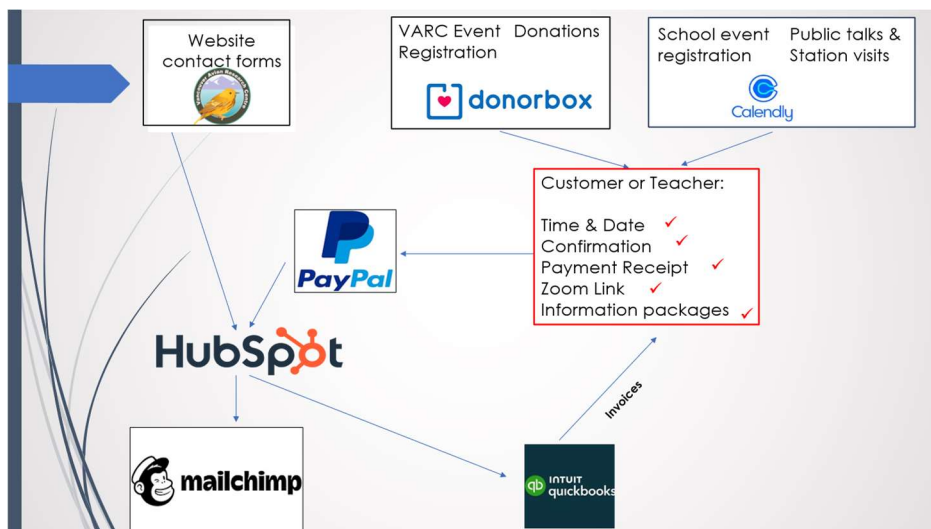
2.1 Strategic Evolution

In 2025, VARC successfully completed a strategic transition from a predominantly research-focused organization to a public outreach and education-led organization, supported by a significant research component. This pivot was designed to create a more immediate impact on bird conservation and environmental issues by prioritizing public education.

To support this shift, we have expanded our programming (detailed in Section 3) and strengthened our leadership team. This includes the addition of a paid Executive Director role to manage our increased activity levels, while continuing to engage a Project Manager three days per week.

2.2 Operational Infrastructure

Our administrative efficiency and ability to manage the complexities of a growing organization continue to be supported by an integrated software package, first adopted in 2022 and expanded again in 2025. This centralized database serves as our operational hub, processing all donations, program registrations, payments, and participant data. It is fully integrated with our essential service platforms, including Calendly, Donorbox, PayPal, MailChimp, and QuickBooks, ensuring streamlined management across all VARC programs.



2.3 Financial Highlights

Our strategic goal is to diversify our sources of income and aim towards self-generating 1/3 of our budget through our courses and other programs, 1/3 through donations and reducing our dependence on grants to 1/3 of VARC's operating budget as grants are increasingly difficult and time consuming to access. (**Error! Reference source not found.**).

	2024		2025	
Self-generated	\$	31,462 37%	\$	28,353 26%
Donations	\$	29,092 34%	\$	55,194 50%
Grants	\$	21,000 24%	\$	27,362 24%
Total	\$	85,400	\$	110,908

2.4 Membership

At the end of 2023, VARC added the option for people to become members. Membership for the following year is automatically given to individuals who have volunteered with VARC during the current year. Anyone making a payment to VARC as a donation or for a course is also automatically given the option to register as a member for the following 12 months. We hope to foster greater participation in VARC's Annual General Meeting and its involvement with the local community with this approach.

2.5 Data Accessibility

In 2025, VARC commenced a project to make its data more accessible to its volunteer base, members and the general public.

In order to achieve this goal, the data from the Banding Station and the Merrit Bluebird Project is now available through dedicated portals on the VARC website.

2.3.1 VARC Banding Data

The quantity and range of data is beyond the scope of this document, but it has been an exciting project and includes;

- All the Banding Station data since 2012
- Annual breakdown by species, bander and net location
- Year over year retrap data

The screenshot displays the VARC Molt Portal interface. At the top, there is a search bar for species names and a section for 'Ageing and Sexing Techniques and Terminology'. Below this, a navigation menu includes 'Seasons', 'Trends', 'Bird Vancouver', and 'Molt Portal'. The main content area shows a search result for 'Black-capped Chickadee (2710-95059)'. It features a photograph of the bird, a 'Retraps by Year' bar chart showing captures from 2013 to 2025, and a 'Captures by Minutes After Sunrise' bar chart. A 'Species Statistics' dropdown menu is also visible. The interface is clean and professional, with a dark header and light content area.

This module also connects directly to our VARC Molt and Ageing portal which provides detailed information concerning ageing and sexing the species that we catch at the Banding Station.



2.3.2 Bluebird Nest Box Data

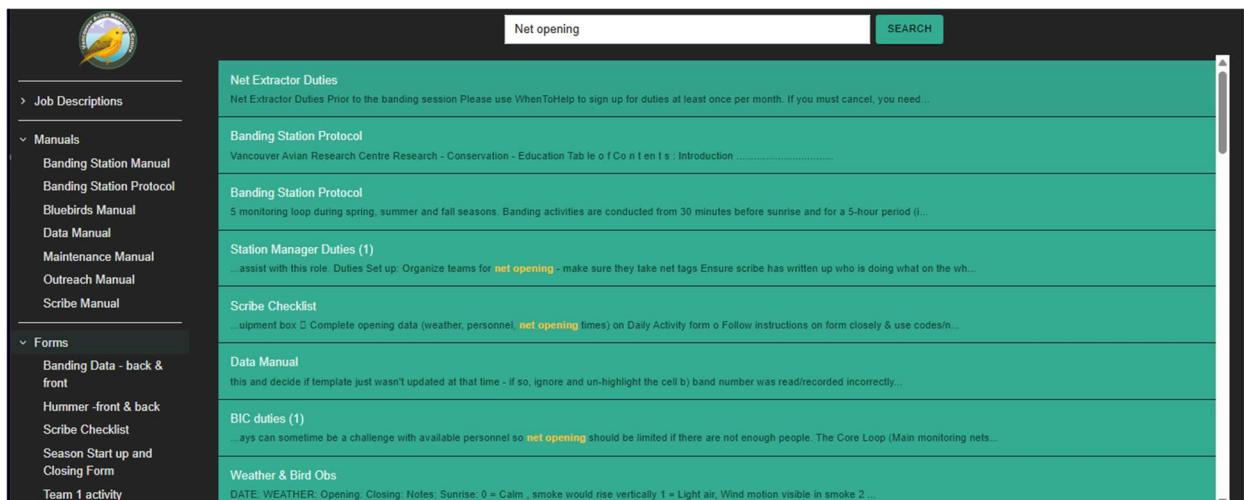
The upload of the Bluebird Data to the website is equally detailed and has created much excitement from volunteers.

It not only gives access to year over year total figures but provides a detailed breakdown that volunteers can access in the field to show every nest box and which species has used that particular box each year since we started our study in 2018.



2.3.3 Volunteer Portal

To provide easier access to our forms, documents and protocols, VARC has created a secure Volunteer Portal. Documents can be downloaded or searched through the query option.



2.6 Volunteers

As the number of volunteers at VARC increases (approximately 200 at present) the onboarding, management and quality control is growing in scope and complexity.

We divide our volunteers into groups based on the role they are registered for, and we currently manage the following categories. Many of our volunteers sign up for more than one category.

- Banding Station
- Banding Station Maintenance
- Schools and Public Outreach
- Merrit Bluebird Next box program
- Data Entry Volunteers

Training decks and videos have been created for each of these groups. All new volunteers go through a series of training modules including in-the-field supervision.

Once training is complete, VARC uses several different platforms to manage shift signup and communication with the different categories.

Every year, returning volunteers go through online refreshers before they are approved for the current season.



2.7 Management Teams

To aid with the growth of the organization, which is beyond the scope of 2 part-time people, VARC started a Management Team last year. This is made up of 16 key, long-term volunteers who are all prepared to play a slightly larger role.

In 2026 we hope to expand this to more Teams focused on different aspects of our work.

2.8 Insurance and Waivers

VARC has Liability and Directors Insurance through its membership with BC Nature. As VARC does not charge for its membership, for insurance purposes, it considers volunteers as its Members and pays for their premiums each year.

VARC also must get waivers completed from every person that attends its Bird Walks, visits the station or any other outside activity.

This is all managed automatically through our Event Sign Up on Donorbox.



3 VISITOR SERVICES AND EDUCATION PROGRAMS

A large part of VARC's mandate is public outreach and education to raise awareness of environmental issues as they relate to birds. In 2025, VARC's outreach and education programs included the activities described below.

3.1 Workshops

Our workshops are all offered over Zoom to make them available to a broader geographic audience. This has enabled us to include participants from across North America in the classroom sessions.

VARC offers a **Bird Identification Workshop** that runs for five sessions, one evening per week and a Shorebird Identification Workshop that runs for four sessions one evening per week. These are well attended and provide us with an opportunity to talk to people about things they can do to help birds and the environment.



VARC's other regular course, offered for over 15 years now, is our **Birding Monitoring and Banding Workshop**.

Two levels of participation were offered:

- online theory/classroom sessions, and
- online/classroom sessions PLUS field sessions where there was the opportunity to attend practicum sessions at the banding station in 2025

The second level attracts a smaller group as it is more specialized, but the virtual portion of the course was well attended. Most local participants also signed up for the practicum sessions to be scheduled for next year. VARC will maintain this virtual approach for future courses to expand its reach.

In 2025 VARC introduced a **Bird Photography Workshop** which was well received and will be continued.

VARC also offers, at least twice per year, a **Bird Drawing Course**.

These last 2 courses are designed to attract a different group of people that may naturally not sign up for other events.

To maximize the number of attendees and to help other groups (e.g. Van Dusen Gardens, Delta Naturalists) with their fund raising, we offer our Partners (Section 3.5) the opportunity to promote our courses and receive 50% of the enrollment fee for anyone that attends through their promotion.

3.2 Open Houses



Open House programs are structured morning field trips to the Park where participants are introduced to the research techniques required for monitoring migratory birds. Attendees of all ages learn about bird migration, the various habitats and communities that birds depend on during both spring and fall migration and the breeding season.

It also provides us with the opportunity to discuss the conservation actions required to protect these habitats to ensure the long-term survival of bird species. We held six Open Houses in 2025

3.3 Group Visits

VARC welcomes students and youth groups of all ages to the station and provides an instructive morning where students are introduced to research techniques required for monitoring migratory birds, as well as the population ecology and ecosystem dynamics of wild bird populations.

The program provides an engaging educational experience, fostering awareness and appreciation of birds and the environment. Local colleges, universities and other youth organizations typically book sessions each year.

We also host companies and other groups that wish to reserve the station for themselves for a morning. This has worked well for Team Building events and even private family functions.

3.4 Schools & Children's Programs

VARC has been offering in-class school programming in the Lower Mainland since 2018.

This programming is offered in 3 formats:

- Presentations (in person or virtually)
- Lesson Plans for teachers to download and present to their students
- Children's Activity Stations

All programming is for grades K through 9 and dovetails with the curriculums and are meant to garner a lasting and growing interest in science and nature.



Over 3000 children benefitted from this programming in 2025.

3.5 Public Speaking Opportunities

VARC offers public speaking programs online and, where possible, in person. This has created great flexibility and enabled VARC to expand its reach and offer more presentations to Retirement Homes, Audubon chapters, Local Government, and everything in between. Presentations given included *Bird Friendly Gardening Workshops*, *The State of the World's Birds and What You Can Do to Help*, and *Hummingbirds of the World*.

3.6 Community Partner Programs

VARC continues to seek ways in which to collaborate with other groups in the community. In 2025 we expanded our program by which other groups can share in the revenue from our courses by promoting them. We also joined Nature BC and will continue to expand our collaboration and partnerships where possible.

3.7 Social Media and Marketing Outreach

In 2025 VARC continued with its Social Media Outreach, using Facebook and Instagram to educate people about things they can do to help birds and the environment.

VARC sends emails weekly to a range of different groups in its database. VARC's mailing list is currently over 7,000 names.

We have found an additional way to engage people through online bird quizzes. Nearly 2,000 people took these quizzes in 2025 which were offered every other week through VARC's newsletter and Facebook page.

3.8 Bird walks

Building on the success of our Bird Identification Workshop, VARC offered Bird Walks each month to the public for a small fee, hosted by volunteers. We covered numerous locations in the lower mainland with 16 walks. This activity brought a significant number of new supporters to VARC.

3.9 Off-season workshops

Over the winter months we offer several programs to keep VARC supporters engaged and draw a wider audience that we can then educate about the plight of birds. These included:

- Sketching Birds Course offered in conjunction with local artist Bea Martin.
- A Bird Friendly Gardening talk designed to help people incorporate plants and features to assist birds.
- State of the World's Birds and What You Can Do to Help.

3.10 Community Events

In 2025 VARC attended 27 local community events. These were all in partnership with other community groups and were attended by approximately 10,000 people.

This is a growing activity for VARC, a great opportunity to educate members of the public about both VARC's activities and the ways in which they can help birds and the environment.



4 BLUEBIRD NEST BOX MONITORING

Mountain Bluebirds occur commonly throughout southern BC, but according to the North American Breeding Bird Survey, their populations have declined significantly (USGS 2021). Bluebird populations benefited from the spread of logging and grazing in the late nineteenth and early twentieth centuries when these practices created open habitats for foraging. The waning of these industries, coupled with the deliberate suppression of wildfires, has led to a dwindling of open acreage in Western North America and the decline of the species (Cornell Lab 2021).

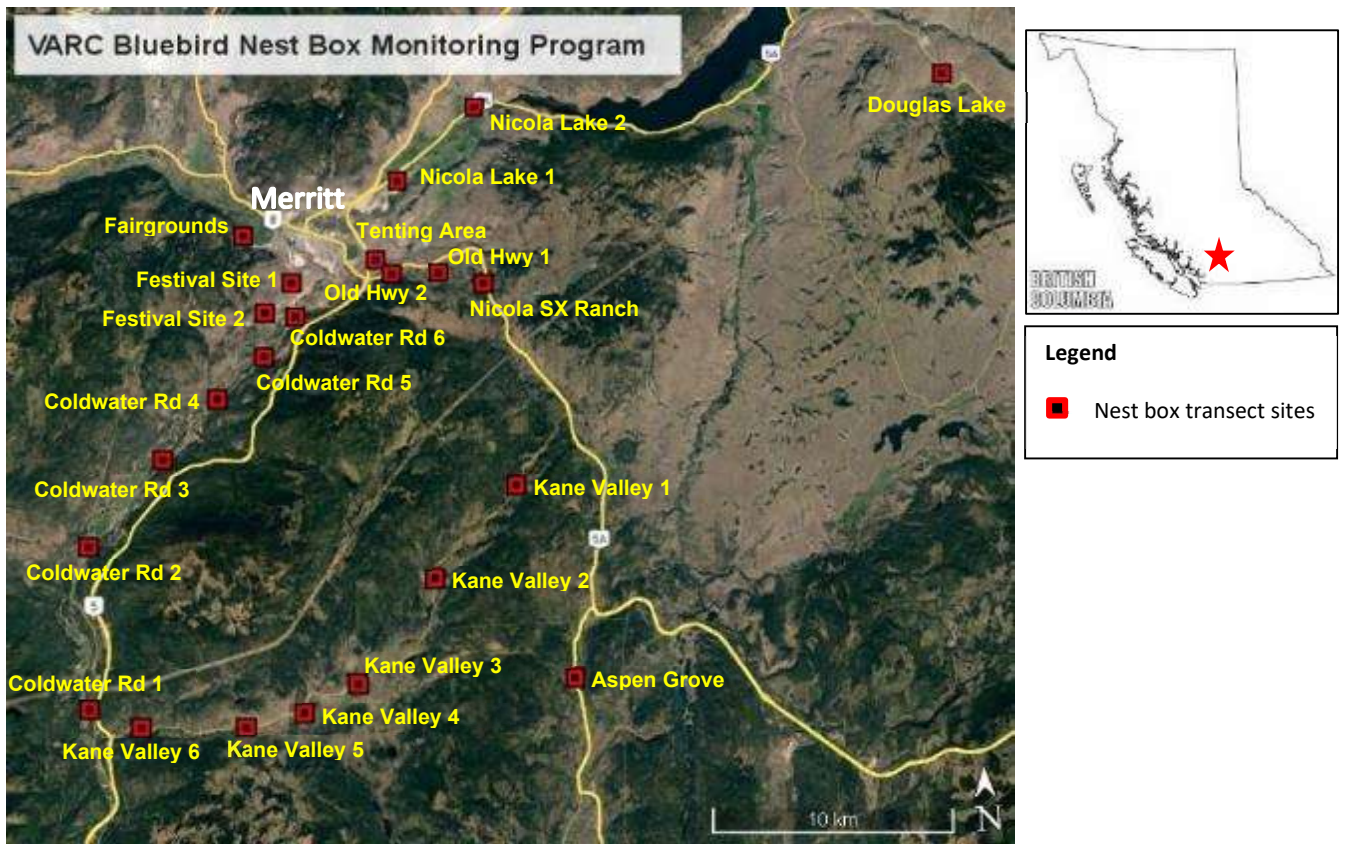
More recently, as land-use practices have stabilized, so have some Mountain Bluebird populations. However, in areas where trees are too small to provide natural nesting cavities, and where forest and agricultural management practices have reduced the availability of suitable nest sites, bluebird populations are still in decline (Cornell Lab 2021).

Competition is high among cavity-nesting birds that are not capable of excavation and must use pre-existing cavities. House Sparrows (*Passer domesticus*), European Starlings (*Sturnus vulgaris*), Tree Swallows (*Tachycineta bicolor*), and House Wrens (*Troglodytes aedon*) also compete fiercely with bluebirds for nest sites. The installation of man-made nest boxes in suitable habitat can provide a population boost.

To this end, VARC manages a Mountain and Western Bluebird nest box monitoring and banding program in Merritt, BC. Originally established by citizen science individuals, VARC took over the program in 2018. The ultimate objectives of this project include:

- To establish long-term monitoring and research to provide invaluable data for regional conservation initiatives and international migration monitoring efforts.
- To initiate community outreach by involving citizen science individuals and groups as well as schools to ultimately provide conservation education by way of monitoring boxes.
- To color band bluebird (Mountain and Western Bluebird) nestlings using nest boxes to document dispersal, site fidelity and population dynamics.

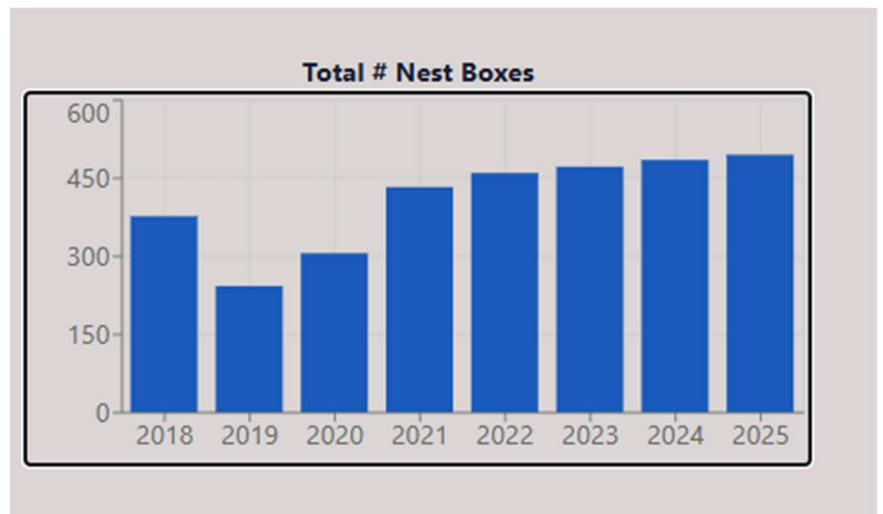




Map of Bluebird Nest Box Monitoring Sites, Merritt, BC.

4.1 Methodology

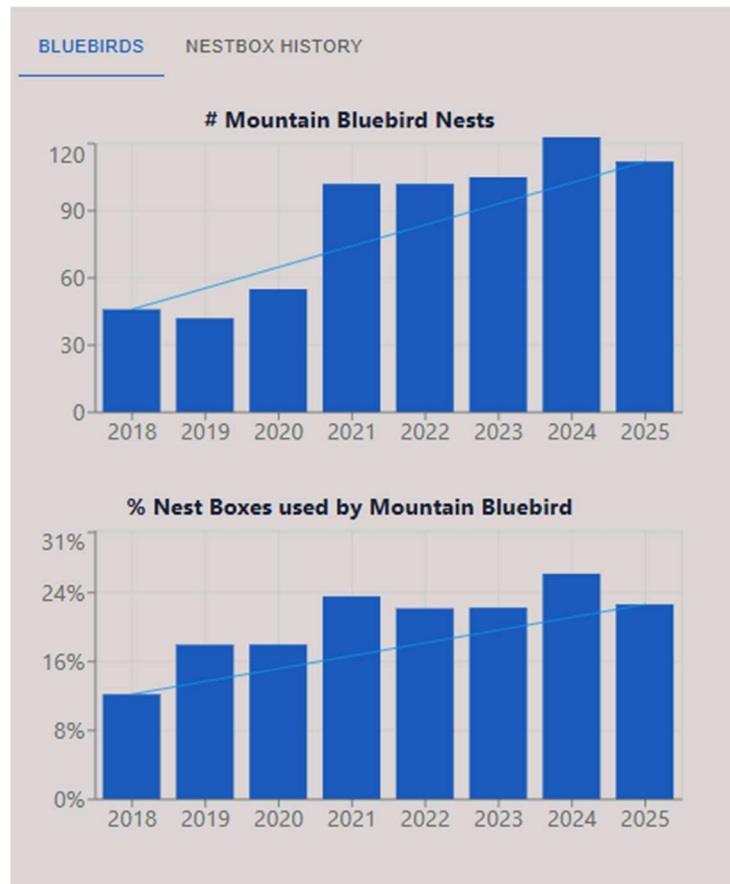
Since 2018, nest box routes have been refined according to some landowner requests for box removal, condition of boxes, appropriate habitat type and appropriate placement. Routes and individual boxes have also been added in areas with appropriate habitat for bluebirds. Box spacing was carefully considered to deter competition between bluebirds and other species.



In 2025, 485 nest boxes were separated into 24 sites. At each site, boxes were spaced at least 90m apart, except for 201 locations where boxes were intentionally paired (two boxes placed less than 3m apart to diminish competition between swallows and bluebirds).

Volunteers monitored nest box sites every 10 to 14 days through the breeding season (roughly May 1 through August 15) following the nest check protocols outlined in Appendix P.

Volunteers assessed species, nest stage, age of nestlings and nest outcome, when possible, allowing VARC banders to band bluebird nestlings within the optimal age range (10 to 14 days old). Each year, nestlings are banded with a unique colour that corresponds to the year they were born. In 2025, both Mountain and Western Bluebird nestlings were banded with federally numbered aluminum bands that had been anodized black.



4.2 Results

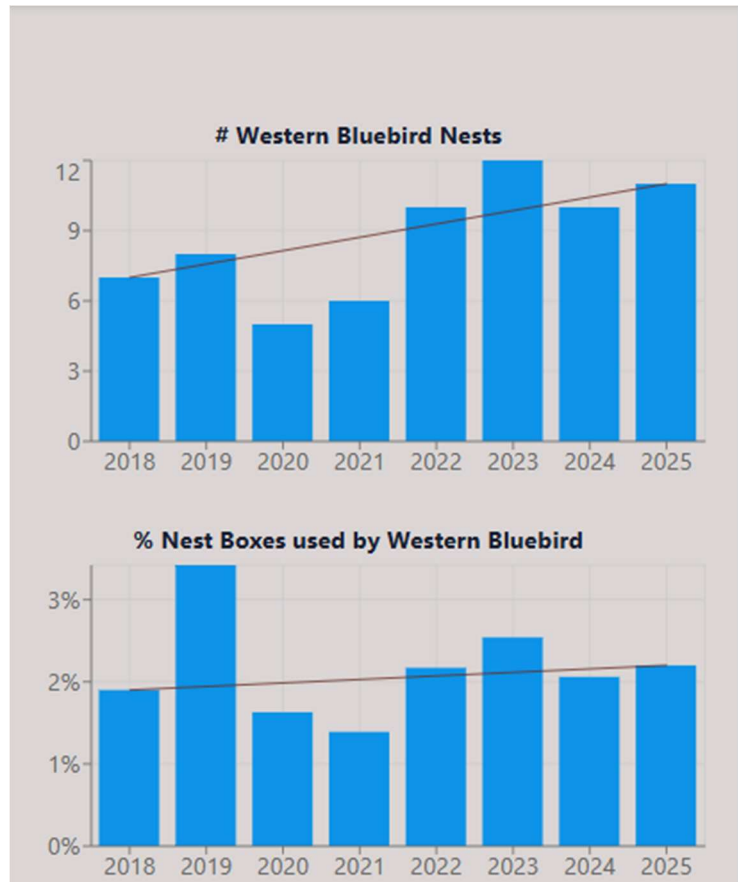
Mountain Bluebirds are the main focus of this study. Western Bluebirds also use the boxes but in smaller numbers as they are at the extreme of their range in this area.

The charts show the Number of Mountain Bluebirds that use the boxes each year and the % of boxes they use.

In 2025 we used black color bands and 486 Mountain Bluebird nestlings were banded. A total of 526 fledged.

As noted, Western Bluebirds are at the extreme of their range in the Merrit area but there are several boxes that are regularly used by this species.

In 2025 11 pairs successfully nested and 44 nestlings fledged. 40 were colour banded.



4.3 Community Outreach

As with all projects developed by VARC, one of the goals of this program is to involve the local community.



Nest box monitoring programs are well suited as Citizen Science projects due to their accessibility and the impact of close interactions with birds. Ultimately, local involvement allowed VARC to educate the community about the plight of the bluebirds, increase awareness about their local natural world, and about conservation in general.

The box monitoring team in 2025 included approximately 20 local volunteers. This included Merritt area residents, students from Thompson Rivers University, and members of the Scw'ex indigenous community.

In addition to monitoring nest boxes, volunteers donated box building materials, constructed new/replacement nest boxes, engaged with local business owners, engaged with local farmers about maintaining boxes on their land, and attended street fairs to educate their community. VARC volunteers also gave presentations about the program in school classrooms, to youth groups and to a local Nature group. The local paper, the Merritt Herald, wrote an article about the bluebird program and the involvement of the community.

5 LONG-TERM MONITORING PROGRAM

VARC's banding station does more than collect data; it brings science to life for the community. By hosting public events, we turn complex research into a hands-on experience that helps people of all ages connect with nature. Visitors learn how to identify birds, understand their biology, and discover simple ways to protect the environment.

This work is urgent. Since 1970, North America has lost nearly 3 billion breeding birds, mainly due to habitat loss. In our growing urban areas, local parks—like ʕéxətəm (tla-hut-um) Regional Park (Formerly known as Colony Farm Regional Park) at the confluence of the Coquitlam and Fraser Rivers—act as vital sanctuaries for these species.

Since 2009, VARC has monitored birds in this unique ecosystem. Our research helps Metro Vancouver understand how birds use the park for breeding and migration. By tracking the success of habitat restoration and land management, we provide the data needed to balance outdoor recreation with wildlife conservation.

5.1 Banding Station

In 2025, VARC operated the ʕéxətəm (tla-hut-um) Regional Park Banding Station two days per week, from local sunrise for 5 hours following, depending on weather and availability of qualified volunteers.

During banding sessions VARC deployed up to 38 nets and operated with approximately 12 volunteers each banding day.

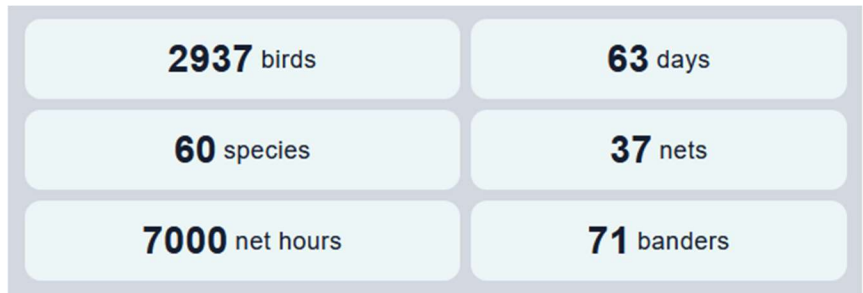


Net placement map at the VARC banding station in ʕéxətəm (tla-hut-um) Regional Park.

5.2 Data Analysis

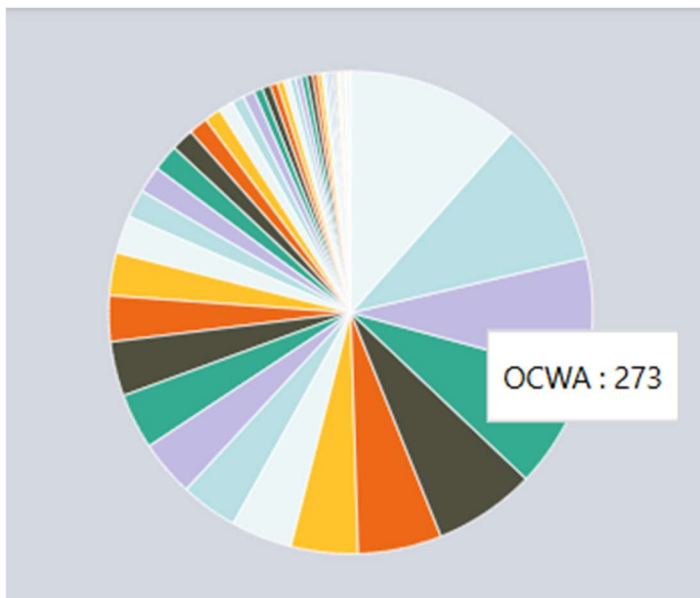
VARC uploads all its data to the federal Bird Banding Office (BBO) and also retains its own database, but has now made data available on its website for 2025, and all previous years. These graphs show a sample of the available data.

Summary data



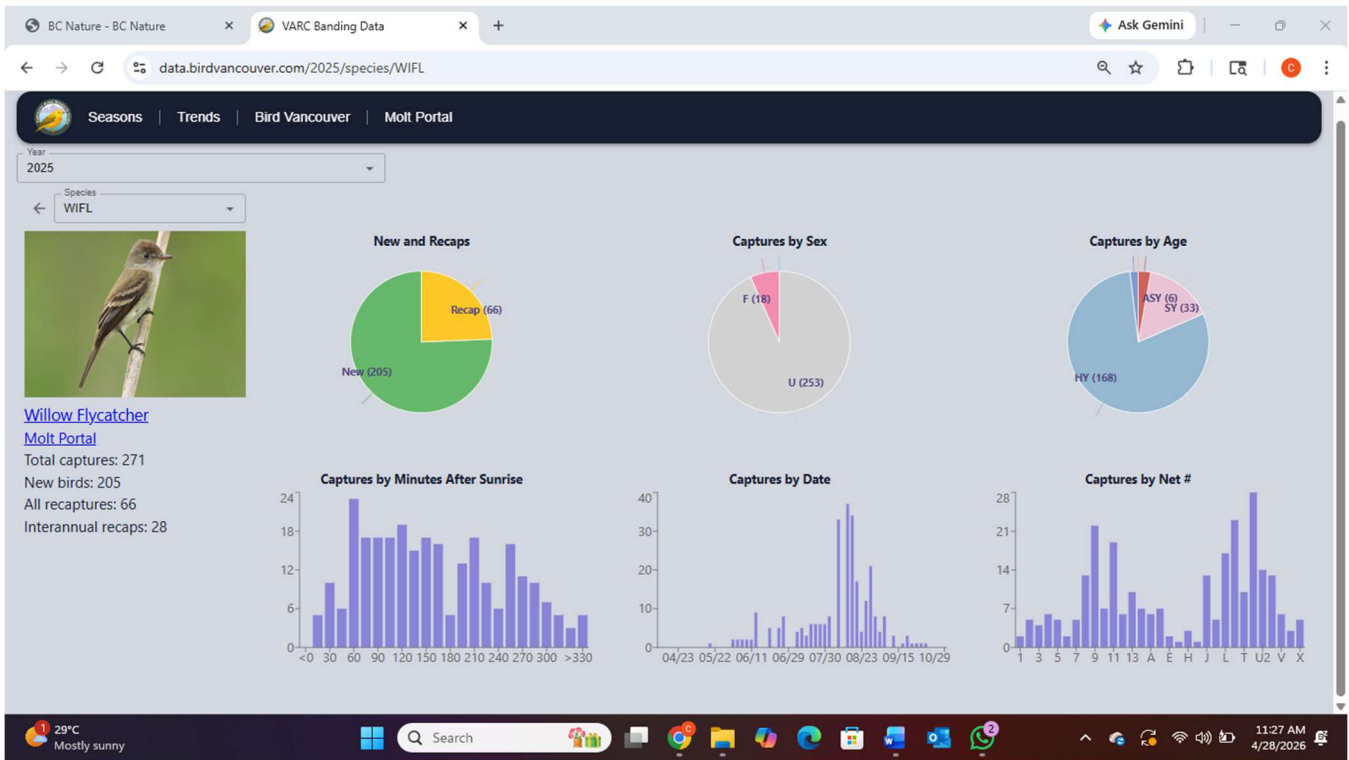
Data by species

Count by Species showing capture dates



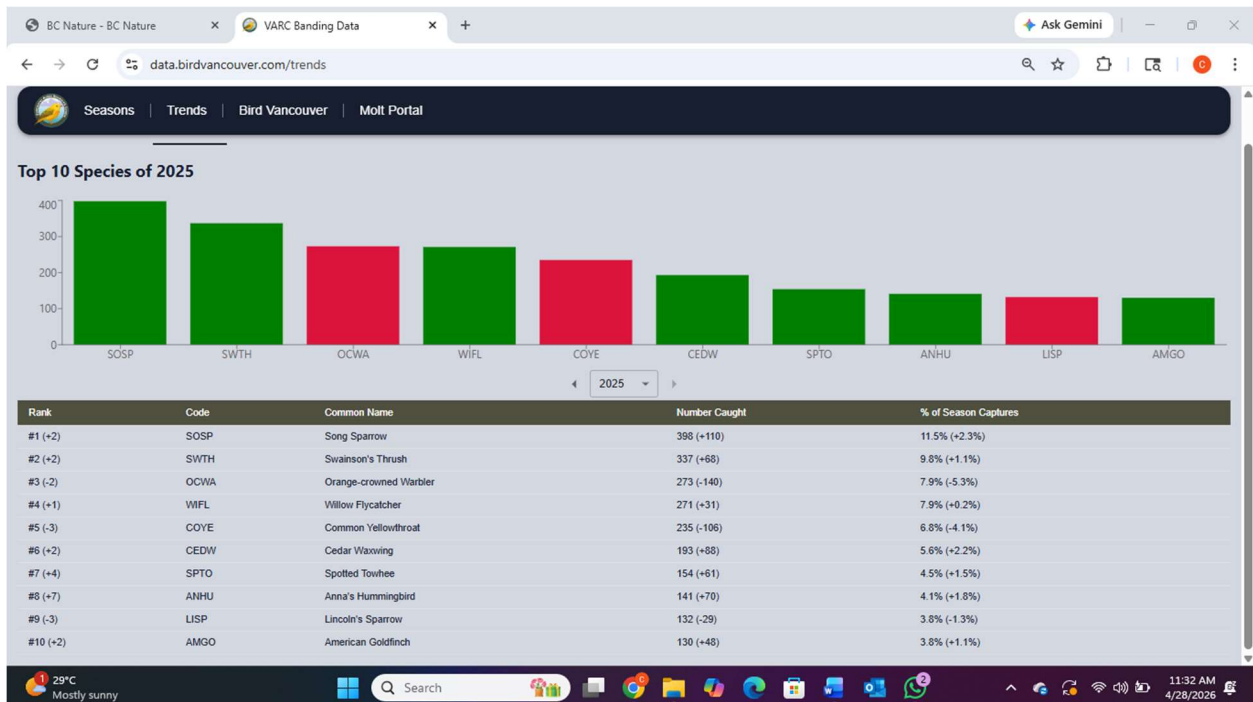
A species can be chosen from within either of these graphs and capture details for that species through the season will be shown.





Data can also be filtered by bander, allowing our students and volunteers to access their own results.

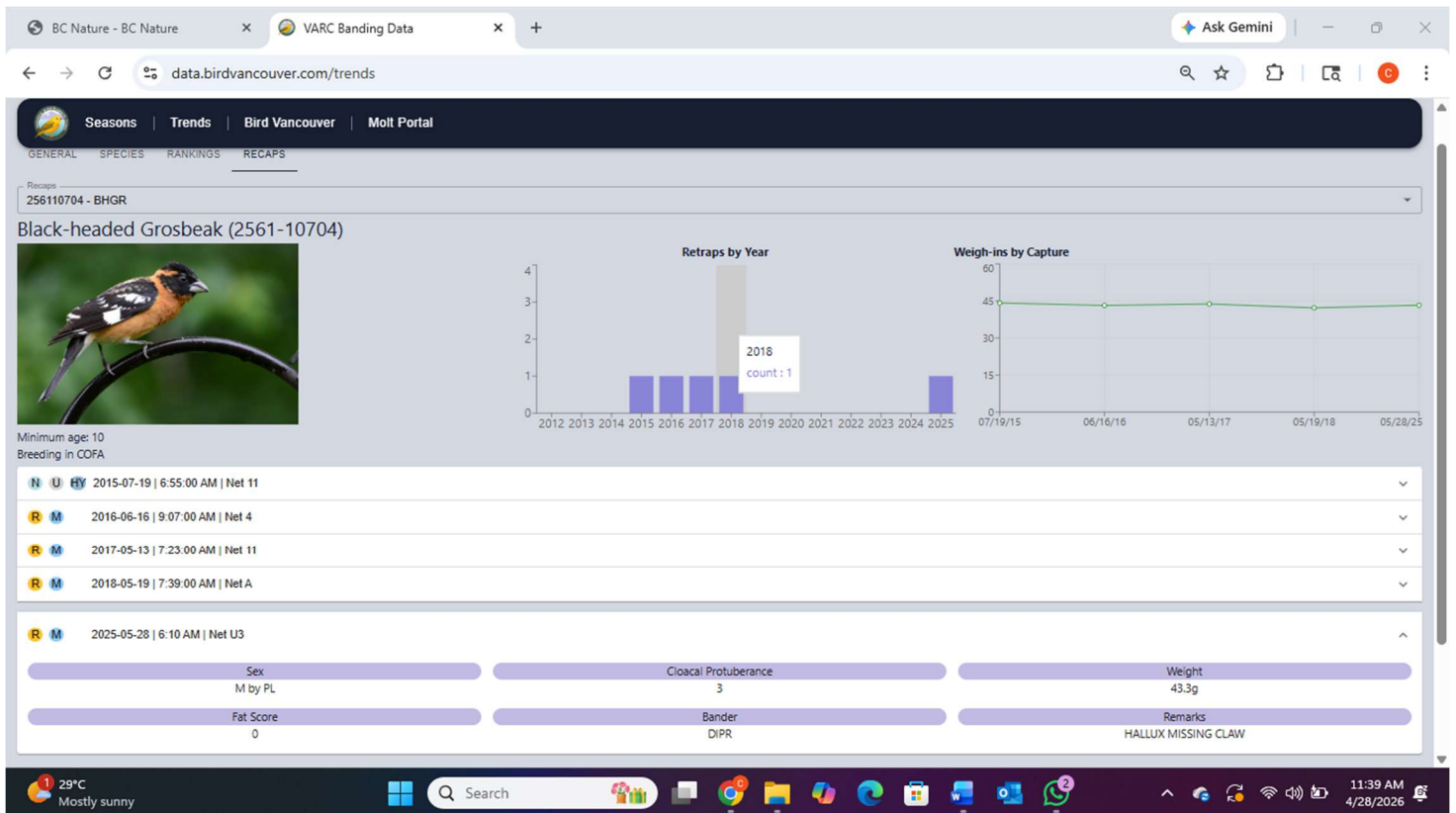
Rankings



This chart shows the top 10 species captured during each season – the coloring represents change in position.

5.2.1 Recaptures

While VARC retains a significant amount of re-trap data in its database, any species that is captured in 2 separate years can now be viewed on the website.



6 Wildlife Rescue Association (WRA) and Orphaned Wildlife (O.W.L.)

Both WRA and O.W.L. are non-profit organizations whose staff and volunteers are dedicated to the rescue, rehabilitation, and release of injured and orphaned wildlife including birds.

VARC has been banding rehabbed raptors prior to release at O.W.L. for many years and was requested to provide the same service to WRA effective 2025.

VARC banders routinely visit these rehab facilities to band their rehabilitated birds before they are sent out for release across the province. Recovery and sightings of these banded individuals can provide valuable information about the survivorship and life history of rehabilitated birds.

Each rehabilitated bird receives a federal band with a unique number which allows identification if it is ever sighted or recovered in the future. After banding, birds are scheduled for release as soon as possible and typically in the same location where they were recovered; the only exceptions would be if behavioural or environmental conditions prohibit return to the original recovery site.

Since VARC first started banding rehabilitated raptors at O.W.L., nearly 2,000 birds have been banded and released. The most common species banded were Barred Owl (*Strix varia*) and Bald Eagle, each making up approximately 20% of the total birds banded at O.W.L. Nearly all causes for rehabilitation were tied to human-related injuries; the most common of these were caused by early or forced fledging or being hit by a vehicle or other related road injuries (Brown 2020).

In its first year with WRA VARC banded 73 individuals of multiple species from hummingbirds to Gray Heron.

7 RAPTOR MIGRATION BANDING

Raptors migrate through British Columbia (BC) in the spring and fall with many stop-over sites along their migration routes. Well-known viewing sites in Langford on Vancouver Island and Kamloops draw bird watchers, but an established monitoring network across the province does not yet exist; there is no dedicated wild raptor banding program of free-living birds in BC. Capturing and banding raptors with well-established techniques will provide invaluable data and information on raptor distribution, movement patterns, dispersal, plumage variation, and life span. VARC is well positioned in the Lower Mainland to expand its current banding activities to the Fraser Valley and has begun to band raptors as a means of monitoring their use of the local migration route. The primary objectives of this project include:

- To define flight path, wintering areas, and origins of migrating raptors in southwestern BC.
- To identify seasonal timing of migration for individual raptor species.
- To assess the health and condition of migrating raptors.
- To define the morphometric characteristics of particular raptor species, including subspecies and populations, utilizing this particular migratory route in spring and in fall.

In summary, the project successfully achieved its objectives in finding a suitable location, housing lure birds on site, and the set up and skill development within VARC's team of permitted banders to band raptors with a number of birds banded in the test phase. Our objective is to continue raptor monitoring and trapping during fall migration each year subject to the restrictions imposed by the BBO regarding HPAI.

8 ACKNOWLEDGEMENTS

2025 was yet another successful year for VARC. As a non-profit organization, our future depends on the financial support of caring and forward-thinking sponsors. VARC is very thankful to the dedicated individuals and volunteers, organizations and corporations that have donated time, money, and resources to furthering our cause and ensuring the future of what we do. We would like to acknowledge all the friends of VARC and the following major sponsors for their continuing support:

- BC Nature Foundation
- British Columbia Community Gaming Grants
- Government of Canada Summer Jobs Program
- Coquitlam Foundation
- Metro Vancouver Parks

Finally, special thanks to all our dedicated volunteers who contributed countless hours towards the success of our programs:

Alain Boisclair-Joly,
Andrea Mendez,
Angela Hansen,
Annika Taylor,
Ariella Eini,
Avi Soboleva,
Bob Grahauer,
Braeden Hallam,
Brianna Archibald,
Bridget MacGillivray,

Brittany Borean,
Caio Conradt,
Candace Ross,
Carol Holmes,
Carol Matthews,
Celia Chui,
Christian Cruz,
Christina Kallianiotis,
Colin Yang,
Dane Yule,

Dean Prigge,
Debbie Wheeler,
Derek Matthews,
Elisha Miller,
Ella Johnson,
Elliot Stead,
Hanna Jackson,
Hayley Trachsel,
Jacquelynn Papineau,
Jason Jones,

Jenna Kissel,
Joanna Chin,
Joel Sojonsky,
Justin Judge,
Karen Cargnelli,
Karen Haskins,
Kasey Plain,
Katie Chettle,
Katie Schellenberg,
Keira Fritsch,
Kerry Kenwood,
Kevin Krebs,
Kyra Rolfe,
Lindi Hall,
Louise Routledge,
Lucas Friesen,

Mac Repovs,
Maleen Mund,
Mark Habdas,
Mark Swanson,
Mel Chanona,
Michelle Hintz,
Monica Durigon,
Monica Nugent,
Morag Desormeaux,
Morgan Kempton,
Morgan Nichols,
Naomi Fota,
Olivia Lustosa,
Portia McCracken,
Ralph Kossinn,
Ralph MacIntyre,

Natasha Thys,
Nathan Chan,
Robin Naidoo,
Shae Turner,
Sharon Chan,
Sheri Evans-Nowick,
Sofia Shivji,
Summer Boghetti-Smith,
Sunny Park,
Susan & Vic Newton,
Suzanne & Christian
Shears,
Tiffany Khuu,
Tonya Chyzowski,
Triana Hohn,
Yvonne Lord,
Zoe Simard