



—— The Value of Local. ——

# North Vancouver Business Excellence Awards 2025

## AWARDS PROGRAMME

Presented by



# Special Mentions

## **SAM SEWARD**

### TRADITIONAL WELCOME



Sam Seward, whose ancestral name is Nekwimetstn, is a member of both the Snuneymuxw and Skwxwú7mesh First Nations. He grew up in Eslha7an on Skwxwú7mesh territory and attended St. Paul's Indian Residential School, where he had his first acting opportunity in the CBC film Sister Balonika. He is also known for his work on the play, šxʷamət. Beyond the stage and screen, Sam is a seasoned athlete with a strong passion for lacrosse and basketball. His connection to his heritage runs deep, as Sam practises cultural activities including food fishing and Coast Salish wool weaving, while also apprenticing in the Skwxwú7mesh (Squamish) language.

## **ALVARO CALDERON**

### MASTER OF CEREMONIES



Alvaro is a creator and creative professional. He is an entrepreneur, advertising executive, producer, and marketing strategist, with postgraduate studies in North American Business at Capilano University. He has founded and directed three companies specializing in advertising and production. His career spans the creation of content for television, film, live events, and large-scale productions. He currently serves as co-founder and Managing Director of Alive Creative Services, based in North Vancouver. Alvaro has collaborated with numerous renowned brands and organizations. Along with his partner, Adriana Ramirez, he has launched two film festivals: the Ocean Film Festival and Our Earth Film Festival.



# Order of Events

## 5:30 PM **RECEPTION**

Music provided by Stanley Zhang & Simeon Sanford Blades

## 6:15 PM **AWARDS CEREMONY**

### OPENING REMARKS & ACKNOWLEDGEMENTS

Patrick Stafford-Smith

Jonathan Mosley

Sam Seward

Alvaro Calderon

### MAYORAL REMARKS

Linda Buchanan, City of North Vancouver

Mike Little, District of North Vancouver

### PRESENTING SPONSOR REMARKS

Amanda Sutton, Neptune Terminals

### AWARDS PRESENTATIONS

Service Excellence Award (1-10 Employees)

Service Excellence Award (11+ Employees)

Excellence in Equity Award

Environmental Initiative Award

Innovation Award

Non-Profit of the Year Award

Best Employer Award

Young Entrepreneur Award

Business of the Year Award

### CLOSING REMARKS

Thank you to our Sponsors



PRESENTING SPONSOR



AWARD SPONSORS



## Thank you to our Sponsors



### SUPPORTING SPONSOR



### AWARD CHAMPIONS



### MUSICIAN SPONSOR

# Service Excellence Award

## (1-10 Employees)

The Service Excellence Award is presented to a North Vancouver business with 1-10 employees to recognize their outstanding dedication and achievement to service excellence and customer/guest satisfaction, demonstrated by:

- Commitment to exceptional service standards that consistently exceed customer/guest expectations.
- Proficiency in meeting or exceeding the changing needs of customers/guests.
- Preservation of high service standards through effective staff/team training and development.
- An exceptional “wow factor” when dealing with customers/guests, partners and stakeholders.
- Extending community support above and beyond their business or professional responsibilities.
- Commitment to diversity and inclusion in their service practices.

## Finalists

88WEST REALTY

THE WOODS SPIRIT CO.

TIRELAND PERFORMANCE CENTRE LTD.





## 88West Realty

SERVICE EXCELLENCE AWARD  
(1-10 EMPLOYEES) FINALIST

88West Realty specializes in residential and commercial real estate, offering buying, selling, leasing, and property management services, as well as business brokerage and educational seminars. Serving clients across North Vancouver and the Greater Vancouver area, they support first-time homebuyers, investors, commercial tenants, and business owners—including many entrepreneurs and newcomers—by providing tailored solutions for a wide range of real estate needs.

Guided by a consultant-driven, relationship-focused approach, 88West Realty emphasizes trust, transparency, and long-term partnership. Their team takes time to understand each client's goals, offers expert insights, and delivers personalized strategies that protect their interests and maximize results. Through proactive communication, creative problem-solving, and continued support after every transaction, they ensure clients feel confident and cared for—earning consistent five-star reviews.

[88WESTREALTY.COM](https://88WESTREALTY.COM)



## The Woods Spirit Co.

SERVICE EXCELLENCE AWARD  
(1-10 EMPLOYEES) FINALIST

The Woods Spirit Co. is a family-owned, female-led craft distillery on the North Shore of British Columbia, blending Italian-inspired liqueurs with the spirit of the Pacific Northwest. Using 100% BC grain and locally sourced ingredients, the distillery employs a unique cold vacuum distillation process to create complex, flavorful spirits. Committed to sustainability, inclusivity, and social impact, The Woods supports local farmers, reduces its environmental footprint, and fosters a welcoming community space through its tasting room and events. Beyond crafting exceptional spirits, the distillery emphasizes building connections and contributing positively to the local community.

The Woods Spirit Co. engages a wide audience, including local residents, hospitality and retail partners, cultural and tourism visitors, and conscious consumers who value sustainability and local production. The distillery focuses on exceeding customer expectations through high-quality products, personalized experiences, and authentic family and community engagement. Seasonal releases, collaborations with local farms, and innovative offerings keep customers returning, while sustainable practices and community partnerships reinforce the distillery's commitment to integrity, authenticity, and meaningful connections.

[THEWOODSSPIRITCO.COM](http://THEWOODSSPIRITCO.COM)





## Tireland Performance Centre Ltd.

SERVICE EXCELLENCE AWARD  
(1-10 EMPLOYEES) FINALIST

Tireland Performance Centre provides customers with expert guidance, sales, and installation of tires, wheels, and automotive accessories tailored to individual vehicles, driving styles, and needs. For over 40 years, Paul McAlduff and his team have built a reputation for good advice, good value, and good service—living up to their motto, Trust the Pros at Tireland. The business is deeply involved in the industry, with Paul serving as a director of the Western Canada Tire Dealers Association, which advocates for tire dealers, supports tire recycling, and provides community grants and educational scholarships.

Tireland serves a diverse customer base—from first-time visitors to multi-generation families and referrals—with vehicles ranging from economy to luxury and high-performance models. Whether customers need new tires or repairs, the goal is always the same: to provide a smooth, trustworthy experience that leaves them smiling. With a commitment to honest, relationship-focused service—"the old-fashioned way, on a handshake"—Tireland continues to earn the long-term loyalty of clients from all walks of life.

[TIRELANDPERFORMANCE.COM](http://TIRELANDPERFORMANCE.COM)



# Service Excellence Award

## (11+ Employees)

The Service Excellence Award is presented to a North Vancouver business with 11 or more employees to recognize their outstanding dedication and achievement to service excellence and customer/guest satisfaction, demonstrated by:

- Commitment to exceptional service standards that consistently exceed customer/guest expectations.
- Proficiency in meeting or exceeding the changing needs of customers/guests.
- Preservation of high service standards through effective staff/team training and development.
- An exceptional “wow factor” when dealing with customers/guests, partners and stakeholders.
- Extending community support above and beyond their business or professional responsibilities.
- Commitment to diversity and inclusion in their service practices.

## Finalists

ELITE BODY SHOP

LEDGERS ONLINE

TCA ELECTRIC

Presented by





## Elite Body Shop

SERVICE EXCELLENCE AWARD  
(11+ EMPLOYEES) FINALIST

Elite Body Shop is a full-service collision repair facility dedicated to restoring all makes and models to pre-accident condition following strict OEM guidelines. With two collision repair locations—one offering glass replacement and full frame repairs—and a mechanical shop, they handle nearly all automotive aftermarket needs. Serving customers from North and West Vancouver up to Pemberton, they manage mostly insurance-based repairs while prioritizing the vehicle owner's experience. Their process includes detailed estimates, scheduled repair appointments, proactive text updates, and a full vehicle detail before return—all designed to reduce stress and ensure a smooth, well-communicated repair journey.

Their strength comes from both exceptional technical expertise and a customer-first philosophy. Highly trained staff consistently exceed industry standards, delivering high-quality repairs backed by rigorous processes and continually refined standard operating procedures. By adopting new tools and technologies early—including AI estimating—Elite Body Shop sets itself apart with world-class service, proactive communication, and a commitment to making an otherwise difficult experience as seamless as possible.

[CSNcollision.com/elitegroup/](https://CSNcollision.com/elitegroup/)





## Ledgers Online

SERVICE EXCELLENCE AWARD  
(11+ EMPLOYEES) FINALIST

Ledgers Online is a Canadian bookkeeping and accounting firm providing outsourced financial services, including virtual bookkeeping, tax preparation, payroll, and financial reporting. Serving small and medium-sized businesses, startups, and entrepreneurs across various industries, the firm ensures accurate, up-to-date financial records and supports business owners in making informed decisions. Each client is paired with a bookkeeper experienced in their industry and aligned with their preferred working style, fostering long-term, productive partnerships.

The firm emphasizes exceptional service and proactive support throughout the client journey. From thorough onboarding and monthly file reviews to responsive communication and client training, Ledgers Online ensures accuracy and clarity in financial operations. Annual independent client evaluations provide candid feedback to continuously improve the experience. This client-focused approach has built long-term relationships, expanded service engagement, and earned strong retention and positive reviews.

[LEDGERSONLINE.COM](https://ledgersonline.com)





## TCA Electric

SERVICE EXCELLENCE AWARD  
(11+ EMPLOYEES) FINALIST

Founded in 2009, TCA Electric is a trusted electrical contractor serving residential, commercial, and light industrial clients across the North Shore and Greater Vancouver. Specializing in electrification, the company focuses on EV charging infrastructure, service upgrades, smart panels, solar integration, and battery backup systems. They work with homeowners, strata councils, property managers, developers, and business owners, delivering solutions for single-family homes, multifamily properties, commercial projects, and light industrial facilities. TCA Electric is known for professionalism, reliability, and expertise, earning repeat business and long-term relationships with clients including the Squamish Nation, Lions Gate Marina, and the Port of Vancouver.

TCA Electric combines technical excellence with client-focused service, guiding projects from planning and proposals to installation and ongoing support. They provide detailed electrical reports, planning diagrams, and proactive communication to ensure clients feel confident and informed. Their electricians prioritize safety, professionalism, and responsiveness, and the company emphasizes post-project follow-up, education on electrification options, and staff training. This commitment to service, innovation, and client success has earned industry recognition, repeat projects, referrals, and long-standing partnerships across all sectors.

[TCAELECTRIC.CA](https://TCAELECTRIC.CA)



# Excellence in Equity Award

The Excellence in Equity Award is presented to a North Vancouver business that exemplifies leadership and commitment to equitable practices and initiatives that build an inclusive workplace and community, demonstrated by:

- Workplace policies and hiring practices that build an equitable, inclusive workplace culture and an environment free from bias and discrimination.
- Workplace practices and activities that support or are developed in consultation with equity-seeking staff, communities or groups.
- A commitment to inclusion by providing equitable access to staff training and leadership development opportunities.
- Promotion of equity, diversity and inclusion in the workplace and/or broader community.
- A commitment to building diversity of talent at all levels within your workforce.
- Evidence of year-over-year progression and achievements in moving your business towards being more diverse and inclusive.
- Evidence of how activities centered on equity and inclusion have contributed to improved business performance and growth.
- Recognized role as a strong business partner through active involvement in supporting community, charitable and civic organizations.

## Finalists

BUNYAAD PUBLIC AFFAIRS

LDS - LEARN. DEVELOP. SUCCEED.

SMART INVESTMENTS & INSURANCE SERVICES LTD

Presented by







## BUNYAAD Public Affairs

EXCELLENCE IN EQUITY  
AWARD FINALIST

BUNYAAD Public Affairs is a national, bilingual, majority Indigenous-owned social enterprise based in North Vancouver that specializes in public affairs, policy, and program development within complex education and health systems. They help governments, school systems, and organizations navigate challenges through evidence-based strategies, stakeholder engagement, and consensus-building. BUNYAAD also leads professional learning initiatives to foster healthier, more inclusive communities, translating research into practical, sustainable solutions while advancing equity and community voices.

The organization combines professional excellence with a purpose-driven approach, supporting clients such as municipalities, Indigenous governments, provincial ministries, school boards, and national organizations like the City of Vancouver and the Canadian School Board Association. Their diverse team—largely female-identifying, multilingual, and inclusive of LGBTQI and BIPOC perspectives—applies an equity-focused lens to every project. Through strategic communication, program evaluation, and knowledge translation, BUNYAAD delivers measurable outcomes, strengthens systems, and fosters long-term, positive change across communities nationwide.

[BUNYAAD.CA](https://www.bunyaad.ca)





# LDS - Learn. Develop. Succeed.

EXCELLENCE IN EQUITY  
AWARD FINALIST

LDS – Learn. Develop. Succeed. is a nonprofit charity supporting individuals with learning and brain-based differences such as dyslexia, ADHD, and autism. Using a strengths-based, individualized approach, LDS offers over 18 programs for learners aged 3 through adulthood, helping them achieve academic and life goals. Their mission is to empower neurodivergent individuals to recognize their unique strengths and build lifelong confidence. Equity and accessibility are central to their work, with most learners coming from marginalized or equity-deserving groups, including racialized minorities, low-income households, newcomers, and those identifying as BIPOC or LGBTQIA2S+.

LDS's diverse and dynamic staff team reflects the communities they serve, with 58% identifying as neurodivergent, 39% as LGBTQ+, and 25% as visible minorities, collectively speaking 22 languages. The organization fosters an inclusive, equitable, and neuroaffirming workplace, embedding accessibility and accommodations into all aspects of operations. Staff are supported through professional development in EDI, trauma-informed practice, and neurodiversity, while inclusive decision-making and feedback loops ensure all voices are heard. By modeling equity internally and externally, LDS empowers its team to deliver programs that meaningfully advance inclusion and success for neurodivergent learners and their communities.

[LDSOCIETY.CA](https://ldsociety.ca)



# Smart Investments & Insurance Services Ltd.

EXCELLENCE IN EQUITY  
AWARD FINALIST

Smart Investments is a progressive financial consulting firm specializing in mutual funds, insurance, and retirement planning. The firm works with clients who prioritize ethical, anti-oppressive, and socially responsible practices, helping them navigate finances with clarity and confidence. Their goal is to remove the stress from investing and support clients in achieving financial security, providing personalized guidance that turns financial uncertainty into actionable plans.

The team of three is committed to justice, equity, diversity, and inclusion (JEDI) in both client interactions and internal operations. They champion fair and thriving wages, flexible schedules that support work-life balance, and a diverse, inclusive workplace. As a Living Wage Employer, Smart Investments ensures equitable opportunities for all staff while embedding anti-oppressive principles into policies, teamwork, and daily practices, creating a space that aligns both ethical values and financial expertise.

[SMARTINVESTMENTS.CA](https://SMARTINVESTMENTS.CA)





BUSINESS EXCELLENCE  
**AWARDS**  
NORTH VANCOUVER CHAMBER

# Environmental Initiative Award

The Environmental Initiative Award is presented to an exceptional North Vancouver business that exemplifies leadership and commitment to sustainable business practices and initiatives, demonstrated by:

- Sustained reduction or improved efficiency in waste outputs, energy usage or environmental impact of their operations.
- Projects, programs, processes, systems, technologies or employee engagement to reduce the environmental footprint of your business.
- Growth, development and leadership standards supporting sustainability which provide a role model for others to emulate.
- Demonstrated community leadership in establishing sustainability initiatives or standards that have become linked to the employer's public identity.
- Milestones and measurable accomplishments that demonstrate effective sustainable operations.

## Finalists

COPPERPENNY DISTILLING CO.

HANNA ENERGY INC.

LONSDALE ENERGY

Presented by

**Ratcliff** LLP





## Copperpenny Distilling Co.

ENVIRONMENTAL INITIATIVE  
AWARD FINALIST

Copperpenny Distilling Co. is an award-winning craft distillery and cocktail bar in North Vancouver, producing small-batch spirits like gin, vodka, and liqueurs with a focus on local ingredients, innovative recipes, and sustainable practices. Alongside distilling, they operate a cocktail lounge and retail space that showcase their products, host community events, and educate guests on distilling and environmentally responsible production. Sustainability is integrated into every aspect of their operations, from water and energy conservation to recycling, waste reduction, and repurposing spent grains and botanicals as livestock feed.

What sets Copperpenny apart is their holistic approach to environmental stewardship, embedding sustainability into production, sourcing, and customer experiences rather than treating it as an afterthought. Their energy recapture systems, circular waste model, and reuse initiatives in the lounge and retail space demonstrate how high-quality spirits can coexist with community benefit and environmental responsibility. Combined with deep local roots and inclusive hiring practices, Copperpenny exemplifies a model where sustainability, community building, and social inclusion thrive together.

[COPPERPENNYDISTILLING.COM](http://COPPERPENNYDISTILLING.COM)





# Hanna Energy

ENVIRONMENTAL INITIATIVE  
AWARD FINALIST

Hanna Energy designs, builds, and deploys clean energy solutions with a focus on solar and battery storage systems. Their flagship product, the PowerRack, a made-in-BC hybrid energy storage system, helps businesses and communities reduce diesel use by up to 75% and cut CO<sub>2</sub> emissions by up to 100 tons annually. As part of the Hanna Group of Companies, with over 30 years of experience in North Vancouver, Hanna Energy combines sustainable technologies with practical applications, supporting both environmental goals and community needs. Their systems are durable, modular, and serviceable, extending product life and minimizing waste while using locally sourced, UL/CSA-certified materials.

What distinguishes Hanna Energy is their holistic approach to sustainability, embedding environmental responsibility into every stage of design, manufacturing, and operations. By controlling production locally, training staff in sustainable practices, and making conscious supplier and operational choices, they ensure that both their products and business practices align with high environmental standards. This integrated model allows Hanna Energy to deliver clean energy solutions that not only reduce carbon footprints for clients but also serve as a leading example of environmentally responsible business in North Vancouver.

[HANNAENERGY.CA](http://HANNAENERGY.CA)





# Lonsdale Energy

ENVIRONMENTAL INITIATIVE  
AWARD FINALIST

Lonsdale Energy operates the City of North Vancouver's community energy system, providing heating, cooling, and hot water services to one in four residents. The utility integrates low-carbon and renewable energy sources, including solar heat, heat recovery from the Shipyards skating rink, and a geoexchange system using the earth's heat. Upcoming expansions include high-efficiency electric boilers in 2025 and a pioneering sewer heat recovery centre in 2027, which will capture heat from wastewater to supply buildings, cutting an estimated 7,600 tonnes of CO<sub>2</sub>e annually and advancing the city's goal of net-zero emissions by 2050.

As a municipally owned, community-focused district energy utility, Lonsdale Energy prioritizes environmental, social, and economic value over profit. Its flexible, networked system allows continuous integration of emerging technologies such as renewables and waste heat recovery, setting it apart from conventional utilities. Deeply aligned with city planning and climate policy, Lonsdale Energy serves as a leading model for sustainable, community-driven energy systems in Canada.

[LONSDALEENERGY.CA](https://lonsdaleenergy.ca)



# Innovation Award

The Innovation Award is presented to a North Vancouver business to recognize development and growth through the creation or use of unique technology, products, methods or service, demonstrated by:

- Use of science and/or technology to create a business that is original or unique.
- Creation of new or existing processes, products or services that enhance their business and/or customer experience.
- High degree of originality, creativity and/or experimentation to design and realize the innovation.
- Commercialization or quantifiable growth within new and/or prevailing markets.
- Extending community support above and beyond their business or professional responsibilities.

## Finalists

AQUA-GUARD SPILL RESPONSE INC.

LONSDALE ENERGY

NOMAD VANZ

Presented by







## Aqua-Guard Spill Response Inc.

INNOVATION AWARD  
FINALIST

Aqua-Guard provides advanced marine spill response solutions, offering equipment design, manufacturing, supply, and service in over 105 countries. Their patented RBS TRITON oil skimming technology is recognized for near 100% oil recovery, and their product line includes oleophilic and weir-type oil skimmers, hydraulic power systems, pumps, containment booms, and recovered oil storage. Aqua-Guard's CFSH Oil Sheen Recovery System is specifically designed to remove thin, rainbow sheen oil from water surfaces, achieving a 99.993% oil-to-water recovery rate in ASTM testing, far exceeding Canadian discharge standards of 5–15 ppm. The system is scalable, retrofittable, and effective in confined or shallow areas, making it highly adaptable for various spill conditions.

The CFSH technology addresses a long-standing gap in oil spill response by mechanically recovering oil sheens below 50 microns, which traditional methods cannot capture. Unlike sorbents or dispersants that create additional waste or disperse oil into the water column, the CFSH system efficiently removes these thin layers, enhancing protection of waterways. With patent-pending status in both Canada and the USA, this innovation represents a major advancement in environmental stewardship and is set to transform the global oil spill response industry.

[AQUAGUARD.COM](http://AQUAGUARD.COM)





## Lonsdale Energy

INNOVATION AWARD  
FINALIST

Lonsdale Energy operates the City of North Vancouver's award-winning community energy system, providing heating, cooling, and hot water to about 18,000 residents across 119 buildings, including cooling services to the Shipyards skating rink. Using an efficient loop system that integrates energy production, distribution, use, and recirculation, the utility combines multiple energy sources and centres to deliver reliable services. Its flexible, interconnected network allows supply and demand to be balanced across multiple sites, with the capacity to incorporate new low-carbon and renewable technologies over time.

As Western Canada's largest municipally owned community energy system, Lonsdale Energy serves approximately 118,000 residents across 10 million square feet of floor space via a 15.2 km network. Key sustainability initiatives, including the innovative sewer heat recovery centre launching in 2027, will more than double the share of low-carbon energy to 40%, displacing natural gas and significantly reducing carbon emissions. This approach builds resilience and redundancy into the system while advancing the city's goal of net-zero emissions by 2050.

[LONSDALEENERGY.CA](https://lonsdaleenergy.ca)





## Nomad Vanz

INNOVATION AWARD  
FINALIST

Nomad Vanz creates premium, custom adventure vans designed for off-road, off-grid exploration, blending architectural design, marine-grade materials, and cutting-edge innovation. Inspired by the founders' global van-life travels, each van is built for self-sufficient travel, offering modern comforts, generous gear storage, and thoughtful organization to support active, adventure-driven lifestyles. Nomad Vanz also operates an online store, supplying curated parts and lifestyle accessories for DIY enthusiasts and fellow builders. Their clients—primarily in Canada and the USA, with growing international interest—value durable, high-performance design and see their van as a launchpad for freedom, exploration, and unforgettable outdoor experiences.

Specializing in “Premium Conversions,” Nomad Vanz combines proprietary solutions, thoroughly tested gear, and meticulous attention to detail to deliver luxury overlanding experiences. Each build emphasizes practicality, efficiency, durability, and modern aesthetics, reflecting the founders' commitment to crafting vehicles that keep pace with the most adventurous lifestyles. Through their custom vans and curated online offerings, Nomad Vanz empowers clients to explore remote destinations in comfort, style, and complete self-sufficiency.

[NOMADVANS.COM](https://nomadvanz.com)



# Non-Profit of the Year Award

The Non-Profit of the Year Award is presented to a North Vancouver non-profit organization, society or charity that exemplifies consistent and exceptional achievement from an overall operating perspective, demonstrated by:

- Effective and efficient delivery of community programs and/or services to the North Vancouver community that match the stated mandate of the organization.
- Efficient and creative fund development, including leverage of funding and use of other resources in support of the organizational mandate.
- Demonstrated innovation and modification of operations, programs and services to adjust to the changing needs of the community.
- Strong community partnerships that help amplify the impact of community programs and/or services.
- Outstanding human resource leadership, including commitment to staff training & development, volunteer engagement & management, workplace diversity & inclusion, and workplace health & safety.

## Finalists

CAPILANO COMMUNITY SERVICES SOCIETY

NORTH SHORE COMMUNITY RESOURCES

SPECTRUM MOTHERS SUPPORT SOCIETY

Presented by







# Capilano Community Services Society

NON-PROFIT OF THE YEAR  
AWARD FINALIST

Capilano Community Services is a registered non-profit that supports thriving, inclusive communities on the North Shore through no-cost and low-cost social, educational, and recreational programs. Serving people of all ages and backgrounds—with a focus on those experiencing vulnerability—the organization offers services such as the Red Cross Health Equipment Loan Program, youth outreach, one-to-one support, and community trips. In 2024/2025, its small team delivered over 40 programs to 22,588 participants, fostering connection and belonging.

Since 2022, the organization has expanded as a Service Partner at the Lions Gate Community Recreation Centre, working alongside NVRC and the District Public Library. This new space enabled on-site programming for the first time in 55 years and supported major growth in outreach, innovation, and staffing, allowing Capilano Community Services to help more individuals and families move from surviving to thriving.

[CAPSERVICES.CA](https://CAPSERVICES.CA)





## North Shore Community Resources

NON-PROFIT OF THE YEAR  
AWARD FINALIST

North Shore Community Resources (NSCR) works to build a thriving, connected North Shore by offering free and low-cost programs that support wellbeing, social connection, and community participation. Serving residents from Deep Cove to Lions Bay, NSCR provides childcare and family support, seniors' services like Better at Home, community legal help, tax preparation, volunteer opportunities, and programs offered in multiple languages. The organization also partners with local First Nations to deliver services closer to home for Indigenous residents.

NSCR emphasizes accessibility, inclusivity, and wrap-around support, offering walk-in help and programs that address multiple needs at once. It supports often-overlooked groups—including young adults through the North Shore Young Civic Forum—and fosters intergenerational connection through programs like Mother Goose. With 50 years of service, NSCR continues to strengthen community wellbeing through collaboration and comprehensive support.





# Spectrum Mothers Support Society

NON-PROFIT OF THE YEAR  
AWARD FINALIST

Spectrum Mothers provides one-on-one, in-home support for North Shore mothers in crisis with newborns or young children, offering early intervention to address challenges like isolation, postpartum depression, mental health struggles, and housing or financial instability. Support is personalized—whether caring for a newborn so a mother can rest, taking toddlers out, accompanying moms to appointments, or simply listening—and caregivers often build lasting relationships that continue beyond formal services.

The organization also offers free birth and postpartum doulas to help mothers navigate traumatic or complex births. Last year, Spectrum supported 84 mothers, 139 children, and their partners, with referrals coming from 23 local agencies. Despite growing demand and increasingly complex cases, Spectrum remains a vital, consistent resource by ensuring each family is matched with the same caregiver throughout their care.

[SPECTRUMMOTHERS.CA](https://SPECTRUMMOTHERS.CA)



# Best Employer Award

The Best Employer Award is presented to a North Vancouver business in recognition of their commitment to offering exceptional workplaces for their employees, demonstrated by:

- Proven track record of providing programs that support the well-being of their employees through health & wellness, safety, workplace diversity and community involvement initiatives.
- Established programs and/or services that support the challenges employees face working in North Vancouver (i.e., transportation, housing, work/life balance, etc.
- Innovation, growth, and development of new programs and services that meet the changing needs of all employees.
- Demonstrated leadership and commitment to employee training, development and retention strategies within the organization.
- Deep commitment to making the community of North Vancouver a better place for their employees to live and play.
- Leadership in creating and promoting diversity and inclusion.

## Finalists

MAVEN CONSULTING LIMITED

MT SEYMOUR RESORTS LTD.

VIZZION





# Maven Consulting Limited

BEST EMPLOYER  
AWARD FINALIST

Maven Consulting is a professional consultancy firm providing engineering, construction, and project management services across Western and Northern Canada, specializing in utility and infrastructure projects with a focus on quality, safety, and sustainability. Their expertise spans power, energy, municipal infrastructure, and transportation sectors, offering project delivery, quality assurance, and inspection support. With a team of 33 professionals ranging from early-career engineers to senior experts, Maven combines fresh perspectives with seasoned experience to deliver infrastructure projects that communities rely on. The firm emphasizes equity, diversity, and inclusion (EDI), actively supporting gender diversity, Indigenous partnerships, and emerging talent through co-op placements and mentorship programs.

Leadership at Maven reflects its EDI commitment, with 50% of executive roles held by women and pivotal female leaders influencing operations, culture, and strategy. The firm engages with industry groups like Women in Consulting Engineering and Women in Infrastructure while fostering Indigenous participation through partnerships such as with SPAL General Constructors, owned by the Tsleil-Waututh First Nation. Employees benefit from comprehensive onboarding, continuous training, personalized career development, and support for professional certifications, all within a culture that values work-life balance, recognition, and open feedback. This focus on inclusion and professional growth ensures Maven delivers innovative, high-quality infrastructure solutions while nurturing the next generation of leaders.

[MAVENGROUP.CA](http://MAVENGROUP.CA)





## Mt Seymour Resorts Ltd.

BEST EMPLOYER  
AWARD FINALIST

Mt Seymour is a family-owned ski and snowboard resort dedicated to providing memorable mountain experiences for visitors of all skill levels. With a workforce of 650, the resort combines year-round and seasonal staff, including local students, youth, and international workers through the IEC Experience Canada program. Seasonal staff retention exceeds 95%, with 40–80% returning annually, while many year-round employees have served 10–35+ years. Comprehensive onboarding, mountain-wide orientation, ongoing training, and a new Learning Management System support employee growth, along with educational reimbursement, internal promotion, and annual service recognition awards.

Mt Seymour is an equal-opportunity employer committed to equity, diversity, and inclusion, celebrating women in trades, international staff, and 2SLGBTQI+ employees. Over half the team comes from diverse international backgrounds, contributing to a rich workplace culture. The resort fosters an inclusive environment where all staff feel valued and empowered while upholding its mission to provide fun, safe, and enriching mountain recreation guided by safety, integrity, accessibility, and environmental stewardship.

[MTSEYMOUR.CA](https://www.mtseymour.ca)





# Vizzion

## BEST EMPLOYER AWARD FINALIST

Vizzion provides unparalleled situational awareness by licensing access to traffic camera networks and internet-connected dashcams, offering over 100,000 live and historical feeds across 30+ countries. Their technology—including servers, APIs, apps, and content management—enables transportation agencies, fleets, and other users to extract additional value from cameras installed for traffic management, insurance, or security purposes. These feeds support public safety, intelligent transportation systems, and media, giving clients a detailed understanding of routes and locations worldwide.

Vizzion fosters a diverse, inclusive, and growth-oriented workplace, employing staff ranging from recent graduates to seasoned professionals. Employees receive four hours of paid professional development weekly, tuition support, mentorship, quarterly reviews, and opportunities to share knowledge through weekly Lunch and Learn sessions. Hiring and advancement are based on qualifications, transferable skills, lived experience, and business needs, with a strong focus on local North Vancouver talent. This approach nurtures rapid professional growth, retention, and collaboration, ensuring diverse perspectives are integral to decision-making while reinforcing the company's roots in the community.

[VIZZION.COM](https://vizzion.com)



# Young Entrepreneur Award

The Young Entrepreneur Award is presented to a North Vancouver business person, under 40 years of age \*, who excels in business, exemplifies leadership and exhibits strong entrepreneurial skills, demonstrated by:

- Exceptional initiative to assume the risk of establishing a new business.
- Utilization of business skills necessary for long-term success.
- Progressive growth within new and/or prevailing markets.
- Dedication and commitment to our community through their interest in leadership, peer mentoring, inclusion and personal achievement.
- Extending community support above and beyond their business or professional responsibilities.

\* Before December 31

## Finalists

**GRAHAM MACDOUGALL**  
Paris Service Group

**LUC DESTRUBÉ**  
Lumia Group

**DR. SWAIL PIRZADA**  
ClearLight Eyecare

Presented by



**CAPILANO**  
**UNIVERSITY**

School of Business





## Graham Macdougall Paris Service Group

YOUNG ENTREPRENEUR  
AWARD FINALIST

Graham MacDougall is the founder and CEO of Paris Mechanical, a leading plumbing and HVAC contracting company with divisions in commercial/multi-family construction and high-end residential custom homes. Since founding the company in 2011 as a single-truck operation, Graham has grown it into a regional leader by combining his hands-on experience as a Journeyman Plumber with strategic business acumen. He oversees company strategy, business development, financial performance, operations, and culture, maintaining key client relationships and guiding a growing leadership team. Under his leadership, Paris Mechanical has tripled revenue and quadrupled profit over the past three years, expanded its team from 40 to 86 employees, and secured contracts with major Lower Mainland developers such as Marcon, Var Mar, and Keystone Projects.

Graham has built the company from the ground up through disciplined growth, investing in systems, technology, training, and client communication processes. He also launched Paris Service Group, a residential plumbing and HVAC service division, to diversify revenue streams and expand into B2C markets. In just over two years, this division has grown rapidly, with four trucks on the road and over 250 five-star Google reviews. Graham's approach balances aggressive growth with quality, efficiency, and long-term performance, cementing Paris Mechanical's reputation for excellence across both commercial and residential sectors.

[PARISSERVICEGROUP.COM](http://PARISSERVICEGROUP.COM)





# Luc Destrubé

## Lumia Group

YOUNG ENTREPRENEUR  
AWARD FINALIST

Luc Destrubé is the co-founder and CEO of Lumia Group Contracting, a North Vancouver-based residential construction company he started in 2020 with his wife, Mia Destrubé. Drawing on his experience as a licensed home builder and master electrician, Luc leads all construction operations and project delivery, taking a hands-on approach to every project. He oversees project managers, coordinates on-site work, and ensures the highest standards of craftsmanship, safety, and client satisfaction. Luc founded Lumia Group Contracting to address inefficiencies he witnessed in the construction industry, building the company from the ground up with a focus on transparency, quality, and strong client relationships.

Under Luc's leadership, Lumia Group Contracting has experienced rapid growth, achieving \$2.5 million in sales and serving 116 clients within just two years. He has grown the business from a solo operation to a core team of four full-time employees, supported by a trusted network of subcontractors, designers, and architects. Expanding from small renovations to large-scale remodels, additions, and custom home builds, Luc has embraced technology to enhance the client experience, including project management software and augmented reality tools. His hands-on, innovative approach and commitment to exceptional service have earned the company 51 five-star Google reviews and a strong reputation across the North Shore and Greater Vancouver.

[LUMIAGROUP.CA](http://LUMIAGROUP.CA)



A portrait of Dr. Swail Pirzada, a woman with long, dark, wavy hair, smiling warmly at the camera. She is wearing a dark top and a delicate necklace. The background is softly blurred, showing what appears to be an indoor setting with light-colored walls and some greenery.

## Dr. Swail Pirzada

### ClearLight Eyecare

YOUNG ENTREPRENEUR  
AWARD FINALIST

Dr. Swail Pirzada is the sole owner and optometrist at ClearLight Eyecare, a full-scope optometry clinic serving the North Shore community. Her goal is to build long-term relationships with her patients while prioritizing their comfort and safety. Dr. Pirzada uses the latest technology and innovative practices to provide exceptional eye care. ClearLight Optometry offers a wide selection of frames, lenses, and contact lenses to suit various lifestyles and preferences. Recently, they launched a mobile eye clinic to provide specialized services to seniors in local retirement communities and independent living centres.

ClearLight Eyecare is an independent practice, allowing Dr. Pirzada to offer customized services, specialty treatments, and unique, hand-selected eyewear. Starting the clinic in 2022, she designed every aspect to create a welcoming space for her patients. Starting a business in a new community like North Vancouver was challenging, but she invested time in learning how to successfully operate a retail optical store and grow her patient base. Through networking and connecting with residents, Dr. Pirzada has been able to better serve the community's eye care needs. She is also passionate about educating the public on eye safety and care through social media and online platforms.

[CLEARLIGHTEYES.CA](https://clearlighteyes.ca)



# Business of the Year Award

The Business of the Year Award is presented to a North Vancouver business that exemplifies consistent and exceptional achievement from an overall operating perspective, demonstrated by:

- A proven track record of business sustainability, growth, and sound financial management.
- Differentiated customer service, product and value proposition.
- Established employment leadership standards for staff diversity, development and retention.
- An elevated level of business operations that encompass vision, integrity and civic responsibility.
- Proven milestones, achievements and/or notable recognition in their field of business.
- Leadership in creating and promoting diversity and inclusion.
- A recognized role as a strong business partner through active involvement in supporting the community, charitable and civic organizations.

## Finalists

MAVEN CONSULTING LIMITED

QUAY NORTH URBAN DEVELOPMENT

VALHALLA PURE OUTFITTERS

Presented by







# Maven Consulting Limited

BUSINESS OF THE YEAR  
AWARD FINALIST

Maven Consulting is a Western and Northern Canada-based consultancy delivering engineering, construction, and project management services for utility and infrastructure projects. Serving clients like BC Hydro, FortisBC, Metro Vancouver, and the City of Vancouver, Maven combines the rigor of large EPCM firms with the agility of a mid-sized consultancy. Their services include project and construction management, quality assurance, safety oversight, estimating, procurement, and inspections, while their Owner's Representative model ensures trusted, collaborative partnerships. Maven's culture, guided by their 6 values—Safety, Share, Standards, Speed, Solutions, and Stretch—supports integrity, innovation, and civic responsibility.

Over the past three years, Maven has achieved 43% revenue growth, 20% profit growth, and expanded its team to nearly 50 employees. Strategic partnerships, including with the Tsleil-Waututh Nation and CIMA+, have broadened their engineering, infrastructure, and environmental capabilities, while projects in Northern Canada demonstrate execution in challenging environments. Recognized as one of BC's Best Places to Work for Inclusion and Mental Health, Maven continues to invest in staff development, mentorship, and community-focused initiatives, reinforcing its reputation for excellence, innovation, and sustainable growth in the infrastructure sector.

[MAVENGROUP.CA](http://MAVENGROUP.CA)





## Quay North Urban Development

BUSINESS OF THE YEAR  
AWARD FINALIST

Quay North Urban Development focuses on placemaking and community building through a values-led approach to property development, creating spaces that integrate meaningfully with local communities. Beyond property development, QNU operates departments in property management, marketing, event venues, mountain resorts, and placemaking consulting. Their work serves local communities, tenants, and visitors while partnering with developers and municipalities to deliver vibrant, iconic destinations that balance public amenity with sustainable business growth. QNU prioritizes community benefits alongside profitability, supporting tenants and small businesses with tools, guidance, and incubation opportunities to thrive.

Over the past five years, QNU has grown significantly, expanding into new destination and hospitality projects. The last three years have focused on refining operations across their portfolio, achieving successes such as creating new revenue streams in venue properties, broadening consulting services nationally, and revitalizing flagship retail properties to enhance long-term success and community impact. This evolution has strengthened operational excellence, optimized assets, and extended QNU's reputation and reach across Canada.

[QUAYNORTHURBAN.COM](https://quaynorthurban.com)





## Valhalla Pure Outfitters

BUSINESS OF THE YEAR  
AWARD FINALIST

Valhalla Pure Outfitters North Vancouver is a locally owned outdoor gear store serving the North Shore, offering high-quality equipment and apparel for hiking, climbing, skiing, and more, with options for every budget. The store caters to outdoor enthusiasts of all ages and experience levels, from seasoned adventurers to families exploring nature together. Valhalla's team provides expert, personalized service rooted in deep local knowledge, helping customers find the right gear while making adventure accessible. As a rare independent retailer in a sector dominated by big-box and direct-to-consumer brands, Valhalla stands out through its commitment to quality, accessibility, and community reinvestment.

Since opening in October 2023, Valhalla Pure Outfitters North Vancouver has achieved 25% year-over-year revenue growth, demonstrating strong customer loyalty and resilient operations despite supply chain and neighborhood challenges. Beyond financial success, the store has deepened community engagement through partnerships with organizations like North Shore Rescue, BC Marine Trails, and Capilano University's Outdoor Recreation program, as well as hosting local events. This combination of personalized service, community involvement, and commitment to sustainability has made Valhalla a trusted and valued part of the North Shore's outdoor culture.

[VPO.CA/STORES/VPO-NORTH-VANCOUVER](https://vpo.ca/stores/vpo-north-vancouver)





BUSINESS EXCELLENCE  
**AWARDS**  
NORTH VANCOUVER CHAMBER

# Congratulations

to our

2025

WINNERS &  
FINALISTS!

#NVChamberBEA2025