

June 10, 2021

To our key stakeholders:

On behalf of the BCAC Board of Directors and following up from today's board meeting, I am reaching out today to update you on our recent organizational changes.

### Changes in organizational leadership

Reg Ens has announced his resignation from the Executive Director position effective August 1, 2021. But he will not be going far – Reg will be moving into a new position as the General Manager of the Western Agriculture Labour Initiative (WALI).

WALI has a small but incredibly talented team that is currently overwhelmed. There is a need to develop additional business processes and systems that address challenges and improve efficiencies. The WALI team is looking to improve the current service challenges experienced with temporary foreign workers (TFWs) while expanding the services provided by WALI.

WALI staff will support BCAC staff as subject matter experts on all future labour policy development work. A business plan for BCAC's subsidiary will be developed in the coming months and will be shared with you once it has been approved.

“This year, I will have been part of the BCAC leadership team for ten years,” says Ens. “During this time, the sector and the organization have gone through incredible change. Emerging from the pandemic there is a positive focus on our food system, how it can help with the recovery and where it can go. I believe that this is a great time for BCAC to review core activities that members' value and set the stage for the next five to ten years. This will enable BCAC to develop a refreshed strategic vision with a new leader.”

Please join us in wishing Reg all the best in his new endeavour. We also want to take this opportunity to inform you that we have successfully found a replacement to serve the mission and vision of the organization. The Board is pleased to announce that Danielle Synotte has accepted the offer to step in as the BCAC's new Executive Director.

Danielle has been Director of Communications and Stakeholder Engagement with BCAC for the last four years, and in that time has led the organization's growth in stakeholder relations, corporate communications, the Farmer ID Card program, and new in 2021 - policy development. Danielle comes with a background in business, operations, public relations, marketing and communications and economic development.

Please join us in welcoming Danielle to her new role. We are convinced that she will continue the great work that Reg was leading and supporting during these last ten years.

“I am very proud and honoured to be part of this organization,” says Synotte. “Working with the Board, our team, the membership and our stakeholders is the best part of my job. Looking forward, BCAC is poised to develop its vision and build on the momentum from the past ten years which has already contributed so much to our province's agriculture sector.”

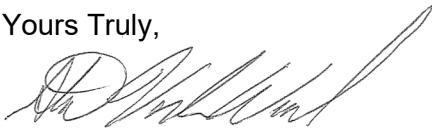
Change in organizational service delivery

Another change coming out of today's meeting is BCAC's role in delivering government funded programs. To improve BCAC's effectiveness to advocate on challenging issues, the Board has decided to stop delivering government funded programs through ARDCorp. Reg will continue overseeing the management of ARDCorp until final transition steps are complete. Further developments surrounding the completion of all existing contracts will be shared with you as they happen.

This restructuring, along with separating program delivery from the organization, will enable BCAC staff to focus on building out major advocacy areas such as policy development, key issues management and government relations.

Between August 1<sup>st</sup> and October 31<sup>st</sup> there will be a natural transition period in which Reg and Danielle will be working closely together.

Yours Truly,

A handwritten signature in black ink, appearing to read 'Stan Vander Waal', written in a cursive style.

Stan Vander Waal, President  
BC Agriculture Council