



B.C. WILDLIFE FEDERATION
2026 – Draft Resolutions Package
To be presented and voted on at the
70th Annual General Meeting
May 1 - 2, 2026

Prepared for: B.C. Wildlife Federation – Member Delegates

Prepared by:

Grant Hiebert	Chair, Resolution Committee
Wilf Pfeiderer	Past President, BCWF
Mel McIntosh	Ridgedale Rod & Gun
Darrel Holland	Director, BCWF

PROCEDURES FOR HANDLING RESOLUTIONS AT CONVENTION

The following shall be considered the procedures for handling Resolutions at the Annual General Meeting & Convention:

- All resolutions will be voted on by the assembly of voting delegates.
- Amendments may be move on the floor; amendment form must be used.
- All Resolutions will be debated in general assembly, which can be in the closed session if deemed necessary.
- Only registered delegates are eligible to vote, and they will be required to use the coloured voting card that will be issued to them upon registration.
- Scrutineers will be appointed by the Chair and must **NOT** be voting delegates.

Submission of Resolutions on important matters which were not evident before the December 31st, 2025 deadline, and which, by their very nature, cannot wait until the 2026 Convention **MAY** be considered an **EMERGENCY RESOLUTION** at the discretion of the Resolutions Committee.

These Resolutions must be submitted for consideration, in a readable form, to the Chair of the Resolutions Committee **PRIOR TO** a Resolutions session listed on the Convention Agenda. No Resolutions received during a session will be entertained during that session in order to allow for proper distribution, if appropriate, to the voting delegates.

Respectfully submitted by,

Grant Hiebert, Chair

B.C. WILDLIFE FEDERATION Resolutions Committee

Administration 01/26

Contact of Direct Members

WHEREAS, it is against B.C. Wildlife Federation Policy and Government legislation for the B.C. Wildlife Federation Staff to share Direct Members contact information with anyone for any reason other than for the specific reason it was initially shared,

WHEREAS, there is currently no way for the B.C Wildlife Federation regional associations to communicate directly with the Direct Members who live within their geographic boundaries without going through the Provincial Office every time,

THEREFORE, BE IT RESOLVED THAT the B.C. Wildlife Federation Board of Directors instruct the B.C. Wildlife Federation staff to devise an acceptable way to ask all direct members if their contact information can be shared with their respective B.C Wildlife Federation regional associations.

SUBMITTED BY: Cariboo Chilcotin Regional Wildlife Association

APPROVED BY: Cariboo Chilcotin Regional Wildlife Association

Passed _____ **Defeated** _____ **Withdrawn** _____

Amended _____ **Deferred** _____

SUPPORTING BRIEF:

The lack of communication with local direct members is often inconvenient and timeconsuming for B.C. Wildlife Federation regional associations. It leaves these members uninformed and uninvolved in local activities. Establishing direct contact is essential for inviting members to regional meetings and encouraging their participation in local association initiatives.

Forestry 01/26

Littering Fine for Metal Fasteners

WHEREAS, with more people utilizing the back country especially through the winter months and people bringing their own wood to burn such as pallets, bins and demolition, and

WHEREAS, the burning of wood products containing metal fasteners is leaving our forest covered in nails, screws, brackets and bolts creating a hazard to wildlife and users,

THEREFORE, BE IT RESOLVED THAT the B.C. Wildlife Federation will work with the British Columbia government to make it a littering fine for burning wood products containing metal fasteners on Crown Land.

SUBMITTED BY: Oceola Fish & Game Club

APPROVED BY: Region 8 Okanagan

Passed _____ **Defeated** _____ **Withdrawn** _____

Amended _____ **Deferred** _____

Forestry 02/26

Establishing Resource Road Density Limits

WHEREAS, road density is a conservation issue, and

WHEREAS, many areas of British Columbia have road densities that far exceed 0.6 km/km², which is a widely cited ecological threshold for wildlife management,

THEREFORE, BE IT RESOLVED THAT the B.C. Wildlife Federation requests the British Columbia government to legislate provincial limits of resource road density on Crown lands, to a level that achieves minimal impact on wildlife species and implement access management planning that includes deactivation of unnecessary roads.

SUPPORTING BRIEF:

Resource roads continue to increase on the landscape leaving us with an everincreasing problem of more roads many of which are not being properly maintained. With increasing recreational hiking, ORV's (hunting or recreation) and ETV's there are very few places for wildlife to go without disturbance.

In 2015 the Forest Practices Board completed a Special Report on Access Management and Resource Roads. Access management has been an issue for decades and work had been done to draft a Resource Roads Act (2011) that was never passed or implemented. Report Link: <https://www.bcfpb.ca/wp-content/uploads/2015/04/SR49Access-Management-2015-Update.pdf>

Several local initiatives have started in different parts of BC over the years, but they were all been stalled by lack of capacity, lack of resources for planning and implementing rehabilitation actions, and lack of public support for closure of unnecessary roads.

WHY SHOULD YOU CARE?

Different wildlife groups are affected differently by presence of roads and people. The scientific literature indicates that large carnivores avoid roads and people, predators use roads for travel and to hunt prey, some large herbivores avoid roads while others are attracted to forage along edges and may experience higher mortality from direct impacts with vehicles, or predators who are using roads to travel and hunt prey. Some wildlife species experience increased hunting pressure as a result of increased accessibility and visibility to motorized hunters. Most wildlife experience mortality when crossing roads, amphibians and reptiles are highly impacted when roads are located near their breeding ponds or dens. Large carnivores (Grizzly bear and Wolverines) have been

found to avoid roads and human disturbance. Recent studies have found that even small roads and trails with hikers and mountain bikers affect wildlife behaviour and reduce survivorship of some species.

Link to information on a synthesis paper on the effects of roads on animal abundance:

Fahrig, L., and T. Rytwinski. 2009. Effects of roads on animal abundance: an empirical review and synthesis. *Ecology and Society* 14(1): 21. [online]
<http://www.ecologyandsociety.org/vol14/iss1/art21/>

Link to Information on the effects of recreation activities along roads and trails on wildlife:

Naidoo R, Burton AC. Relative effects of recreational activities on a temperate terrestrial wildlife assemblage. *Conservation Science and Practice*. 2020 Oct;2(10):e271.

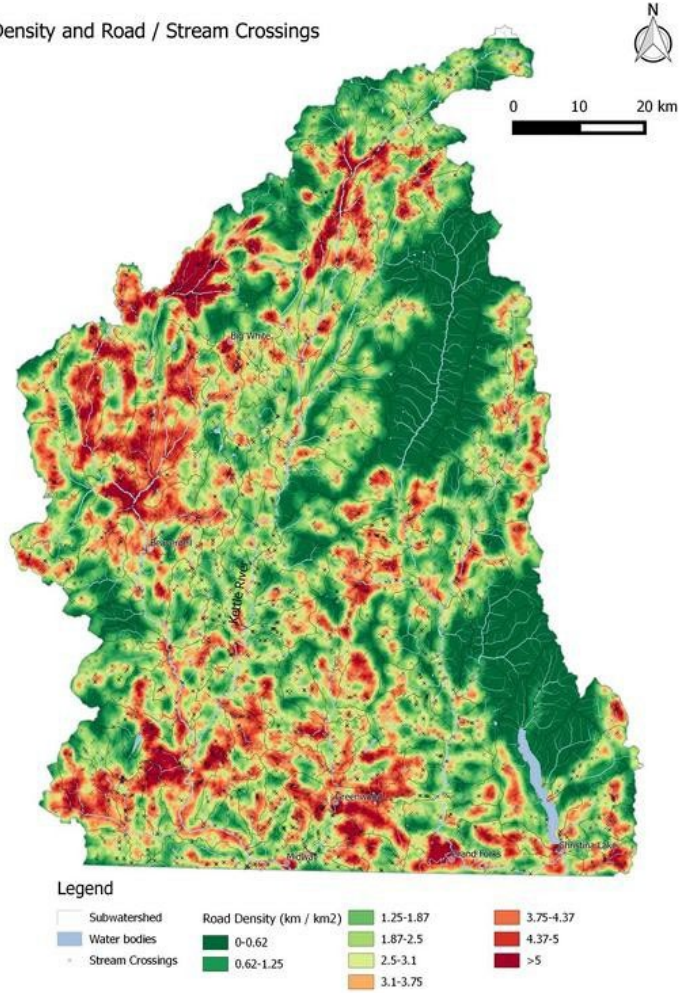
<https://conbio.onlinelibrary.wiley.com/doi/10.1111/csp2.271>

The Forest Practices Board investigated a complaint about the management of road densities in the Kettle-Granby area north of Grand Forks to protect the local grizzly bear and found that the government had not effectively managed the risk forestry roads pose to the bears and forestry licensees have not met the road density limits recommended. report link: <https://www.bcfpb.ca/wp-content/uploads/2017/08/IRC210-Kettle-Granby.pdf>

In 2017, The authors of *The Kettle River Watershed Riparian Threat Assessment* calculated the road density using the line density function of ArcGIS 10.2. Spatial Analyst (ESRI, 2013), with a 100 m output grid and 1000 m search function. The author found a range from >0.5 (in undeveloped Parks) to **greater than 5 km of road per km², far exceeding the accepted sensitive habitat recommendation of 0.6 km of road per km²**. The graphic below shows the scope of the issue and how few roadless areas remain for wildlife refugia. The dark green areas have road densities below the sensitive area threshold of <0.6 km/km², while all the other colours show areas that exceed the threshold.

<https://kettleriver.ca/2017/05/kettle-river-watershed-riparian-threatassessment/>

Road Density and Road / Stream Crossings



SUBMITTED BY: Grand Forks Wildlife Association

APPROVED BY: Region 8 Okanagan

Passed _____ **Defeated** _____ **Withdrawn** _____

Amended _____ **Deferred** _____

Special Resolution 01/26

Balanced Regional Representation

WHEREAS, the B.C. Wildlife Federation strives to ensure fair and equitable representation of all the regions within the province of British Columbia, and

WHEREAS, the current Board of Directors representation does not fairly reflect **the geographic diversity and interests of the entire province, leading to disproportionate** voting power concentrated in certain regions, and

WHEREAS, there is a concern that the current system allows more than one elected director per region (along with the Regional President) to represent a single region, thereby creating an imbalance of regional representation on the Board of Directors, and

WHEREAS, it is essential to preserve a system that promotes a balanced and just decision making process ensuring that all Regions have a fair voice in the governance of the B.C. Wildlife Federation,

THEREFORE, BE IT RESOLVED THAT Section 8.1.a of the B.C. Wildlife Federation Bylaws which currently reads:

8.1

a. Make Up

The Board of Directors shall consist of the President, the Immediate Past President, two Vice-Presidents, Treasurer, and not less than three elected Directors. In addition, the President of each Regional Wildlife Association of the Federation shall automatically become a Director of the Federation upon their election as President of the Regional Wildlife Association and continue until the next annual regional election.

Duly elected Regional Wildlife Association Presidents shall be permitted to appoint an alternate to attend the B.C. Wildlife Federation Board of Directors meetings on their behalf, in the event of their being unable to attend, provided they sign the Federation's confidentiality and code of conduct agreement.

Be changed to read:

8.1

a. Make Up

The Board of Directors shall consist of the President, the Immediate Past

President, two Vice-Presidents, Treasurer, and not less than three elected Directors. **In the interests of balance and equity, no Region shall have more than one elected Director.** In addition, the President of each Regional Wildlife Association of the Federation shall automatically become a Director of the Federation upon their election as President of the Regional Wildlife Association and continue until the next annual regional election.

Duly elected Regional Wildlife Association Presidents shall be permitted to appoint an alternate to attend the B.C. Wildlife Federation Board of Directors meetings on their behalf, in the event of their being unable to attend, provided they sign the Federation's confidentiality and code of conduct agreement, and

Be it further resolved that this revision to bylaw 8.1 a. be implemented as existing Director terms expire and be implemented and reflected in all future elections of Directors.

SUBMITTED BY: Region 2 Board of Directors

APPROVED BY: Lower Mainland Regional Branch, B.C. Wildlife Federation

Passed _____ **Defeated** _____ **Withdrawn** _____
Amended _____ **Deferred** _____

Special Resolution 02/26

Amendment to section 8.4 of the B.C. Wildlife Federation Bylaws

WHEREAS, the qualifications for any individual serving as an Officer or Director of the B.C. Wildlife Federation should be the same in the Bylaws and,

WHEREAS, the current Bylaws Section 8.4 heading title only indicates Elected Directors but the requirements should apply to all B.C. Wildlife Federation Directors including appointed directors and Regional Presidents who become a director through Section 8.1 Board of Directors (a) Make Up and

THEREFORE, BE IT RESOLVED THAT the B.C. Wildlife Federation Bylaw Section 8.4 Nomination and Qualifications of Elected Directors be amended to read as follows:

8.4 Nomination and Qualifications of Officers and Directors

A person may stand for election as an Officer or Director **or act as a director** if a.

The person is a member in good standing;

b. The person meets the qualifications set out in the Societies Act;

c. The person agrees with and adopts the Federation's Constitution and By-Laws, and agrees to execute the Federation's Confidentiality Agreement, Code of Conduct Agreement and Director's Consent; and

d. The person is not an "ineligible individual" pursuant to the Canada Revenue Agency requirements for directors of charities.

A Director **or Officer** who fails to execute or comply with the Federation's Confidentiality Agreement, Code of Conduct Agreement or Director's Consent, may be suspended, disciplined or removed in accordance with the By-Laws. **SUBMITTED BY:** Past Presidents Advisory Council

APPROVED BY: B.C. Wildlife Federation Board of Directors

Passed_____ **Defeated**_____ **Withdrawn**_____

Amended_____ **Deferred**_____

SUPPORTING BRIEF:

It is important that any individual who wishes to serve as a Director or Officer for the B.C. Wildlife Federation be aware of the qualifications to serve in that capacity and those requirements must be the same for all directors and officers.

Special Resolution 03/26

Amendment to section 8.8 of the B.C. Wildlife Federation Bylaws

WHEREAS, the B.C. Wildlife Federation has no provisions in the Bylaws preventing an Employee, terminated as an employee of the B.C. Wildlife Federation, from becoming a director for the B.C. Wildlife Federation, and

WHEREAS, allowing a terminated employee to serve as a director raises significant governance and conflict concerns that could impact the functionality of the Board of Directors for a non-profit society and,

WHEREAS, it is important that the Directors of the B.C. Wildlife Federation focus on conducting business on behalf of the B.C. Wildlife Federation membership and not have internal conflict and distractions,

THEREFORE, BE IT RESOLVED THAT the B.C. Wildlife Federation Constitution and Bylaws Section 8.8 Employees be amended to read:

8.8 Employees

(a) Employees of the Federation shall not hold elected office or serve in the capacity of Committee Chair in the Federation.

(b) No employee terminated, as an employee of the B.C. Wildlife Federation, may serve as a director or officer on the B.C. Wildlife Federation Board of Directors or a Committee Chair for a period of five years after the date of termination. After the fiveyear period has expired, the B.C. Wildlife Federation Board of Directors must vote to determine if the individual will be eligible to become a director of the B.C. Wildlife Federation.

SUBMITTED BY: Past Presidents Advisory Council

APPROVED BY: B.C. Wildlife Federation Board of Directors

Passed _____ Defeated _____ Withdrawn _____

Amended _____ Deferred _____

SUPPORTING BRIEF:

The membership should consider the following points as there has been past history regarding this situation and we need to be proactive for the future:

Advisability and Potential Risks

Despite legal eligibility, having a recently terminated employee on the board raises significant governance and practical concerns:

- **Conflict of Interest:** The former employee may have ongoing disputes regarding their termination (e.g., a wrongful dismissal claim). This creates a direct conflict of interest when the board discusses or makes decisions related to the termination, severance pay, or any related legal action. The individual would likely have to recuse themselves from many discussions.
- **Confidentiality and Trust:** A termination often involves sensitive information, performance issues, or strategic decisions. The presence of a terminated individual on the board can erode trust and potentially compromise the confidentiality of current board discussions, especially those related to human resources or employment matters.
- **Disruption and Hostility:** The circumstances surrounding the termination could lead to strained relationships, animosity, or a hostile dynamic within the board, hindering effective governance and the pursuit of the non-profit's mission.
- **Employment Liability:** In B.C., directors can be held personally liable for up to two months of unpaid wages (including termination pay). A former employee who is now a director could be in an awkward position regarding any potential claims.

Special Resolution 04/26

Amendment to Section 2.11 of the B.C. Wildlife Federation Bylaws

WHEREAS, there have been circumstances where a President of the B.C. Wildlife Federation has resigned or been subject to discipline and:

WHEREAS, the Immediate Past President maintains a position on the executive council of the B.C. Wildlife Federation and assumes the role of Chairman on the Past Presidents' Advisory Council and:

WHEREAS, the Past Presidents' Advisory Council is the one committee of the BCWF that does not have a mechanism to determine eligibility;

THEREFORE, BE IT RESOLVED THAT Section 2.11 of the B.C. Wildlife Federation Bylaws be amended to read:

2.11 Past Presidents' Advisory Council

There shall be a Past Presidents' Advisory Council made up of all Past Presidents who wish to participate. The Past Presidents' Advisory Council shall have the right to submit resolutions in its own name. The **Past Presidents' Advisory Council** shall also assume the following duties:

- a. Act as Ombudsman to the Federation.
- b. Act as the Nomination Committee to the Annual General Meeting
- c. Carry out such duties and tasks as determined by the Executive Committee of the Board of Directors
- d. **If a current President of the B.C. Wildlife Federation resigns his position, acts contrary to the B.C. Wildlife Federation bylaws, or is not a member in good standing because of actions or discipline or declines the role of Immediate Past President, the Past Presidents' Advisory Council shall determine by a simple majority vote, whether the President in question is eligible to participate as part of the Past Presidents' Advisory Council.**

SUBMITTED BY: Past President's Advisory Council

APPROVED BY: B.C. Wildlife Federation Board of Directors

Passed _____ **Defeated** _____ **Withdrawn** _____

Amended _____ **Deferred** _____

SUPPORTING BRIEF:

There have been circumstances in the past where it has been unclear whether a President is eligible to participate on the PPAC, even with some legal advice. This amendment would set out a process to address this situation if it were to occur again.

Special Resolution 05/26

Establishment of a Standing Strategic Planning Committee

WHEREAS, the Bylaws of the B.C. Wildlife Federation contain several references to an annual strategic plan to be developed and approved by the Board of Directors, recognizing the central role of strategic planning in guiding the B.C. Wildlife Federation's programs, budgeting, and policy direction, and

WHEREAS, despite this repeated reference, there is no current bylaw or policy requirement that a committee be struck to lead, coordinate, and monitor the strategic planning process on behalf of the B.C. Wildlife Federation Board and the membership, and

THEREFORE, BE IT RESOLVED THAT the B.C. Wildlife Federation amend its Bylaws to include a Strategic Planning Committee under "Section 10 Committees":

10.8 Standing Strategic Planning Committee

a. Make Up

- i. There shall be a Strategic Planning Committee of the B.C. Wildlife Federation consisting of the President (ex officio), the Executive Director, Treasurer, Executive Assistant, board members, and a minimum of two members at large. The Chairperson and Co-Chair are appointed by the President from the Board of Directors. Committee members drawn from the Board of Directors and members at large are appointed by the Chairperson. Staff members directly responsible for providing leadership in the implementation of the strategic plan may assist the Strategic Planning Committee as agreed upon by the President and Executive Director.

b. Functions The Strategic Planning Committee will be responsible for

- i. creating and maintaining the B.C. Wildlife Federation Strategic Plan;
- ii. conducting Strategic Planning Assessments and Reviews occurring in November/December and following the AGM and Board appointments in April/May;
- iii. delivering an adopted Draft Annual Strategic Plan in June (to coincide with preliminary financial planning discussions);
- iv. delivering a finalized and adopted Annual Strategic Plan by September of each year (to coincide with annual operational and financial planning)

- v. holding in-person 4-5 year strategic planning workshop to facilitate an overarching 4-5 year Strategic Plan
 - vi. developing an annual budget
- c. **Reporting** The Strategic Planning Committee shall make a full report of its activities at each meeting of the Board of Directors and at such other times as may be required by the Board of Directors.
- d. **Terms of Reference** The purpose, procedures, duties and responsibilities of the Strategic Planning Committee will be defined in a Terms of Reference reviewed and approved annually by the Board.

SUBMITTED BY: B.C. Wildlife Federation Governance Committee

APPROVED BY: B.C. Wildlife Federation Board of Directors

Passed _____ Defeated _____ Withdrawn _____
Amended _____ Deferred _____

SUPPORTING BRIEF:

Background

The Society's bylaws and annual planning cycle make repeated reference to an annual strategic plan approved by the Board of Directors. However, there is currently **no requirement or mechanism** for a committee to coordinate the planning process, consult with members, or monitor progress. Strategic planning has therefore tended to occur on an ad hoc basis, dependent on executive initiative or staff capacity.

Rationale

Best practices in non-profit governance emphasize the importance of a structured, participatory strategic planning process. A standing committee ensures continuity, accountability, and alignment between the B.C Wildlife Federation's mission, programs, and financial resources. It also supports evidence-based decision-making and annual evaluation of organizational performance.

Benefits

Provides consistent oversight of the B.C Wildlife Federation's strategic direction.

Enhances transparency and member engagement in long-term planning.

Aligns budget and work plans with strategic priorities.

Fulfills the bylaw expectation that the Board annually review and approve a coherent strategic plan.

Expected Impact

A Standing Strategic Planning Committee will strengthen the B.C Wildlife Federation's ability to act proactively, rather than reactively, in advancing conservation, education, and advocacy priorities over multi-year horizons.

Special Resolution 06/26

B.C. Wildlife Federation History of Resolutions Document

WHEREAS, the B.C. Wildlife Federation Resolutions Manual refers to the B.C. Wildlife Federation History of Resolutions Document and,

WHEREAS, unfortunately the B.C. Wildlife Federation History of Resolutions Document has never compiled and,

THEREFORE, BE IT RESOLVED THAT the B.C. Wildlife Federation Resolutions Manual have all reference to the B.C. Wildlife Federation History of Resolutions Document removed by the Chair of the B.C. Wildlife Federation Resolutions Committee.

SUBMITTED BY: B.C. Wildlife Federation Resolutions Committee

APPROVED BY: B.C. Wildlife Federation Board of Directors

Passed_____ **Defeated**_____ **Withdrawn**_____

Amended_____ **Deferred**_____

SUPPORTING BRIEF:

It is important for the B.C. Wildlife Federation Resolutions Manual to be a factual document for the benefit of the membership and to avoid any confusion. Unfortunately, the B.C. Wildlife Federation History of Resolutions Document was never compiled. In reality a great deal of the information required to compile the document is not recorded. The committee believes it is important to be factual and honest with the membership.

RATIFICATION 2026

THEREFORE, BE IT RESOLVED THAT, all acts, contracts, resolutions, proceedings, appointments and payments enacted, made, done, and taken by the Officers and Directors of the B.C. Wildlife Federation since the last Annual General Meeting held April 23, 24, & 25, 2025 at the AGM & Convention held in Dawson Creek, BC, are hereby approved, ratified and confirmed.

SUBMITTED BY:

Grant Hiebert
Resolutions Chairman

Passed_____ Defeated_____ Withdrawn_____
Amended_____ Deferred_____