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# CFUW Annual Reports 2023- 2024



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## **TABLE OF CONTENTS**

President	1
VP Advocacy	5
VP Education	9
VP International Relations	12
VP Membership	16
VP Atlantic	21
VP Quebec	25
VP Ontario	32
VP Prairies	37
Regional Directors Progress Reports	39
Communications and Visual Identity & Rebranding Committee	59
Governance Committee	60
Resolutions Committee	62
Charitable Trust Treasurer	67

## Annual Report - Advocacy 2023-24

Thank you to all the committee members, sub committee members and guests who contributed to our advocacy work these past months. Thank you too, to all the Advocacy Chairs, Club Presidents, Regional Directors and Club Liaison Officers who participated in the Leap Day/24 Think Tank on Advocacy Impact and Influence. Particular thank yous to Kenzie Zimmer, the National Advocacy & Policy Specialist, Elizabeth Malcolm, National Membership Coordinator, and Jaime Beagan, Executive Director, at National Office, for facilitating the design, development and delivery of web and meeting tools, particularly the use of google forms, to help achieve Advocacy goals through the year. **The Goals** for Advocacy this year were to:

1. **Enhance member capacity to be effective advocates:** For this goal, the following was offered-
  1. Fall Advocacy Toolkit regarding Adopted Resolutions 2023
    1. Besides the two Archiving Adopted Resolutions, there were Adopted Resolutions about:
      1. Immigration Detention in Canada
      2. Towards a Comprehensive Maternal Death Prevention Strategy in Canada
      3. Advancing Sustainable Development and Gender Equality in International Trade Agreements.
  2. A short video introducing Advocacy was produced and is available on the Member website and the public website.
  3. An Advocacy Tool Box webinar was convened, reviewing the existing materials on the Member website and talking about maintaining hope during the struggle for change and advancement of women's rights and new policies combating climate change.
  4. Updating the Advocacy Handbook/toolbox - Advocacy Handbook documents were finalized, formatted, and will be uploaded to the Member's Drive over the summer, then accessible to members through a simple Web Site link. In the meantime, Advocacy tools are still available through the Member web site.
  5. A Toolkit for 16 Days Against Gender Based Violence was updated to help inform members of the issues related to IPV, GBV.
  6. Advocacy Update in Club Action Newsletter- publicizing to members opportunities to participate in issue based actions. Three such invitations for action, among the many provided, are cited here.
    1. A template letter was developed for Bill C-64 (Pharmacare): This bill sets out the government's recently-announced national pharmacare plan.
    2. Access to David Suzuki Foundation's petition regarding Bill C-226 (Environmental racism): Bill C-226 would require the federal government to establish a national strategy to prevent and address environmental racism. The bill was passed in the House of Commons in March 2023, and is currently in the Senate.
    3. Access to UBI Works' Template letter form in support of Bill S-233 (Guaranteed basic income): This Senate bill would require the Minister of Finance to create a Canada-wide framework for the implementation of a Guaranteed Livable Basic Income.
2. **Provide forums for members to work with each other re common social issue or event:** For this goal, the following was offered-
  1. A Webinar on Women in Skilled Trades: Policies, Overcoming Obstacles with Dr Marcia Braundy from CFUW Nelson and Dr Anne-Lore Fraiken, Conference Board of Canada.

2. A Think Tank on Housing/Homelessness explored differences/similarities across Canada in the housing and homelessness patterns.
3. A Leap Day Advocacy Gathering with Club Presidents, Club Liaison Officers, Advocacy Chairs to share common interests and discuss how to enhance Advocacy's impact and influence.
3. **Enhance knowledge in areas of CFUW Advocacy activity among CFUW members and the public:** For this goal, the following was offered-
  1. An updated Public web site with current issue information available to the public on CFUW positions
  2. Elder Action Day on May 1 conveyed information on Supporting Older People to Age in Their Communities, including Sherbrooke Community Centre, among other services offered in Saskatoon - a model for other cities.
4. **Influence policy makers:** For this goal, the following was offered-
  1. Advocacy Update, a regular feature in the weekly Club Action Newsletter, offered numerous opportunities to sign petitions, participate in letter writing campaigns, or be part of other organizations' initiatives in moving policy makers to a better decision compliant with CFUW policies. Examples are cited here:
    1. Submitted a written submission for Pre-Budget Consultations in July/23 - and prepared a post-budget statement in April/24 to point out where the Budget met or fell short meeting CFUW priorities regarding issues affecting women and girls.
    2. Created Briefs for the House and Senate on Bill C35 on Early Learning and Childcare - to enshrine the funding for \$10/day daycare. Bill C-35, An Act respecting early learning and child care in Canada, received royal assent and became law.
    3. Sent a letter from National to the Prime Minister & others concerning Israel/Gaza which was co-signed by the National President and the VP International Relations.
    4. Sent a letter from CFUW National to the Prime Minister and several Ministers supporting Bill S-210, on children's access to sexually-explicit materials
    5. Sent a letter from CFUW National to the Environment Minister prior to COP28, for which we received a response from the Minister in January.

**The Board's Advocacy Working Group was active:**

1. The National President, VP Education, VP International Relations and VP Advocacy (Chair) are the Working Group
2. We met every two months to discuss coordinating our advocacy activities, the calendar of work, our individual work loads, and how to improve advocacy planning
3. Advocacy Clusters were created, following the pattern of the Sustainable Development Goals, to streamline our national priorities into three distinct patterns, with short and long term goals, priorities and defining the role of CFUW in each pattern:
  1. Education, including member education and life long learning:SDG#4
  2. Equity and Social Justice, including elimination of GBV, promotion of gender equality & equity, and overcoming poverty: SDGs #1, #5, #8, #10
  3. Safe and Healthy Communities, including improvement of LTC and Seniors' Rights and the state of Canada's Public Health Care system plus advocating about environment and climate change issues: SDGs #13, #16

We also looked back over the past two years and what we learned and what we recommend going forward.

**Sub Committees were active:**

The Adopted Resolutions Book Review Sub committee: Thank you Margaret Therrien, Teri Shaw

1. Four resolutions were put forward to improve the content of the Adopted Resolution Book; including two archiving resolutions, and two compiling and combining resolutions.
2. The Advocacy Action Document was updated to better reflect current issues for which members may be searching resolution choices
3. Research at the National Archives on CFUW files yielded a harvest of new information about the full history of CFUW resolution development.

The Environment and Climate Change Sub Committee: Thank you Alison Hobbs and Judy Hopps for chairing the committee, with Lynne Kent, Amy Macleod, Jane Farquharson, Vicky Choi, and Beth Junkins

1. A very busy group held a webinar in October, informing and inspiring members to make better environmental choices.
2. The committee has begun an International alliance with fellow GWI NFA - India (IWUFA) to combat plastic pollution.
3. The National Board declared the Federation a Blue Community on the urging of this committee.
4. An Earth Day newsletter was developed.
5. They monitored COP28 using the UN network and their own media connections and produced a short report on the results of the COP.
6. They advised the AGM Committee on how to develop a low impact event for the AGM.

The Status of Women and Human Rights Sub Committee Thank you Isobel Boyle, Elana Freeman, Cynthia Fraser and Sandra Shaw

1. A small committee, they produced written material for the December 1 newsletter related to 16 Days Against GBV.
2. They initiated the letter writing campaign to mayors to request that they declare gender based violence an epidemic in their city.
3. They surveyed Clubs who created resolutions over the past 10 years to find out about the progress of those resolutions. This survey did not receive a fulsome response. It is suspected that follow-up by proposing clubs is nearly non-existent. Some exceptions exist.
4. We hope to recruit new members for this committee from the members who went to UNCSW68 this year.

**Study Groups were Active:**

The Long Term Care and Seniors' Rights Study Group; Thank you Kathy Wosnick, Betsy Ives and Audrey Hobbs-Johnson for all your hard work leading this group.

1. A small committee of the larger SG prepared two resolutions for consideration at AGM 2024:
  1. Aging in the Right Place
  2. Incentives to Adopt New Service Standards for Long Term Care
2. They have also been regularly informing their 140+ members about the funding available from the federal government to provinces/territories for home care, long term care and community care and urging action/monitoring at the provincial level

The Saving Canada's Public Health Care System Study Group: Thank you Kathy Wosnick & Joyce See for your help on this SG.

1. They worked to develop two fact sheets about the health care system for CFUW members
  1. What is the difference between Fee-for-Service and Privatization?
  2. What are the Standards of Care in the Public Health System?

### **Standing Committee on Advocacy**

Finally, the Standing Committee on Advocacy meets on the last Friday of each month, except December. Among the agenda items from members, we discussed at our roundtable, the following items, among others:

1. Should CFUW monitor the implementation of adopted resolutions?
2. Sex worker discrimination
3. Non-Disclosure Agreements
4. Men as members of CFUW
5. The CFUW National position on Israel /Gaza conflict
6. The Federation as a Blue Community - what does it mean?

The VP Advocacy participated in the following Committees and Study Groups:

- Chaired the Standing Committee on Advocacy
- Chaired the Board's Advocacy Working Group
- Member of Communications Committee
- Member of AGM & Conference Planning Committee
- Member of Resolutions Committee
- Guest @ Education
  - Guest @ Indigenous Issues
- Guest @ International Relations
  - Guest @ CAMEUS
- ex-officio @ Sub Committees
  - Environment and Climate Change
  - Adopted Resolutions Book Review
  - Status of Women and Human Rights
- Facilitator/Coach @ Study Groups
  - LTC/SR
  - Health Care

Heather Oxman- VP Advocacy

## Vice President-Education

The role of Vice President Education is multi-faceted, primarily focussing on priorities established with Education Committee members within the National CFUW Vision, Mission and Goals. The mandate of the Education Committee is to assist and inform CFUW members and the Board about education issues. The committee identifies areas for action in Canadian education, advises on opportunities for lifelong learning for members and provides leadership on education matters on behalf of the Board.

With creation of the Advocacy working group, the three Vice Presidents of Advocacy, International Relations and Education acted together to better harmonize our portfolios, tasks, and priorities. We make a point of attending each other's meetings whenever possible as active contributing members. Our attention was also on the UN Sustainable Development Goals. For Education Goal #4, "Quality Education", Track 2, Learning and Skills for Life and Track 4, Digital Learning and Transformation.

Together with Education committee members, two focus areas were established for this year:

- A. Learning and Technology: Challenges and Benefits—Learn along with us.
- B. Mental Health concerns in the Education sector: Students and Staff

We also continued to monitor progress towards affordable, equitable, high-quality childcare, specifically following up from the bilateral federal/provincial ELCC agreements signed last year. I also track ELCC as a member of the Toronto Caucus which has worked on this for decades.

Committee members researched advances, advantages and issues raised by technology for students, and within the education sector. We broadened our inquiry into challenges from people becoming more dependent on technology and AI and the issues around establishing veracity and reliability of information. We also recognized many advantages of technological advances particularly in medicine (assistive devices, surgical support) and the benefit almost instantaneous access to information. We were happy to be invited to participate in the Ontario Council speaker session with Joshua Skorburg, Ethical Issues Surrounding Artificial Intelligence.

We recognize the mental health challenges posed by the pandemic and lingering issues from lack of socialization. Many school boards are providing additional support, often without the requisite additional funding. The rising use of and reliance on technology and on-going mental health concerns as well as poor social skills seem to be closely tied. Staff and students continue to need assistance. We are pleased to just recently see a movement towards school systems curtailing student use of cell phones in classroom.

The Indigenous Issues Sub-committee has a narrower mandate, to educate ourselves and others about issues and concerns of importance to Indigenous people within Canada. for the past two years rather than committee chairs I have taken on the role of leading a very involved working group.

This year the committee worked to:

- A. Update Indigenous Resources to be posted on the CFUW website; these are meant to be “evergreen” yet periodically reviewed and added to or modified as needed.
- B. Explore challenges and support for Indigenous people in urban areas.
- C. Investigate programs and support for Indigenous students (safe spaces) and courses offered, including for non-Indigenous people on or off campus (including CFUW members)

Two special speaker events were hosted by Indigenous Issues this year. Judge Marion Buller spoke in October about Turn Knowledge into Action, focussing on MMIWG2S. Patty Krawec spoke in June, commemorating National Indigenous People’s Day with the topic of Surviving Together, Being Responsible Allies and Imagining a Future. Committee members continued throughout the year to compile information and discuss courses and events, particularly those that would help us gain a better understanding of Indigenous communities.

Recently we have started to look closely at Land Acknowledgements—if, when and how, listening to Indigenous advisors and perhaps turning the focus to TRC recommendations and actions.

As Vice President Education, I am also a member of the Charitable Trust Board of Directors, separate from the CFUW National Board. This year we completed the shift to an on-line, free of charge process, with teams reviewing pre-sorted applications to distribute \$100,000 in post-graduate fellowships. The Library/Creative Arts (alternating years) Award is the only one for which a club nominates a community organization. An updated visual presence and website is expected to bring increased donations to the Trust. Heidi Cossey, the 2021 winner of the Dr. Margaret McWilliams Pre-Doctoral Fellowship was the speaker at the Charitable Trust dinner during the National CFUW AGM in July. The CT AGM is in October.

Two Study Groups have met throughout the year Long Term Care/Seniors’ Rights and Health Care with support from the VPs of Advocacy and Education. The LTC group proposed two Resolutions; the Health Care group has been working on creating “fact sheets” about Health Care Standards and Public/Private aspects of Health care in Canada. Based on members’ interests in the topic, a Housing Think Tank met this winter and may result in another study group in future.

I had the privilege of mentoring our Young Director through the FORA/Rise on Board program. Gabrielle Feldmann added a very valuable perspective in our Board meetings, and we expect to continue the program in the coming biennium. I was also very involved in the Communications committee as we navigated our way to a new visual identity.

I joined the CAMEUS (Canada/Mexico/United States) committee this year, specifically the subcommittee planning a virtual presentation for UNCSW 68. The CAMEUS vision and mission with three federations working together (CFUW-FCFDU, FEMU, WG-USA) focusses on women and children reaching their full potential in a just, peaceful, and equitable world. The workshop was titled Challenge to Empowerment, with women presenting their refugee experiences in the three countries.





Several articles for Education and Indigenous Issues focussed events were submitted for Club Action News In September a special newsletter commemorated Truth and Reconciliation Day (Sept. 30<sup>th</sup>) and highlighted our upcoming October speaker (Oct. 4<sup>th</sup>). In January we celebrated the International Day of Education Day (Jan. 24<sup>th</sup>) and contributed to the Special Advocacy focused February newsletter. In May we commemorated the National Day of Remembrance of MMIWG2S / Red Dress Day (May 5<sup>th</sup>). In June there was an article focussed on National Indigenous People's Day (June 21<sup>st</sup>), and a poster and registration for the June Indigenous Issues speaker (June 18<sup>th</sup>). In preparation for the National AGM, contributions for workshops including What do National Board members do? Advocacy for New CFUW Executives, and a lead role in preparing the Charitable Trust dinner presentation.

Potential actions for the future were discussed at the final Education and Indigenous Issues committee meeting. Some highlights include pursuing partnerships and collaborations with organizations having similar goals and values and continuing the focus on Lifelong Learning within these committees, through study groups and more broadly by bringing speakers to CFUW members on a range of topics and issues.

With much gratitude to all who participated in the committee meetings, webinars, workshops, and did the work for our collective benefit, this report is respectfully submitted.

Kathy Wosnick

Vice President Education

May 23, 2024

## International Relations Report

As my term as VP International Relations ends, I wish to thank the members of my committee as well as the office staff who contributed to CFUW's action on international advocacy. It takes a team, and it has been an excellent one!

This year has been very busy. Here are the highlights:

July:

- The IR committee's resolution on the gender impact of international trade agreements and how they affect the SDGs passed. The office developed a template letter for clubs to send to MPs in support of the resolution. I monitored gender policies of the WTO throughout the year.

August:

- We applied for observer status for the Conference of the Parties (COP) to the UN Framework Convention on Climate Change (UNFCCC). We will know by COP30 if our application is successful.

September:

- As all CFUW advocacy is related to the SDGs, we began a member informational campaign on the Sustainable Development Goals in conjunction with the September SDG Summit held in New York. As a follow-up the office launched an "SDG of the Month" campaign, in which a different SDG was highlighted monthly on social media and in our newsletter to raise awareness.
- We joined the UN SDG "Unite to Act Campaign" with the commitment to act as an organization on Goal 4, Target 4.4: "By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship."
- We launched the 2023/2024 International Service Project, "She Belongs in School". CFUW Clubs and members across the county donated \$7685.56 to the 60 Million Girls charity. The funds went towards two Mobile Learning Labs, enabling girls in isolated areas in Mozambique who would otherwise not be able to go to school access to secondary education. I attended a presentation at Hycroft (UWCV) where I met the president of 60 Million Girls and had the opportunity to hold the RACHEL server used in the Mobile Learning Labs.

October:

- CFUW prepared a written statement on the CSW68 priority theme. Applications for delegates to attend CSW68 opened, and work began on planning the CFUW parallel session.
- We produced a GWI -E-Blast for GWI supporting clubs introducing the seven CFUW members who are on GWI committees.

November:

- We held a GWI Townhall with supporting clubs to review the GWI dues for the coming year.
- Susan Miller, president of CFUW Calgary, stepped into my shoes when I was ill and attended the Summit on “Migrating Identities – Conversation on Settlement and Integration in Diverse Communities Across Canada”. The issue of refugees, migrants and migration is the focus of CAMEUS.
- CFUW contributed its annual report to the International Alliance of Women (IAW) outlining our work throughout the year.

#### December:

- CFUW joined the initiative in honouring the (UDHR) Universal Declaration of Human Rights’ 75th anniversary by making the following pledge: “CFUW pledges to advocate for the right to a clean, healthy, and sustainable environment to be enshrined in the Canadian Bill of Rights, and to educate Canadians on the importance of this right.”
- We published the *[International Report Special Edition](#)* outlining the IR fall advocacy.
- We held the first of three briefings with delegates in preparation for the Commission on the Status of Women, CSW68.

#### January- March

- **CSW68:** As an ECOSOC-accredited organization, CFUW sent 17 delegates to attend (CSW68) in New York in March 2024. In New York, we hosted a parallel event entitled “Women Rising from Poverty: Strategies, Transformative Educational Projects, Empowering Initiatives.” We met with our international partners as well as Canadian NGOs. As a part of our “CAMEUS” collaboration with Women Graduates-USA and Federación Mexicana de Universitarias, we also held a virtual parallel event. The CAMEUS group decided to continue its focus on refugee women who had successful stories to relate. The topic was “Challenge to Empowerment: Experiences and Replicable Strategies of Refugee Women”.
- We participated in (WAGE) Women and Gender Equality Canada’s “rapid response group” providing feedback on the Agreed Conclusions negotiations. “CFUW National released a [statement](#) on the CSW68 Agreed Conclusions and wrote to the Prime Minister and several relevant Ministers encouraging the outcome document’s implementation in Canada and internationally.” Kenzie Zimmer

#### February:

- **International Development Week**, we featured an informational article in the CFUW newsletter together with the links to events held across Canada.

#### April – May:

- **IR and IWD Awards:** The IR sub-committee that adjudicates awards met to choose recipients. I recused myself; Joy Hurst chaired the process. The awards will be announced at the AGM.
- **International Service Project:** This will now have a two-year cycle allowing clubs more time to become familiar with and fundraise for the project. As such, for 2024-2025 we are continuing to partner with 60 Million Girls. This second stage will also be to raise funds for Mobile Labs; the project is called, **Retaining girls in School in Nepal**.

**May:**

- The Spring GWI E-Blast featured an update on dues, on GWI committee work as well as meetings with GWI at CSW68. CFUW GWI supporting clubs hosted several webinars with GWI.
- CFUW prepared a video for submission to celebrate GWI's 105<sup>th</sup> anniversary.
- [The CSW68 Delegates' report](#) is the culmination of and historical record of our work with CSW68 as such it is the most important document IR produces.
- As a follow-up to CSW we met with a representative from Zonta to explore networking and collaborating on advocacy.

**What else did we do?**

- Worked effectively with the VP Education and VP Advocacy to coordinate and integrate advocacy activities.
- As VP IR, I gave presentations about IR and CSW at three clubs.
- We met with the CIRs (VPs of International Relations) of several NFAs in a Meet and Greet
- We highlighted International Days of significance with either newsletter articles or social media posts.
- Heather Oxman and I attended meetings of the National Council of Women of Canada (NCWC) and Kenzie submitted our annual CFUW report.
- CFUW participated as a member of the Women, Peace, and Security (WPS) Network of Canada and attended meetings with Canada's Ambassador for WPS.
- "Following the breakout of war in Israel and Gaza, CFUW National sent a letter to the Prime Minister, several relevant Ministers, and Canada's Ambassador to the UN asking the government to use its influence to secure the safe return of hostages, an immediate ceasefire, and the active involvement of women stakeholders in all aspects of conflict resolution, peacebuilding, and reconstruction." Kenzie Zimmer
- CFUW will be contributing to the civil society Beijing+30 Network review of Canada's progress on the Platform for Action in the areas of Education & Training of Women, Early Childhood Education & Care, and Women & Armed Conflict/Feminist Foreign Policy.

Submitted by Barbara DuMoulin, VP International Relations

**UN Agency report:**

- This past year has revealed new insights into the role of UN Agency Observer, beginning with a more formal declaration of being installed as a UN Representative. This designation also includes the National President, IR Vice President, National Advocacy and Policy Specialist and the Executive Director. It allows for greater access to UN conferences and events – both in house and virtual. I appreciated the insights given by the New York based, GWI UN representative in a virtual meeting held in April 2023, which led to our inclusion of this specific UN designation. CFUW UN representatives are renewed annually.
- Highlights from this year include: Expectations of the High Level Platform Form (HLPF) Sustainable Development Goals (SDGs) Summit Sponsored by International Institute of Sustainable Development (IISD); Financial Futures Summit sponsored by the Canadian Center for Women's Empowerment (CCWE) focusing on economic abuse; and Commission

of the Status of Women (CSW), with the main theme of poverty – intersecting with food insecurity, lack of housing, lack of employment, lack of financial means and closely connected to gender base violence and coercive control.

Submitted by Sandra Thomson, UN Agency Observer/UN Representative

#### **CAMEUS Report 2023-2024**

- The IR Report references a CAMEUS highlight of 2023-24, the virtual CSW presentation recorded here: [https://www.youtube.com/watch?v=KsKDq\\_0vsCg](https://www.youtube.com/watch?v=KsKDq_0vsCg)
- Initial planning for CSW69 has begun, with preparation of a detailed action sheet for a virtual, 2-hour, 6-panelist session while continuing the practice of using English, Spanish and French on posters and other promotional and informational materials. Each is preparing an updated digital invitation list of their network/partners. Mexico's FEMU will lead the Planning Committee with representatives from members Women Graduates USA and CFUW. We are waiting for more information from UN Women and checking on the progress of Government reviews and possible review consultations in our three countries related to the focus for CSW69; "the implementation of the Beijing Declaration and Platform for Action and the outcomes of the 23<sup>rd</sup> special session of the UN General Assembly." See [https://www.unwomen.org/sites/default/files/2023-11/beijing30\\_guidance\\_note\\_en.pdf](https://www.unwomen.org/sites/default/files/2023-11/beijing30_guidance_note_en.pdf)
- Members reviewed the 2023 MOU which lists provisions and opportunities for collaboration and decided those are sufficiently broad to direct CAMEUS activities until its scheduled review in 2026.
- CAMEUS continues its focus on migrants/refugees and circulates related information from our three countries. A questionnaire was designed and administered through committee members to selected refugee-serving organizations to find the educational, violence and poverty experiences of migrants in their journey through Mexico to USA and Canada, and on settlement. At the June 26th meeting this will be reviewed.
- CAMEUS members meet virtually and those who attend CSW meet while at New York City. Three members of CAMEUS, Barbara DuMoulin, Phyllis Scott, and Grace Hollett self-funded their attendance at WG-USA's in-person AGM and Conference in Chicago, October 2023. CFUW Ottawa member Hally Siddons gave a well-received presentation on Afghan women.

Submitted by Grace Hollett, CFUW Chair CAMEUS committee

## Annual Report - Membership 2023-24

Thank you to the committee members – Kathryn Wilkinson, Heather Lewis, Linda Sestock, Amy MacLeod, Patti MacPherson, and President Joy Hurst – for their participation and contribution to assisting Clubs with membership recruitment and retention over the past year. A special thank you for National Office support from Elizabeth Malcolm, Member Engagement Coordinator, and Jaime Beagan, Executive Director, and for their guidance and assistance to the committee throughout the year. Thank you also to the Chair of Regional Directors, Anne Cordon, for her contributions to our discussions and her outreach to the Regional Directors to share information pertaining to Membership in CFUW. Our committee also benefited from the contributions of Gabrielle Feldmann, CFUW's Young Director, who participated on the Committee until her placement period with CFUW was completed.

**The Goals** for Membership this year were to:

1. Update current Membership materials for posting on the new website. Ongoing.
2. Organize with the National Office, CFUW Information tables at Ottawa U and Carleton in Ottawa as pilots to share information about CFUW with young University women early in September.
3. Develop a series of 'Membership Minutes' for posting in the Club Action Newsletter on a bi-weekly or monthly basis as space allowed. These Minutes would provide Clubs with tips on recruiting and retaining their members.
4. Develop a slide presentation to be used by Clubs to acquaint new and potential new members with CFUW and distribute it to Clubs through RDs and Club Membership Chairs.
5. Organize a webinar for Elizabeth Malcolm of the National Office to provide an update to Clubs on the website renewal and what membership recruitment materials were being developed for a Recruitment Resources Hub on the new website.
6. Organize a pre-AGM webinar to provide information to new Club Presidents to assist them in assuming their leadership role.
7. Select the winners of the Special Project Award and the New Members and Membership Growth Awards.
8. Clarify the categories of Membership in CFUW with the aid of Parliamentarian Beth Haynes.
9. Include in the 2024-25 budget, the provision of financial support to Clubs to have new Club banners made that reflect CFUW's new branding.

**All but Goal #2 were achieved.** A delay in the website update and new CFUW branding prevented us from doing this in the 2023-24 year but it is hoped that this will be tried in the future.

**The Board Membership Working Group** was not active this year.

Marcia Armstrong

VP Membership

## CFUW VP Atlantic Annual Report 2023-2024

Since the beginning of the September 2023 CFUW year, the Atlantic region clubs began, along with the sharing of their annual reports, compiling information for the Atlantic Regional Council (ARC) Fall Gathering theme "Turning a New Leaf: Sharing the past, Envisioning the Future. The specific sharing was around three topics, Raising Profile, Outreach and Advocacy within their respective communities. From our discussions on future ARC work, the environment and climate change (a continued interest from the ARC AGM, April 2023), health care and homelessness. In the end, Homelessness, the issue studied by all Atlantic clubs in 2012-3, became the theme for our April 2024 virtual ARC AGM.

The ARC Executive (VP Atlantic & 4 provincial RDs plus the Sec. Treasurer) worked collaboratively over the ensuing months, holding seven meetings to pull together all the details of hosting the 2024 ARC AGM and conference. We had the three panelists from around the Atlantic region, each coming from a different background on the issue. It was well attended by guests, and members from all clubs in the Atlantic.

I attended CFUW Cape Breton's 55<sup>th</sup> anniversary in the May 2023 and Moncton's 90<sup>th</sup> in June 2024, along with attending Wolfville's annual lunch in April 2024, bringing updates on board work, highlighting our new logo and tagline and promoting the national AGM this summer. Unfortunately, I was unable to attend Saint John's 100<sup>th</sup> anniversary, but our President did along with attending the Moncton one. She also was able to take a side trip with members of the Fredericton club continuing to raise the profile of the work our national organization does to fulfill its vision and mission.

Keeping clubs connected to the varied aspects of CFUW beyond their club borders, meant I regularly shared club newsletters, and highlighted numerous workshops, seminars, advocacy work and think tanks that were offered through national. Reminders of CFUW deadlines and the promoting of the important in-person national AGM in July were important strategic communications.

As a board member, I attended all our regular and special board meetings, contributing quarterly reports on my work as a regional VP in our work to fulfil the board action plans. I chaired the Governance Committee where we developed and updated policy and procedures, board job descriptions and collaborated in preparing presentations for members on board roles & responsibilities 2024-2026, the Presidents' Workshop, and Candidates Forum, along with planning for the board end of year review session. As a member of the Communications Committee I participated in the work done on key messages documents for internal communications and supported our motions that the Communications Committee become a Standing Committee of the board.

It has been a busy year, but I believe that the board has made strong advancements in so many aspects of the organization as I am sure all of you can see through the reading of our interesting and very informative national newsletters. It has been a great privilege for me to work with all the



board members and competent staff. Last but not least, my heartfelt thanks goes out to my Atlantic Regional Council Executive members - Jean Fisher - RD NB, Jean Marks - RD NL, Eleanor Palmer – RD NS, Celine Pinsent – RD PEI, and Arc Sec.-Tres., Patti MacPherson. They showed up to meetings, pitched in willingly with any job that needed to be done and have become good CFUW friends!

It has been an honour to be the CFUW Atlantic Vice President.

Respectfully submitted,

Karen Dunnett, VP Atlantic



## VP Québec Annual Report June 2024

My 2<sup>nd</sup> year as VP Québec (and President of the Québec Council) is coming to a close.

Being a part of the CFUW Board involved a great deal of work but it also meant that I have learned much during my last 2 years as a Board Member for CFUW and I am grateful to have had the opportunity to learn more about CFUW and the people who make up CFUW.

The women who make up the CFUW Board are dedicated, hard-working women who care about advocacy especially for women and girls and the importance of accessible education. Everyone on the board is committed to increasing membership and ensuring that the members have a good experience with CFUW.

Vice-President, Québec

I continue to be grateful to have had the opportunity to see, in-depth, how all of our Québec clubs are run by so many dedicated women across the province and how we work in both languages.

The 6 Québec Clubs raise money for scholarships, advocate on behalf of our sisters at our local, provincial, federal and international level, and take time to enjoy each other's company.

I was proud to represent Québec, as a CFUW delegate, at the United Nation's Commission on the Status of Women 68 in New York this past March. Being able to communicate with a fellow advocate from Africa in French, was a gratifying feeling. It was a good opportunity to network with other organizations from Québec and across Canada. And to meet our colleagues from CAMEUS (Canada, Mexico, US), IAW (International Association of Women) and especially GWI (Graduate Women International).

In the Fall I had the opportunity to represent CFUW at the MLUWC and UWC Montreal, participate in the holiday fundraiser for AFDU Montérégie

I was able to sit in on one of the new GWI Peer to Peer meetings with AFDU Montérégie and AFDU Québec. Bravo to Liette Michaud to seeing this project blossom. I look forward to seeing how this project grows.

Johanne Gaudreau and her Advocacy Team (made up of members from all of the Québec Clubs) worked in collaboration with the Montreal Council of Women worked on a project to advocate on behalf of increasing family doctors in major cities and rural areas.

The Québec Council worked as a team to create our new mission statement, which is showcased by our Webmistress Emma Major on our website:

Éducation pour toutes, dans tous les domaines  
Militantisme au féminin



Education for all women, in all fields  
Advocating on behalf of women

Thank you to Deborah Dimitruk, Sherbrooke and District Club for your idea to promote Pieces for Peace. The Ottawa Clubs will be coordinating the actual event September 21st - Clubs across Canada are involved with this initiative.

The Québec Council meets in person twice a year. Our Fall Meeting was hosted by AFDU

And our spring AGM was hosted by UWC West Island (MLUWC) with guest speaker and MLUWC Member Diane Phillips

All Québec Council Clubs work hard to support education for women and young girls, advocate locally and raise funds for scholarships. All Québec Council Clubs continue to support GWI.

I am hopeful that a President will be found for the Québec Council. Should this not happen our 2 Regional Director's will help run the Québec Council.

Other Board Activities:

My role as **Deputy President** allowed me the opportunity to travel to BC to represent the President at the BC AGM and to co-chair the 2023 virtual CFUW AGM. It has been an honour to support our President Joy Hurst these past 2 years.

#### **Human Resources Committee Chair**

Thank you to my HR Committee for their support and encouragement as we navigated the departure of longtime Executive Director Robin Jackson and the arrival of our new ED Jaime Beagan and Member Engagement Coordinator Elizabeth Malcolm. Our new ED was then responsible for hiring our new National Advocacy and Policy Specialist Kenzie Zimmer.

**The HR Committee** was responsible for

- updating the Annual Executive Director Review Policy
- updating the HR Terms of Reference

We are pleased to announce that there was no official **Disrespectful incident** reports during the last 2 years.

**Other Deputy President Board Duties:**

- 2024 AGM Planning Committee
- Strategic Support Board Group
- Interim Executive Management Team

**Other Board Involvement**

- 2024 AGM Planning Committee
- Membership Committee
- Special Communications Committee

Realizing potential. For all women.  
Le pouvoir par le savoir.

I am hopeful that a President will be found for the Québec Council. Should this not happen our 2 Regional Director's will help run the Québec Council.

Respectfully, Linda Sestock

Ma deuxième année en tant que VP Québec (et présidente du Conseil Québécois des AFDU) tire à sa fin.

Faire partie du conseil d'administration de la FCFDU a demandé beaucoup de travail, mais cela signifie aussi que j'ai beaucoup appris au cours de ces deux dernières années en tant que membre du conseil d'administration de la FCFDU et je suis reconnaissante d'avoir eu l'occasion d'en apprendre davantage sur la FCFDU et sur les personnes qui la composent.

Les femmes qui composent le conseil d'administration de la FCFDU sont des femmes dévouées et travailleuses qui se soucient de la défense des femmes et des filles en particulier et de l'importance d'une éducation accessible. Tous les membres du conseil s'engagent à augmenter le nombre de membres et à veiller à ce que les membres aient une bonne expérience avec la FCFDU.

Vice-présidente, Québec

Je suis toujours reconnaissante d'avoir eu l'occasion de voir, en profondeur, comment tous nos clubs du Québec sont dirigés par tant de femmes dévouées à travers la province et comment nous travaillons dans les deux langues.

Les six clubs du Québec recueillent des fonds pour des bourses d'études, défendent les intérêts de nos sœurs aux niveaux local, provincial, fédéral et international, et prennent le temps d'apprécier la compagnie des autres.

J'ai été fière de représenter le Québec, en tant que déléguée de la FCFDU, à la 68e session de la Commission de la condition de la femme des Nations unies, qui s'est tenue à New York en mars dernier. Pouvoir communiquer en français avec une collègue africaine a été un sentiment gratifiant. Ce fut une bonne occasion de nouer des liens avec d'autres organisations du Québec et du Canada. Et de rencontrer nos collègues de CAMEUS (Canada, Mexique, États-Unis), IAW (International Association of Women) et surtout GWI (Graduate Women International).

À l'automne, j'ai eu l'occasion de représenter la FCFDU à la MLUWC et à l'UWC Montréal, de participer à la collecte de fonds des fêtes pour l'AFDU Montérégie

J'ai pu assister à l'une des nouvelles réunions entre pairs de GWI avec l'AFDU Montérégie et l'AFDU Québec. Bravo à Liette Michaud pour l'épanouissement de ce projet. J'ai hâte de voir comment ce projet se développera.

Johanne Gaudreau et son équipe de comité de promotion des causes (composée de membres de tous les clubs du Québec) ont travaillé en collaboration avec le Conseil des femmes de Montréal sur un projet visant à promouvoir l'augmentation du nombre de médecins de famille dans les grandes villes et les régions rurales.

Le Conseil du Québec a travaillé en équipe pour créer notre nouvel énoncé de mission, qui est mis en valeur par notre Webmistress Emma Major sur notre site Web :

### **Éducation pour toutes, dans tous les domaines**

#### **Militantisme au féminin**

Merci à Deborah Dimitruk, du Sherbrooke and District Club, pour son idée de promouvoir les pièces pour la paix. Les clubs d'Ottawa coordonneront l'événement du 21 septembre - des clubs de tout le Canada participent à cette initiative.

Le Conseil du Québec se réunit en personne deux fois par an. Notre réunion d'automne a été organisée par l'AFDU

Et notre AGA du printemps a été organisée par UWC West Island (MLUWC) avec comme conférencière invitée Diane Phillips, membre de MLUWC.

Tous les clubs du Conseil du Québec travaillent fort pour soutenir l'éducation des femmes et des jeunes filles, pour défendre leurs intérêts à l'échelle locale et pour recueillir des fonds pour l'octroi de bourses d'études. Tous les clubs du Conseil du Québec continuent de soutenir GWI.

J'espère que l'on trouvera une présidente pour le Conseil du Québec. Si ce n'est pas le cas, nos deux directrices régionales aideront à diriger le Conseil du Québec.

Autres activités du Conseil :

Mon rôle de président adjoint m'a permis de me rendre en Colombie-Britannique pour représenter le président à l'AGA de la province et pour coprésider l'AGA virtuelle de la FCFDU de 2023. Ce fut un honneur de soutenir notre présidente Joy Hurst au cours des deux dernières années.

Présidente de la commission des ressources humaines

Merci à mon comité des ressources humaines pour son soutien et ses encouragements lors du départ de la directrice générale de longue date Robin Jackson et de l'arrivée de notre nouvelle directrice générale Jaime Beagan et de la coordonnatrice de l'engagement des membres Elizabeth Malcolm. Notre nouvelle directrice exécutive a ensuite été chargée d'embaucher notre nouvelle spécialiste nationale de la politique et de la défense des intérêts, Kenzie Zimmer.

La commission des ressources humaines a été chargée

- la mise à jour de la politique d'évaluation annuelle du directeur exécutif
- la mise à jour du mandat des ressources humaines.

Nous avons le plaisir d'annoncer qu'aucun rapport officiel d'incident irrespectueux n'a été établi au cours des deux dernières années.

Autres fonctions du vice-président au sein du conseil d'administration :

- Comité de planification de l'AGA 2024



- Groupe du conseil de soutien stratégique
- Équipe de gestion exécutive intérimaire

Autre participation au conseil d'administration

- Comité de planification de l'AGA 2024
- Comité des membres
- Comité spécial des communications

J'espère qu'un président sera trouvé pour le Conseil du Québec. Si ce n'est pas le cas, nos deux directeurs régionaux aideront à diriger le Conseil du Québec.

Respectueusement, Linda Sestock



## **CFUW AGM 2024**

### **VP Ontario Teresa Habs Annual Report to CFUW**

As VP Ontario I attended the National Board meetings held this past year. I also participated in the Finance Committee and the Rebranding & Communications Committee.

As OC President I work with the six Regional Directors on our Board whose primary role is to act as a liaison between CFUW and the clubs. I also worked closely with the National RD Coordinator representing the 15 RDs across Canada, who was also RD for Ontario East.

Together we proposed the role of RD VP to sit on the National Board as a voting member. This has not yet been accomplished. This is a role that can have significant impact engaging members across the country, and I look forward to 2025 for this to become reality.

The RD's experience their clubs from the ground up, and for that reason, are an integral part of both CFUW and Ontario Council. They apprise both of the activities, the sentiments and the needs of their clubs.

Succession planning and leadership roles remain big issues in Ontario. Building strong clubs with committed members is another priority. The ingenuity and resilience of our club members is evident in the many ways they tackle these challenges.

The past year 2023-2024 was another year of moderate growth in Ontario with 118 new members, and continuing revitalization. Ontario Council has a membership of 48 clubs with 4388 life and regular members.

2023-2024 saw OC produce two reports that help solidify the awesome work done by the Clubs. Our first ever Scholarship Survey highlighted many positive areas and posed some areas for thought, but the most impressive fact was just how many scholarship dollars go to Ontario students – about \$550,000.

Our Advocacy Survey traditionally completed every 4 years was another important document.

We poll our clubs to learn the issues challenging all of us and give us direction for action.

My report will focus on some of the challenges, but many successes of each region as seen through the eyes of the RD's.

Common themes continue to emerge; there are some easier solutions and there are some, like demographics and diversity that are more complicated challenges.

What remains clear is the creativity and diligence that OC clubs display in meeting challenges.

#### Ontario Central (12 Clubs in the Greater Toronto Area)

Recruitment and retention are pressing issues and demographics has been a recurrent theme as is the difficulty in finding members to take executive/leadership roles.

The good news is that new strategies and methods and new leadership models are emerging.

At an annual get together hosted by the RD it was noted that everyone felt that their club could benefit from help from the national organization to publicize the organization nationally, and it would be a great help to be able to point to information supplied by CFUW National about the joys of membership, the satisfaction of working together, and the pride in our advocacy efforts. Every club is very proud of their scholarships, the advocacy work, and the fellowship generated by speakers and interest groups.

#### Ontario Huron: 4 Clubs bordering Lake Huron

All clubs successfully held in-person programs, fundraising events and interest group meetings. All use diverse outreach approaches, keeping members engaged and increasing participation in interest groups - more than can be listed! Many meeting programs were open to the public, or co-sponsored with other community groups, to raise CFUW's public profile.

Regular communications took place among RD and Presidents and advocacy chairs to share challenges, programs, meeting strategies, and information, answer club questions on OC and National communications, resources and approaches to similar issues.

Clubs engaged in letter writing campaigns to MPPs and MPs on various current issues, in particular, to the Ontario Premier and MPs on the treatment of a female politician when raising a question in the Legislature.

Club activities and meetings were an eclectic mix of general interest [plus fun] and advocacy. All held membership drives ["meet & greet" and wine and cheese events are particularly popular]; new member socials and orientation and keep one another and their members informed by sharing newsletters, holding in-person events to which both all regional Club members and the public are invited.

To combat the perennial leadership challenges alternative governance models are being studied. The strategy of a special project to revise Bylaws and Constitution during what is called a 'journey of transition' to enhance membership and engage the wider community has been adopted.

#### Ontario East: 9 Clubs bordering Lake Ontario and extending up into the Ottawa Valley

Regular zoom meetings were held with presidents plus other relevant club officers depending on the meeting focus topic. The purpose of these regular was to build connections in the region and share information for the region, OC, and National CFUW.

The focal topics this year included building our fundraising, privacy and membership directories/newsletters, bookkeeping software, leadership, succession, and resolution discussion process/format in the clubs.

The themes that came out from all clubs: the importance to attract new members and to strengthen connections with existing members, build a strong executive board, the desire to be involved locally and afar on heartfelt advocacy issues, and the need and creativity to raise funds to support their scholarships and advocacy.

Many clubs felt a sense of relief when they started having general meetings back in-person again.

Special Mentions:

Belleville and District celebrates their 85th anniversary in 2024!

Ottawa is especially proud to have received **AFP's 2023 Outstanding Philanthropic Group Award** for the contributions of our **Scholarship Trust Fund**. This signals they are truly making an impact in the lives of local women as they pursue post-secondary education. This year alone they awarded 33 scholarships totaling \$94,000.

They also forged a **formal partnership with CW4WAfghan** to purchase laptops and internet access for women in Afghanistan who can no longer attend university. Their work continues to raise and maintain awareness of these women as they suffer gender apartheid under the Taliban.

And in CFUW Perth and District, home to Ontario Council's President for 2024-2026: Membership continues to grow, with 44 new women joining, bringing their total to 173. And imagine having 33 interest groups!

Ontario West: 7 clubs stretching from the Guelph/K-W/Cambridge area though to London/Stratford and down to the US border in Windsor

CFUW clubs in Ontario West are known for their work on advocacy, volunteering in their communities, and building relationships in their communities by partnering with other organizations that have similar goals. Some fabulous examples:

Cambridge celebrated their 70<sup>th</sup> anniversary this year and held its 12th annual International Women's Day Fundraiser Breakfast.

Guelph members attended the Power of Being You event with the YMCA of Three Rivers. The conference brought together 200 female identifying youth from grades 7 and 8 to discuss matters that affect girls and young women. The goal was to ensure that participants left the day feeling fully supported, empowered and with the self-confidence to be themselves.

K-W joined with Seniors for Social Action (Ontario) in advocating for Aging in Place initiatives which include the creation of non-profit in-home and community-based residential alternatives to institutions, and direct funding options to empower individuals and their families.

London held a meeting in April with London Region on the history of London titled, "Appreciating Our Past - A Historical View of London".

St. Thomas has been working on sending blankets to Ukraine.

Stratford created "Idle-Wise!" – the advocacy group tackled the topic of vehicle idling. They put together a package that was sent to both school boards in the area and it was approved by the Health and Safety Officers of both boards.

Windsor worked on a provincial resolution this year on the cost of medical appliances and also hosted the CFUW Ontario Council AGM.

Ontario North: 6 clubs stretching from Orillia on Lake Couchiching, through the Muskoka Lakes area and around Lake Nipissing and Lake Superior up to Thunder Bay

One of the challenges of being in the north, the distance between clubs starting in late September and finishing in May is all the snow in between!

This year the region continued Presidents' meetings every two months.

They continue to share successes and some challenges although they are few.



Clubs seem to be back, primarily to in-person meetings.

Interest groups appear to be thriving. Clubs appear to be more settled, with members who work so creatively for the benefit of their members and CFUW.

The main theme: "A successful year!"

Muskoka had a very successful year with the research, composition, and commitment in composing an Ontario Council Resolution concerning municipal Warming Centres.

Haliburton Highlands is very active in many events that focus on working together for the benefit of their community. The club celebrated its 20<sup>th</sup> anniversary in 2024!

Sudbury continues to be a 100+ member club. They are a vibrant club active in a variety of interest groups and the Charitable Trust. Adopt A Family is their community outreach initiative.

North Bay continues to be active in public affairs and scholarship awards given to Nipissing University, Canadore College and local high schools.

Thunder Bay covers tough social issues: protecting local heritage properties, the housing situation, intimate partner violence, nuclear waste management and the transportation of waste through Northern Ontario.

Orillia also saw an increase in membership this year. Their June Homes Tour is a major fundraiser for scholarships that are awarded to young women pursuing post-secondary education. They were also successful in securing charitable status and establishing an Education Foundation.

Ontario South: 10 clubs hugging the shores of Lake Ontario aka the Golden Horseshoe from Grimsby to Brantford through Mississauga and Oakville to Hamilton and Burlington to the Niagara Peninsula area of St Catharines and Welland.

These clubs epitomize what CFUW prizes - They never fail to impress with the creativity, energy and the positive attitude they bring to all they do. Clubs in Ontario South have continued to manage the continuing challenges that have resulted from the COVID pandemic, with most clubs embracing some variation of hybrid meeting models to create opportunities for fellowship. Brantford was able to report that this year their nominations' process was especially successful. All positions were filled, and the executive had a number of new members as many

long standing members of the executive "retire". Brantford continues with their "President in Name" and President of the Month system.

Burlington's theme this year was "Honouring the Past and Building Towards the Future". This theme anchored and connected all of their Speaker Series presentations.

Georgetown increased membership by 8 women before December 31<sup>st</sup> and the momentum has not stopped. They added 7 more since the New Year!

Grimsby continues with its major fundraiser the February Lobster Dinner, which was a resounding success. Sufficient funds were raised to support 6 awards of \$1,000.00 each at the two secondary schools in the area.

Hamilton's year continued with some very lively guest speakers, later a Mocktail Party and also a Notable Canadian Women quiz in October (Women's History Month in Canada) and learned about Canada's first female senator Cairine Wilson from her granddaughter of the same name and a new CFUW-Hamilton member! Cairine Wilson was appointed as a senator following the

recognition in 1929 of women as persons under the British North America Act. Talk about history!!

Milton – a long list of fabulous and energetic events cementing their profile in the community!

Mississauga celebrated their 70<sup>th</sup> anniversary in 2024!

Oakville celebrated their 75<sup>th</sup> anniversary in 2024!

St Catharines 2<sup>nd</sup> 'Makers Market' was another successful celebration and way to help members connect. Fifty volunteers worked together to create a "gallery-feel" for this event where the hand-made items of 40 Makers were elegantly displayed and supported by bios and photos of the Makers. \$2500 was raised for scholarships with this event!

Welland has a very active Advocacy Group. Their largest project was during the 16 Days of Activism Against Gender Based Violence. They were able to coordinate a listing of all activities taking place in the region during the 16 days and to share this information with various groups and agencies. They made sure members were informed of happenings and at least a few of our members were present at all flag raisings taking place in our region. As in previous years, they hung red dress displays, 8 in total, in each of our districts and arranged, via Zoom, a presentation about Human Trafficking. Shelly Walker, CEO of the Women's Trucking Federation of Canada spoke to our members and the community.

As VP Ontario for CFUW, I look back on the past two years as a time when CFUW Ontario clubs truly epitomized our Action Plan "Building on Our Strengths" and this "view from the ground up" confirms it!

Respectfully and Proudly Submitted to CFUW,

Teresa Habs, Ontario Council President and VP Ontario for CFUW 2022-2024

## 2022-2024 Regional Directors Standing Committee Biennium Report compiled and edited by Anne Cordon, Chair

The Standing Committee of Regional Directors (RDs) met five times this year. To avoid scheduling frustrations experienced previously, we set up a schedule in September and met October, November, February, March, and April. Each meeting had a focal topic which also included a round-the-table sharing of issues and successes. Board members were encouraged to send specific announcements or were specifically invited to address the committee because of timely, particularly relevant topics such as membership issues, communication (new branding and website update), AGM planning, resolutions, etc. Each RD meeting had a notetaker to help the Chair record discussion and action plan items. The meeting notes were distributed to RDs and Board members as soon as possible after each meeting.

As the Chair, I attended various Board meetings to share information with the other RDs and to contribute a RD perspective. I regularly attended the monthly meetings of the following committees:

Board of Directors

Communication

Governance

Membership—initially when invited, but later in the biennium attended regularly.

I read the meeting minutes from the Advocacy, Education, and International Relations committees and attended meetings, workshops, and townhalls particularly relevant to RDs

In the second year of the biennium, I was on the AGM planning committee attending weekly meetings starting in the fall 2023.

I worked with a working group from the Governance Committee to develop a job description for Chair as there was none when I assumed the role.

I worked with the other RDs and the BOD to develop the groundwork for possibly making the position of Chair of this Standing Committee, a Vice President voting Board member.

In future I recommend that at the beginning of the biennium the RD Standing Committee and the Board of Directors have a joint meeting to discuss National Priorities for the biennium, develop a strategic plan for action and an explicit outline on how to collaborate effectively. Midway through the biennium plan a joint meeting to discuss progress and suggest possible realignment of actions, and at the end of the biennium share outcomes and recommendations for the next biennium.

In future I recommend that the Chair work closely with the VP Membership, Chair of the Communication Committee, and the five Regions VPs to function as a constellation working group to harmonize a strategic plan for issues related to membership including but not limited to support, retention, and recruitment.

## **1. RD BC Vancouver Island Valerie Gunn [valgunn1@gmail.com](mailto:valgunn1@gmail.com)**

Region, Clubs on east coast of Vancouver Island, size ranging from 250 in Victoria and 120 in Nanaimo, regional cities. Two clubs in 50-member range and two small less than 12 members. Six in total. All clubs have strong scholarship/bursary programs.

### **Priority #1 Communication with area clubs**

#### **Actions**

- a) Visit clubs in person or by zoom once a year. Make members aware of BC Council plans, actions and advocacy, encourage participation at BC AGM and sign up by members for BC newsletter For the Record and for National Action Newsletter.
- b) Hold 2 Area Presidents meetings by zoom, 1 live at AGM per year.
- c) Share club activity notices within region, to member clubs and BC Council
- d) Encourage club websites to have links to other area club's websites, as well as BC Council and National websites.

**Evaluation.** Action a,b RD role, c by communicating with clubs communication officer, d,by speaking with BC Council PR person Cynthia re websites.

### **Priority #2 Profile; Raise the public profile of CFUW on the Island, so that communities are aware of CFUW clubs locally and what we do nationally.**

#### **Actions**

- a) This will drive increased membership and increase awareness and effectiveness of CFUW advocacy role.
- b) Make members aware of current BC advocacy projects and partnerships (BC Council has been very active in this) as well as current resolutions and how they can act on them as a club or as individuals.

#### **Evaluation**

Speaking with club presidents and members on advocacy priorities.

Helping low member clubs with PR campaign through national tool kits and new leadership models so women do not burn out and lose enthusiasm.

### **Final report 2024**

I have now completed two terms as the Regional Director for Vancouver Island.

This term I met with the club presidents and chairs only once in January due to scheduling difficulties on my part. But was able to meet with the Saanich club in the summer.

I have attended BC Council meetings by zoom and passed on to clubs' timely information as needed.

This year Nanaimo is hosting the Council AGM and I have been involved with their LAC meetings since August.

The Vancouver Island clubs are very robust. All clubs bar two are experiencing healthy growth with many new members, who are enthusiastically embracing all that CFUW holds dear. Welcome all. It appears we are over the non-in-person time and women want to be part of groups again.

The two clubs not thriving so well are trying to hold on but are experiencing familiar aspects that hold clubs back, older members, meeting venue difficulties, all which make it difficult to attract newer younger women. They are hopeful they will be able to rebound.

All the Vancouver Island clubs continue to provide scholarships and bursaries to their local secondary schools and universities as well as various international education projects.

I want to express my appreciation to being able to serve as the Island Regional Director. Thank you for the honour.

## 2. RD BC West Patricia Atkinson [patriciaatkinson@hotmail.com](mailto:patriciaatkinson@hotmail.com)

**11 Clubs:** CFUW Abbotsford, CFUW Coquitlam, CFUW New Westminster, CFUW North Vancouver, CFUW North Delta/Surrey, CFUW Richmond, CFUW South Delta, CFUW Sunshine Coast, UWC Vancouver, CFUW West Vancouver, CFUW White Rock/Surrey.

Membership range: 4 to 336. Clubs are mostly meeting in person, with optional Zoom meetings. All have Presidents or Co-Presidents except for one with a VP as leader, & one with a VP/ Leadership Team Representative.

Interest groups are very active, & many social events & outings are undertaken.

### **GOALS for 2023 – 2024:**

**Priority 1: MEMBERSHIP:** Build & strengthen membership to sustain a healthy organization, & to help facilitate continued advocacy & educational support & initiatives.

**ACTIONS:** Support Clubs in their leadership format; assist with succession planning as needed; encourage inviting of guests & welcoming of new members who share our vision, mission & goals; support holding events in public & working with other organizations to increase the CFUW profile; work towards keeping CFUW positive, worthy, attractive & fun; assess Clubs' progress while undertaking Club visits, Fall & Spring Gathering Events, at AGM's/Conferences, & on any other contact.

### **EVALUATION:**

-Clubs are running fairly smoothly on the whole

-membership numbers have remained stable in 2 Clubs; increased in 5 Clubs (one increased by 15), but unfortunately have decreased in 4, for an overall decrease of 18 in B.C. West Region since 2023, despite all having worked hard to increase &/or maintain

-Clubs continue to invite potential new members by different means, with some holding Open Houses; all welcome new members

-Clubs are involved with advocacy, fundraising projects, awarding of Scholarships &/or Bursaries, and as well, with giving funds towards a variety of other worthy causes, locally or globally, keeping them vibrant

-all endeavour to raise CFUW's profile & attractiveness with organizing or participating in community events

-Clubs are successful with sharing of leadership roles as needed, and with succession planning.

**Priority 2: COMMUNICATION:** Build & improve communication within the Clubs, the Region, Provincial Council, & National Board.

**ACTIONS:** Ensure All Clubs are able to work with the new National Branding; suggest Clubs can work with others, e.g. Media Chair, for website help; keep connected; plan Club visits as feasible & a Fall & Spring Gathering; encourage all to submit their Newsletters & events to the "Club Action Newsletter Sharing Corner" & the Provincial Newsletter, "For the Record", & to share with each other; encourage Clubs to continue to submit announcements to local newspapers if at all possible, to attend Webinars & AGM's/Conferences, & ensure Leaders are aware of resources.

### **EVALUATION:**

-Clubs have adopted the new Logo & Tagline on websites, Newsletters & Letter Heads & are aware of the Branding templates for producing handouts

-Clubs are aware of CFUW resources & webinars, & pertinent Information from BC Council meetings has been communicated to them to help keep them well informed

-larger Clubs who publish Newsletters have shared these & submitted same to the National & Provincial publications

-special events are publicized as much as possible

-attendance at webinars & AGM's/Conferences has been good

- all are willing to share ideas
- majority of members are feeling connected, & visibly enjoying CFUW, as evidenced by many longstanding members, despite the loss in membership numbers this year
- the smallest Club does not have an active website, but keeps in touch by email & still awards Scholarships/Bursaries.

**Priority 3: FUNDRAISING:** Maintain CFUW's ongoing & significant contributions to society, & its support for advancement of Women's causes & education.

**ACTIONS:** Support Clubs' varied projects & sharing of fundraising ideas; support ongoing awarding of Scholarships &/or Bursaries, & calculate year-end total.

**EVALUATION:**

- all Clubs have continued their contributions to society through a variety of projects; including Scholarships &/or Bursaries, & have reported amounts given out.
- amount given out by BC West Clubs this year is approximately \$193,496.00 (amount is not yet finalized)
- members feel positive about their worthy achievements, and Clubs are always striving to increase visibility & recognition in the community & beyond

**Priority 4: ADVOCACY:** Build on Advocacy in keeping with CFUW adopted Resolutions & Strategic Plan.

**ACTIONS:** Support Advocacy locally & beyond; ensure Clubs are working with Advocacy Chairs; support development of any proposed resolution; support any writing of letters & meetings with politicians; encourage members to apply for leadership positions in areas of interest, & support "Opted in" or "Opted out" Clubs as need be.

**EVALUATION:**

- all Clubs have Advocacy Representation & are involved in advocacy locally & beyond, in accordance with CFUW National Strategic goals & adopted Resolutions
- CFUW BC Council has a very vibrant Advocacy Chair leading and supporting, & one of the Resolutions developed by a B.C. West Club is being presented nationally this year
- Clubs often write letters pertaining to advocacy issues
- Clubs use different methods to review Resolutions being presented
- a sense of accomplishment and engagement is realized for many members, as evidenced by the active participation in advocacy in the B.C. West Clubs.

### 3. **RD BC Interior Ruth Mellor** [grmellor@uniserve.com](mailto:grmellor@uniserve.com)

The interior district has four clubs (Prince George, Nelson, Vernon and Kelowna). Club membership varies between 65-20 members. There is a mixture of leadership models.

**Priority 1. Communication: Interior Clubs will improve their communication to members, community, BC Council, CFUW National and International Advocacy groups.**

**Actions:**

- Work with Cynthia to acquire skills to improve our website layouts
- Upload onto website helpful information to current members and to recruit new members
- Create a postcard, bookmark, business card to give out in public areas eg. Libraries or individuals
- Encourage members to sign up for BC, National and international newsletters
- Have identified member(s) write an article highlighting key items from each newsletter to put into their club newsletter and/ or website.(goal to share and spread out work)
- Share club (local / provincial / national activities with community members

### Evaluations

- Webmasters and mentees are working with Cynthia to learn skills needed skills
- Each club is promoting signing up for newsletters and have an increase in this area
- Clubs are working together to provide a highlight of the newsletters that come out from Provincial and National sources (each club completes 1-2 newsletter highlights)
- Each club has an active website with links to other clubs in the Interior, provincial / national websites
- New members join from internet or physical promotion of the club

### Priority 2. Membership: Build and Strengthen membership to sustain a healthy organization

#### Actions

- Look at different models of club leadership and determine what is best for each club start with examining existing club and provincial manuals on roles
- Approach members to be co-leaders in different areas of the club executive
- Have RD attend club meetings / executive meetings to share ideas, encourage
- Explore new ideas and projects / share how to set up different projects and events ... this may bring in new members

#### Evaluations

- Each club has a viable working leadership group with mentees and mentors involved
- Meet on zoom with people interested in increasing membership and firming up leadership... two groups
- By 2024 each group has at least one new club project to help bring new members
- More meetings on zoom to help each other grow and feel supported

## 4. President/RD Alberta Heather Hill [heathermhill@shaw.ca](mailto:heathermhill@shaw.ca)

Congratulations are in order for several of our CFUW Alberta clubs:

- CFUW Calgary celebrated 100 years, CFUW Lethbridge is celebrating 80 years and
- CFUW Calgary North celebrated 35 years.
- Edmonton was a founding member of CFUW in 1919, and CFUW Strathcona came into being in 1989. What a wonderful history and longevity we have as an organization across this province. It truly shows the power of women working together!

What have we done this year?

The Alberta Council developed an action plan for 2022-24, and the areas chosen to focus on were membership, public profile, advocacy, sustainability, scholarships and bursaries, and communication. Work has been done successfully in each area both through provincial and club initiatives.

Our overall provincial membership has increased by 5 members this year.

The position of Advocacy Chair has been vacant, so the role of advocacy was shared by the executive members and individuals from CFUW Calgary and CFUW Lethbridge.

- AB Council, with assistance from CFUW Calgary member Susan Miller, made a submission to the Alberta government online engagement regarding intimate partner violence, as well as sending letters to a number of ministers and Opposition members.

- In collaboration with Lethbridge member Deb Berg, a letter was created and sent to the government regarding water shortages and long-term drought in Alberta.
- We hosted a presentation via Zoom by Maude Barlow on the topic "Still Hopeful – Being an Activist and Advocate" which was subscribed to by over 100 members from across Canada. A video of her presentation is available.
- A letter of advocacy was sent regarding women's health services across Alberta.
- A Zoom pro account has been purchased for 2024-25.
- CFUW Alberta Council purchased a lifetime membership with the Alberta Wilderness Association.
- In response to the invite from the Alberta Minister of the Status of Women, several members will be participating in the engagement session developing Alberta's 10-year strategy to end gender-based violence.

Via Zoom, I attended national Regional Director meetings held five times this year. These provided an opportunity to share successes and challenges of the clubs across the country. This group made a proposal to the National Executive to initiate placement of a Regional Director Representative as a member of the National Board of Directors.

As Regional Director I have communicated with Alberta clubs through the presidents/executive. This year I attended meetings at the Edmonton, Calgary and Calgary North clubs – some in person and some via Zoom. We are very pleased that many Clubs and interest groups are back to meeting in person when possible

The challenges and circumstances that COVID brought to Alberta and CFUW over the past few years directed us to continue with our annual general meeting being held via Zoom for this year. As it is an even year, elections for executive positions will be held.

The National CFUW AGM is being held in Edmonton this July 22-24, so several local members are assisting by sitting on the Local Activity Committee, as well as assisting in other ways. We hope that you will consider attending this noteworthy event.

I have enjoyed my work as the Alberta Regional Director for the past two years, and I am grateful for the opportunity to work with women throughout Alberta and across Canada. Thanks go to Alberta Council members for their ongoing initiatives and dedication to the vision of CFUW. Thank you to Alberta members for all the good work done in this province to improve the lives and opportunities for all citizens – and particularly for girls and women. You make our world a better place.



## CFUW ALBERTA COUNCIL ACTION PLAN 2023-2024

PRIORITY	ACTIONS
<p><b>MEMBERSHIP</b> Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives</p>	<ul style="list-style-type: none"> <li>- continued to use Zoom to facilitate member engagement</li> <li>- provided Zoom account for all Alberta Clubs to use</li> <li>- used social media to attract new members</li> <li>- maintain Club websites</li> <li>- utilize National resources to increase membership</li> <li>- publicize and attend workshops re membership</li> </ul>
<p><b>PROFILE</b> Raise the public profile of CFUW so that our ongoing and significant contributions to Canadian society are fully recognized</p>	<ul style="list-style-type: none"> <li>- use social media and traditional media to share activities and accomplishments with public and CFUW Clubs</li> <li>- highlight scholarships and bursaries awarded annually through various media</li> <li>- AB council sponsor dynamic speaker Maude Barlow to present on Zoom for all Alberta Clubs (and beyond) and the public. Each Club advertised the event locally.</li> <li>- article in U of C publication re CFUW scholarship contributions</li> </ul>
<p><b>ADVOCACY</b> Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships</p>	<ul style="list-style-type: none"> <li>- AB Council may sign on to advocacy activities initiated by Clubs so a provincial focus can become a part of the campaign (e.g., Protesting coal mining)</li> <li>- sent letter to the Alberta gov't and opposition re IPV</li> <li>- sent letter to AB gov't re drought and water shortage in Alberta</li> <li>- sent presentation re accessibility of women's Health services</li> <li>- accepted invite by AB Gov't to present at their public engagement on ending gender-based violence</li> </ul>
<p><b>SCHOLARSHIPS/BURSARIES</b> Support Clubs in their programs at the local level</p>	<ul style="list-style-type: none"> <li>- support through communications what Clubs are doing in this area</li> </ul>
<p><b>SUSTAINABILITY</b> Support CFUW goals at all levels</p>	<ul style="list-style-type: none"> <li>- Alberta Council Zoom account widely used to keep clubs connected and sustained in all activities, and allows for hybrid meetings</li> </ul>
<p><b>COMMUNICATION</b> among the Clubs, with the AB Council, with the National Board</p>	<ul style="list-style-type: none"> <li>- Continue to provide Zoom to promote and sustain communication among members and clubs</li> <li>- encourage members to receive National newsletter which offers learning opportunities through workshops, town halls, and various opportunities offered by other Cdn clubs</li> <li>- share AB Council minutes with Clubs</li> </ul>

## 5. RD Saskatchewan Gerlinde Sarkar [Gerlinde.sarkar@gmail.com](mailto:Gerlinde.sarkar@gmail.com)

My region has three clubs: Yorkton – 14 members, Prince Albert - 14 member, Saskatoon, 49 members and 4 e-members in Regina

We have three clubs in the province (Saskatoon, Yorkton and Prince Albert) plus four e-members in Regina. As most clubs we are struggling with decreasing membership and being able to fill executive positions. Many of our longtime and faithful members are now in their 80s and 90s and hence no longer willing or able to take on the leadership roles. As it is difficult to attract younger members, we are targeting especially those women who are newly retired, and we had modest success in recruiting a few new members.

In my opinion it is not necessarily the issue that younger women are busier, after all we had careers and young children as well when many of us started, but our lack of focus is seen as a deterrent. *We are trying to tackle too many issues at the same time and the young women I know do join other groups, but they want to work on one thing, for a specific time and show some results, then move on.* Therefore, we have decided to come back to our primary main focus: education. We feel that we have the greatest impact by providing scholarships and bursaries to more mature women, especially those who perhaps have already children and who want to put a career back on track and get a new beginning by pursuing further education, not necessarily university.

### **Priorities for 2022-24**

The Saskatchewan Council had been working for some time to develop a “New Beginning “ grant. We set the goal to offer a provincial bursary of \$5000 as our main goal.

Action:

We worked hard to convince our local chapters to accept the concept of a provincial bursary and provide the funds. No special fundraiser was done by the council itself. We developed the criteria for the bursary, and we then publicized this bursary province wide.

Of course, all local clubs have scholarships programs, but we wanted to give opportunities to women who do not live in the cities where our CFUW clubs are located and hoped to raise the profile of CFUW throughout the province at the same time.

Outcome:

The young woman chosen for this New Beginning grant lives in Lloydminster, a community that has no CFUW club. It was so hard to choose just one recipient from the 49 applications, all were so worthy of our support. The award presentation of the bursary was held in Saskatoon and the presidents of the Sask clubs were all able to attend. The provincial newspaper association helped us publicize the bursary and some local papers conducted pre and post interviews with CFUW members, which gave us some of that wider publicity we were seeking.

This was our main goal this biennium and we successfully launched this bursary and we have the support of the local clubs to continue.

## 6. RD Manitoba Mary Scott [mary\\_scott@shaw.ca](mailto:mary_scott@shaw.ca)

With the encouragement of CFUW President, Joy Hurst, I took on the role of RD Manitoba, (Regional Director) in February, 2024. The decision by the Board was to have the position of RD Manitoba filled by the CFUW Liaison for UWCW (University Women’s Club Winnipeg). UWCW is the only CFUW Club in Manitoba at the present time.

I am very positive about the RD position as it highlights the challenges and accomplishments of other Clubs in a meaningful way. There is real energy amongst the group and shared ideas are very helpful.

UWCW currently has 68 CFUW members, last year we had 75 members, 10 years ago, 152. The Brandon and Portage Clubs have disbanded.

However, we do have a rich history and CFUW itself had its founding meeting here in Winnipeg. The last in- person CFUW Annual Meeting, capably chaired by Sandy Millen, was held here in Winnipeg, celebrating the 100<sup>th</sup> anniversary of CFUW. Doris Mae Oulton, past president of CFUW and the Charitable Trust, is a past president of the Winnipeg Club.

However, the financial resources needed to keep Ralph Connor House, our Club House, going, takes a lot of time and energy. There are the financial costs and needed volunteer time.

In spite of this, UWCW puts on a wide range of programs and educational opportunities. Check out <https://www.uwcwpgmb.com/events-courses/> to see more. Many are offered along with a luncheon or dinner. Coffee and tea are always available.

As well, there are many activities, including 3 book groups, bridge, a mahjong group, and a walking group. There is even a group who dine out monthly, checking the variety of restaurants in the city.

The Current Issues and Actions Committee (CIA) of UWCW is the advocacy arm of UWCW. They meet monthly and as the CFUW Liaison, I attend their meetings, sharing CFUW and community news. The committee works to ensure follow-up to CFUW Resolutions, and reports to the membership on actions taken. The recent action of reminding elected Members of the Manitoba Legislature for civility in the Legislature was effective, as noted in correspondence with the former Speaker of the House.

CIA also supports the Shoebox Project and encourage members to support this worthwhile project, of providing decorated shoe boxes containing small gifts to women in Manitoba shelters at Christmas time.

Having Joy Hurst visit the Club was a wonderful way of bringing the work of CFUW closer to the attention of UWCW members. Joy was a delight to host and spoke about the significant impact the Federation has at the local, provincial and national level. She participated in a Conversation Circle as members shared their thoughts and experiences as allies with the Indigenous community.

As the CFUW Liaison, I have 3 members acting as a Virtual Committee – Sandy Millen, Doris Mae Oulton and Linda Thomas. They act as a sounding board and I appreciate their advice and suggestions.

The leadership team of the Club is the Board. The chair position is shared, and this works well. The management of the House requires considerable time and effort, so the work of CFUW is only a fraction of the time spent at Board and Committee meetings.

UWCW has a dynamic and energetic Communications and Membership Committee. I encourage you to check out the website <https://www.uwcwpgmb.com/>. It is also active on social media – facebook <https://www.facebook.com/uwcwpg>, and Instagram <https://www.instagram.com/ralphconnorhouseuwcw/>.

I have appreciated the brief time as RD for Manitoba. I do believe it is helpful for our Club to have this opportunity to participate with others from across Canada, learning from each other.

## **7. RD Ontario North      Wendy Taylor      [wendytaylor@rogers.com](mailto:wendytaylor@rogers.com)**

The region of CFUW Ontario North is comprised of 6 clubs:

- CFUW Orillia
- CFUW Muskoka
- CFUW Haliburton
- CFUW North Bay
- CFUW Sudbury
- CFUW Thunder Bay

Each club is approximately 60 – 80 members. Thunder Bay is a small club and has tried to attract younger members through their programming. Through the President's bimonthly meetings, we have been discussing their events and interest groups, what works to please the members. Haliburton turns over their President every year. All clubs except Orillia struggle to fill the VP position.

### **Priority 1: Raise Awareness of CFUW Ontario Council and National and Advocacy**

#### **Actions:**

- Send out notices of Speaker Series information.
- Keep club Presidents informed about OC advocacy work in meetings.
- Recruit committee members for OC Standing Committees
- Visit and speak to clubs about important information regarding OC.
- Invite Ontario Council Advocacy Chair to President's meeting. Discussion about advocating for Intimate Partner Violence.
- Identify and encourage clubs to partake in Municipal, Provincial, National advocacy work.
- Send the clubs all information regarding both Ontario and National grants they can apply for.
- Sent all clubs the information on the Conclusions of the UNCSW68 and letter sent by President Joy Hurst to Prime Minister. Encouraged the clubs to refit the letter to send to their MP's and MPP's.
- Sent clubs letter composed by OC President Teresa Habs concerning the funding for Universities and Colleges. Encouraged them to use letter to send to their own MPP's.

The advocacy has been a challenge to do with the clubs. Only Orillia has a true advocacy group that works primarily on a national resolution that is passed. This has not been a successful move as the club members were not interested. The other clubs primarily work on community projects. North Bay has an interesting reading program in the local school. They provide a book for each child in a primary grade, and they read with the children. Haliburton works with the local food pantry.

I do not receive feedback on the information I send them on Ontario Council and National advocacy. I assume they do not follow through.

One success this year is the Muskoka club has put forth a resolution concerning Warming Centres. They have worked very diligently on this resolution and look forward to it being passed at the Ontario Council AGM. I was pleased to help them and connect them with the right people to complete the resolution. Will continue to help them once it is passed to ensure the resolution is not forgotten but advocacy work is done on providing adequate warming centres in the Muskoka region.

## **Priority 2: Help Clubs with Succession Planning to ensure continuity of CFUW mission**

### **Actions:**

- Enquire about continuity of each CFUW North clubs Board members.
- Discuss with them any issues concerning recruiting members for Board members.
- Help with removing barriers to recruiting members i.e., review policies.

Succession planning has not been an issue this year. The only position that is difficult to fill is the VP position. There have been no concerns with the function of the executive boards in each club. Thunder Bay has a new treasurer and they have asked for some training assistance. I put them in contact with OC treasurer.

### **Goals for the next biennium:**

- Revisit each club and continue to encourage advocacy work.
- I have been encouraging the region clubs to support each other in their fundraising events.
- I have suggested that we could work collaboratively on some advocacy issues.

## **8. RD Ontario West      Elana Freeman      [rdwest@cfuwontcouncil.org](mailto:rdwest@cfuwontcouncil.org)**

There are 7 clubs in Ontario West. They are:

CFUW Cambridge

CFUW Guelph

CFUW Kitchener-Waterloo

CFUW London

CFUW Stratford

CFUW St. Thomas

CFUW Windsor

Some notable events for clubs in this region:

- ✓ Congratulations to CFUW Cambridge as they celebrated their 70<sup>th</sup> anniversary
- ✓ Congratulations to CFUW Windsor as they are the host club for the 2024 CFUW Ontario Council Annual General Meeting

### **Priority 1: Membership**

The focus this year was on retaining members and growing members. One of the long-term goals of the clubs is also to increase the diversity of its members. Overall membership in the region held steady. CFUW Guelph was notable in its 20% membership increase in 2023-2024.

### **Priority 2: Profile**

Over the past 2 years, the clubs in Ontario West have worked on increasing their social media presence in an effort to increase their profile and reach within their communities.

- Clubs are using social media platforms like Facebook and Instagram to advertise meetings, fundraising events, and share club news.
- Clubs are using social media to amplify advocacy messages around the 16 Days of Action Against Gender Based Violence, International Women’s Day, Earth Day, Elder Action Day and many others
- Clubs are also sharing other community organizations’ events and advocacy campaigns to grow community partnerships
- Websites were updated to reflect the new CFUW logo and branding

### **Priority 3: Advocacy**

At a regional level, most clubs in Ontario West attended the CFUW Ontario Speakers Series events:

- ✓ Women on the Move
- ✓ Intimate Partner Violence: Ontario’s Unacknowledged Epidemic
- ✓ AI Probes – The Ethical Issue Surrounding Artificial Intelligence
- ✓ Special Advocacy Event – Canada’s Food (In)security – Why We Are All at Risk

As Ontario Council members all clubs received an Intimate Partner Violence (IPV) toolkit. Some clubs advocated in their communities to have IPV declared as an epidemic.

#### Partnerships

Successful advocacy often occurs in partnership with other organizations that share the same goals as CFUW. Some of the advocacy work that Ontario West accomplished in partnership with other organizations:

- CFUW London partnered with local organizations to offer a workshop and training event on the basics of advocacy.
- CFUW K-W partnered with the Indigenous relations department at the University of Waterloo, Wilfred Laurier University, and Conestoga College, Indigenous Youth Roots, and the Indigenous Diabetes Circle to put on an Indigenous film series.
- CFUW Stratford partnered with The Emily Murphy Centre to provide necessities to women and girls recovering from trauma and abuse.
- CFUW Stratford partnered with Tri-County Master Gardeners to work on a pollinator protection plan which they will submit to the City of Stratford.
- CFUW Windsor partnered with the University of Windsor Law School to spotlight the state of Ontario’s Adjudicative Tribunals.
- CFUW Windsor celebrated Black History month this year by attending a panel at the Amherstburg Freedom Museum on the topic of “A Conversation About Women’s Empowerment and Community Engagement”. The moderator and panelists were BIPOC women from Windsor-Essex who are active in the community in a variety of areas.

- CFUW Guelph partnered with other local organizations, h Women in Crisis, Zonta, The Y and Innovation Guelph, for an International Women’s Day celebration that included a march.
- As part of the 16 Days of Activism Against Gender-Based Violence 2023, CFUW Guelph collaborated with other local organizations to gather and commemorate young lives lost December 6, 1989, and the National Day of Remembrance and Action on Violence Against Women in Canada with a vigil held at Marianne’s Park

Ontario West clubs worked on specific advocacy topics that are important to their members. Some examples are:

#### CFUW Cambridge

Cambridge held its 12th annual International Women’s Day Fundraiser Breakfast. This event increase awareness of equality issues, to highlight the achievements of a local resident and to fundraise for the CFUW Cambridge Scholarship Fund. The guest speaker was David Menary, founder of “IT Happened in Cambridge”. I was pleased to be able to attend this event and meet some of CFUW Cambridge’s scholarship recipients.

#### CFUW Guelph

CFUW Guelph is an ongoing supporter of Food4Kids Guelph that provides local school children in need with nutritious weekend food bags to take home from school every Friday. This year the club donated \$1,300 to the organization. CFUW Guelph members attended the Power of Being You event with the YMCA of Three Rivers. The conference brought together 200 female identifying youth from grades 7 and 8 to discuss matters that affect girls and young women. The goal was to ensure that participants left the day feeling fully supported, empowered and with the self-confidence to be themselves.

#### CFUW Kitchener-Waterloo

Members of CFUW K-W joined with Seniors for Social Action (Ontario) in advocating for Aging in Place initiatives which includes the creation of non-profit in-home and community-based residential alternatives to institutions, and direct funding options to empower individuals and their families.

#### CFUW London

CFUW London held a meeting in April with ACO Lindon Region on the history of London titled, “Appreciating Our Past - A Historical View of London”

#### CFUW St. Thomas

CFUW St. Thomas has been working on sending blankets to Ukraine.

#### CFUW Stratford

CFUW Stratford held its 2<sup>nd</sup> International Women’s Day. It was titled “Conflict: A Women’s Perspective”. The focus was on the impact of conflict on women and their unique capacity to survive and resolve conflict. Idle-Wise! – the advocacy group tackled the topic of vehicle idling. They put together a package. This package was sent to both school boards in the area, and it was approved by the Health and Safety Officers of both boards.

#### CFUW Windsor

CFUW Windsor worked on a provincial resolution this year on the cost of medical appliances. The original idea for this resolution came from one of our members who was having a discussion at the dog park about the cost of medical appliances for retirees.

## 9. RD Ontario South      Joyce See      rdsouth@cfuwontcouncil.org

This has been my fourth year (second term) as the Regional Director (RD) for Ontario South. Ontario South is made up of ten clubs in the western Greater Toronto Area and the Niagara Peninsula. The clubs are:

Brantford – 78 members  
 Burlington – 86 members  
 Georgetown – 60 members  
 Grimsby - 24 members  
 Hamilton – 60 members  
 Milton & District – 56 members  
 Mississauga - 106 members  
 Oakville 224 - members  
 St Catharines - 206 members  
 Welland & District – 41 members

It has been a pleasure to get to know the leadership teams of each of the clubs, hear about the club successes and help them work through their challenges. Most clubs have continued to meet in some variation of a hybrid model with many meetings face to face and having the option of meeting via Zoom as we manage the challenges of a Canadian winter. All clubs continue to manage the challenge of recruiting and nurturing new members and of enlisting volunteers to work on the club executive. Supporting young women learners through the club scholarships process continues to be a priority for all. And finally, advocacy is an important part of most clubs with priorities including: long term care, gender-based violence, environmental issues and local initiatives such as infrastructure and growth.

For 2023-24, I continued to work on the three priorities I had identified in 2022-23:

**Priority 1** – Engaging with clubs to identify common challenges and solutions.

**Outcomes:** *I met four times with club president and three times with club advocacy leads. Notes of the meeting were taken and shared allowing the participants to share with their executive teams, highlights of the activities occurring across Ontario South. In addition, in the Fall I met with the leads of the scholarship. Points of discussion included fundraising, recipient recruitment and recognition.*

**Priority 2** – Build and strengthen discussion amongst club presidents to identify ways clubs have had success in attracting new members.

**Outcomes:** *A part of each agenda is dedicated to discussions about membership recruitment and retention. Ideas are noted and shared. Barriers, challenges and solutions have been identified. Five clubs were successful in recruiting a small number of new members and the attrition rate amongst other clubs was low.*

**Priority 3** – Identify a replacement for the RD position for Ontario South.



**Outcome:** *The issue of a replacement was an item on each president's agenda. Attendees were asked to address the issue at their executive meetings. Several people asked about the position but were deterred by the time commitment involved. Like recruitment for club executive positions, it is difficult to get people to commit.*

Finally, as a member of Ontario Council I had the privilege of leading a team to create, implement and analyse a survey regarding scholarship processes in Ontario South. The report on the survey is available on the Ontario Council Website <https://cfuwontcouncil.org/> under the tab "Club Resources".

## **10. RD Ontario Central Susan Freeman susgula@sympatico.ca**

We are 12 clubs: Ajax-Pickering, Aurora-Newmarket, Barrie and District, Etobicoke, Leaside-East York, Markham-Unionville, Northumberland and District, North Toronto, Oshawa and District, Scarborough, North York, and Toronto.

When I reread my report from last year, it is so evident that so much has remained the same: the problems, the requests, and the successes.

We have had several Zoom meetings, usually one a quarter, in which each club is invited to share news, accomplishments and needs. We are all trying to be more equitable, more inclusive, and more welcoming.

The pressing issues are recruitment and retention of members. Many clubs also have difficulty in finding members to take executive/leadership roles. Clubs like Ajax-Pickering, Oshawa and District, Scarborough have held their membership numbers (which are quite small) but they are not growing, and most members have already served in leadership roles and are unwilling or unable to serve again.

Areas like North Toronto, Etobicoke and Leaside-East York have neighbourhoods with the elderly or with young families, neither prospective members. It may be a few years before the demographic returns.

North Toronto has functioned this year using a new model, the Leadership Team, which is composed of four members, the treasurer, and the secretary. The duties are divided among the four members of the team so that meetings are chaired, initiatives are explored, and the club carries on. The responsibility and timing are shared, and it has worked out quite well. Etobicoke is interested in trying this model in the coming year as they are unable to field a slate of officers.

Aurora-Newmarket, Markham-Unionville and Northumberland and district seem to be thriving although there are some problems with board positions. These are areas into which there is a huge increase in population and therefore interest in CFUW work.

North York is smaller than before Covid but seems to be reestablishing itself.

Toronto is thriving partly because of its proximity to the University but also because of its excellent website.

We had an in-person meeting in January in which each club was invited to bring a few members to discuss issues, ask questions and seek common solutions, if possible. We were delighted to have Teresa Habs, OC President attend. It was a great opportunity for the executives of the clubs to meet and to give advice, seek advice and to realize that we all have the same problems and goals. The presidents and other board members were particularly interested in the North Toronto model of the Management Team. Everyone felt that their club could benefit from help from the national organization to publicize the organization nationally. We all seem to work in silos, and it would be a great help to be able to point to information supplied by CFUW National about the joys of membership, the satisfaction of working together, the pride in our advocacy efforts, etc. People felt that there could be a life preserver sent to the drowning woman.

Today's woman is technologically savvy. A website must be colourful, interesting, appealing and attention grabbing. The clubs could use some help. Perhaps an advertising campaign with colourful, young, attractive, diverse women featured might be possible.

At our last Zoom meeting in late March, all these issues were discussed again. Everyone is very proud of the scholarships, the advocacy work, the fellowship generated by our speakers and interest groups. We feel that we are very worthwhile. We do great things. We would appreciate some help.

**11. RD Ontario East      Anne Cordon      [anne.cordon@gmail.com](mailto:anne.cordon@gmail.com)**

My region has nine clubs representing a mixed demographic from urban to rural, large city to very small towns. The furthest time between clubs is about 4 hours with an average of about 2 hours.

(Membership numbers are approx. and rounded)

Ottawa –over 500!

Belleville, Kanata, Perth (large— 150++)

Cornwall, Nepean, Peterborough (mid range 50-70)

Renfrew and Kingston (small-about 20)

Congratulations to CFUW-Belleville celebrating their 85<sup>th</sup> anniversary.!

This is my second term as RD. In the Fall of 2022, we had a Fall Gathering—a workshop, conference-like all day event for any members from all clubs in the region—or beyond to meet, greet and connect. The Gathering was very successful especially after 2 years of lockdown from Covid restrictions and health concerns. Several members from each club attended. This year I wanted to build on the value of meeting in person to meet, greet and connect to I arranged a “Presidents plus one” all day meeting (attending were co-presidents, VPs, Advocacy Chairs) for strategic planning and networking in September. This event was very well received by all participants.

**Priority one: two-way communication with clubs, OC, and National**

Keep clubs informed without inundating them with too much information. Be the “guide on the side” to build rapport and trust with the clubs and facilitate partnerships and sharing between clubs.

I am trying to build on that experience yet be open to new and innovative ideas.

#### **Actions**

- Monthly or bimonthly presidents’ meetings continued—this year with themes to channel discussion into more useful take away information—privacy issues with Member directories and Newsletter, Fundraising successes and failures, Succession ideas, effective Resolution discussion, etc. . I encouraged the president to invite relevant club executives to attend specific meetings (e.g. Membership chair for membership meeting; Advocacy or issues chair for Advocacy focus, etc.) I also asked each club to provide their own club’s brief, concise summary of information which I compiled and distributed—I prefer to listen during these meetings, not to take notes so for clubs to provide their own reports they summarize what they want to share.
- One on one email and phone conversations.
- Respond within 24 hours if possible, to emails so the presidents/members know I am listening.

#### **Evaluation**

Regular attendance and active participation at the monthly meetings of club presidents

Personal feedback

Joint projects, speakers, etc. between clubs

Positive effective outcomes in the clubs!!

#### **Priority two: increase awareness, knowledge, and appreciation for the CFUW organization at the regional, provincial, and national level AND a better understanding of our region at OC and National**

- I try to lead by example—I have invited National and OC board members to speak at our monthly presidents’ meetings. E.g., Marcia Armstrong, VP Membership, came to meeting with a focus on membership building; Heather Oxman VP Advocacy and Sandra Shaw OC Advocacy Chair came to meeting with an advocacy focus.
- “Fun” quizzes/games to find key information on National and OC web pages.
- I am selective in what emails I send/forward to my presidents, so they are not inundated with news that leads to overload.

#### **Evaluation**

Greater club representation and member attendance at OC Speaker Series, National webinars and study groups. More information in club newsletters of activities of CFUW Ontario Council and National.

#### **Advocacy**

All of the clubs are actively involved in local advocacy projects including: steps to reduce intimate partner violence, the reduction of single use plastics and mitigation of other environmental hazards, helping the homeless find shelter and support and a very strong commitment to help Afghan Women and Girls.

## 12. RD Ontario Huron     Elisabeth Sachs     [esachs@xplornet.com](mailto:esachs@xplornet.com)

### BACKGROUND

Huron Region comprises 4 clubs to the north and west of, and includes the Town of Orangeville and surrounding districts. Membership is as follows:

Headwaters [85]; Kincardine [TBD]; Owen Sound [57]; Southport [93].

### PRIMARY CHALLENGES

1. Attract a younger demographic for future membership sustainability;
2. Facilitate inter club advocacy and partnership initiatives;
3. Communication with clubs on initiatives and to be informed about Ontario Council and National Board activities.

PRIORITIES PRIORITY	ACTION	EVALUATION
Attract younger membership demographic	Initiate women's working/business/ student group(s) in club catchment area.	Made connections with local groups/colleges/materials sent; 1-2 planned speaking or meeting events held.
Facilitate inter club advocacy and partnership initiatives	Introduce club's advocacy chairs and/or groups to one another for collaboration and assistance as requested. Communicate partnership activities among clubs, other community groups, and propose interactive options.	Advocacy discussions among groups; at least 1 ZOOM or in person meeting held quarterly. Assist with resolutions as requested. At least 3 contacts made with local community groups; potential joint or sponsored activities identified/planned.
Communication with clubs on initiatives & information	Add all club executives to OC and National mailing lists. Be a channel for club newsletters and activities to other regional clubs.	Mailing lists updated. Bi-monthly ZOOM meeting held. Notices, newsletters, events

2023-24: This year was my 2<sup>nd</sup> of a first term as RD for the 4 Huron Region clubs: Kincardine; Headwaters; Owen Sound and Area, and Southport, with a combined membership of approximately 300. These clubs are part of CFUW Ontario Council [OC].

Clubs are very active with general and special meetings [in person and virtually], advocacy committees and interest groups and various special projects.

### Club Activities

- All clubs successfully held in-person programs, fundraising events and interest group activities. All use diverse outreach approaches [social media campaigns; member and public joint events],

keeping members engaged and increasing participation in interest groups – the scope is as imaginative as the membership: food, travel, fitness, books and games, education, special advocacy projects - more than can be listed! Active and engaging interest groups are vital to retain/attract members.

- Clubs continued or expanded their scholarship grants/programs including raising the amounts awarded to keep up with inflationary pressures and women’s evolving educational goals. For example, Headwaters instituted a new *Women in the Trades* grant for graduating secondary students. All 4 clubs previously opted out of the GWI, and utilized those funds to support both scholarship and advocacy initiatives.
- Club activities were an eclectic mix of general interest [plus fun] and advocacy: International Women’s Day commemorations; December 6 vigils with public groups; police services and fraud scheme presentations; museum and “mystery” tours; gender based and intimate partner violence programs [Southport held its 34<sup>th</sup> *Vigil Against Violence*; hosted speakers from *Men’s Partner Assault Response* and held a *Sisters in Spirit Walk* with a local First Nation]; presentations to municipal councils to declare GBV/IPV as an epidemic; local history exploration events; healthy lifestyles; housing, and ‘aging in place’ [Owen Sound developed a 3 year special project and plans to host a forum on this topic] and elder care options including downsizing; climate change controversies; OC and National Resolutions review and debate; hosting local authors and artists; and refugee support among many others.
- Many programs are open to the public, or co-sponsored with other groups, to raise CFUW’s community profile.
- Regular communications took place among the RD and club Presidents and advocacy chairs to share challenges, program ideas, meeting strategies, and information; answer club questions on OC and National communications, resources and approaches to similar issues.
- Clubs engaged in letter writing campaigns to politicians on gender based and intimate partner violence; health, environmental and land development issues; and responses to female legislators.

#### Issues

- Club membership declined slightly [Kincardine; Headwaters]; stayed stable or grew in the last year [Southport]. All clubs held membership drives [“meet & greet” and wine and cheese events are particularly popular; engaged in local media initiatives including posters, booths at markets, website campaigns; held new member socials and orientation, and kept one another informed by sharing newsletters. All hold both virtual and in-person events [with the exception of December, July and August] to which members, community partners and the public were invited. Most clubs returned fully to in-person activities, some with revised or expanded times during the day or evening. Attracting younger members continues to be a challenge. Some Executive committees continue to utilize virtual meetings and Club members connect socially through “ZOOM Hours”. Club AGMs also returned to an in person format, generally during the early summer.
- Leadership succession and governance also remain challenging. Regular communications took place on strategies to revitalize Executives and attract successors. Kincardine and Owen Sound elected new Presidents this year while Southport and Headwaters have long term Executive

members stepping down. Alternative governance models continue to be evaluated for the ‘best fit’. Accordingly, Clubs continually review their By-law, policies and operating procedures as needs change.

- All clubs hold annual or bi-annual fundraising events [book/bake sales; raffles; auctions] and participate in various charitable initiatives [i.e. Coldest Night of the Year walks; local women’s shelters/food bank donations] and through local and/or international projects. In addition to special one-time awards honouring deceased members, Headwaters is in the process of creating a permanent endowment fund through Dufferin Community Foundation.

### **Information and Communication Activities**

- I attended regular meetings of RDs provincially and nation-wide under the leadership of Anne Cordon and report on same to Club Presidents. I am invited to Club AGMs where greetings from OC and National are brought.
- Regular communication with Club Presidents continues, regarding contacts at OC and National for finance and other information/questions; provincial or national interest items, reminders, and requests for information.
- Promotion of CFUW’s functions and benefits [i.e. profile; insurance; advocacy; Resolutions; OC’s Speaker Series] continue. Virtual sessions among the Clubs given the otherwise lengthy travel garnered greater overall participation.
- Full implementation of CFUW’s rebranding initiative continues. Letterhead, banner and website redesign, web and social media campaigns [excluding “X”, the former Twitter], updates and advertising are using revised formats as needed. To keep current and advertise events, some Clubs instituted member password protected website areas and “click through” to local partner websites; regular ‘e-blasts’ and newsletters.
- Promotion of the meetings that CFUW hosts/promotes such as Meet ‘N Greet of the National Board, membership workshops and other town halls and the National 2024 in-person AGM continues.

### **13. RD Quebec English     Judy Hopps    [judy.hopps@sympatico.ca](mailto:judy.hopps@sympatico.ca)**

#### **RD Quebec English:**

There are four (4) English clubs in my region – Montreal Lakeshore University Women’s Club, University Women’s Club of Montreal, South Shore University Women’s Club and CFUW Sherbrooke & District. The clubs’ range in size from 60+ to over 150 members. Quebec Council is comprised of a President, Treasurer, Webmistress and RD English and French, Chair, Provincial Advocacy Committee and the 6 Presidents (4 English clubs + 2 Francophone clubs). All clubs support GWI.

Priorities	Action (s)	Evaluation/Progress	Actual
Communication	<ul style="list-style-type: none"> <li>• Develop a short Bulletin to provide regular contact with Presidents via email to alert to urgent requests for information for National Office and inform what is happening provincially</li> <li>• Serve as resource to new club Executives</li> <li>• Schedule In-person visits to at least one General meeting per club (or on Zoom as per club operations)</li> <li>• Promote the use of new National branding initiative to assist with building club membership and raise the public profile of CFUW</li> </ul>	<ul style="list-style-type: none"> <li>• 3 to 4 Bulletins annually</li> <li>• Check-in with new Presidents periodically</li> <li>• At least 4 site visits annually</li> <li>• All clubs subscribe to new branding materials</li> </ul>	<ul style="list-style-type: none"> <li>• Sent 2 communications to Presidents</li> <li>• Provided guidance to President S &amp; D; meeting re leadership issues &amp; models</li> <li>• Assisted with Nominating Committee at S &amp; D</li> <li>• Visited 2 clubs SSUWC &amp; Sherbrooke – will attend meetings for MLUWC, UWCM in May/June</li> <li>• All clubs have embraced the new branding</li> <li>• QC Council will provide some funding to clubs for new banners</li> </ul>
Increase the effectiveness of CFUW's advocacy role	<ul style="list-style-type: none"> <li>• Serve as a resource to clubs who are mounting a 'local' advocacy campaign</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure Club Advocacy chairs have access to Advocacy package</li> </ul>	<ul style="list-style-type: none"> <li>• Forward information as available</li> <li>• Encouraged S &amp; D to review Resolutions for AGM</li> </ul>

			<ul style="list-style-type: none"> <li>• All Clubs very active supporting local advocacy issues such as homelessness, poverty, women’s shelters</li> <li>• Currently a guest at National Advocacy Committee as Co-Chair of Environment &amp; Climate Change Sub Committee – send info to clubs as available.</li> </ul>
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#### **14. RD Quebec French    Frances Hudon    franka47@hotmail.com**

FRANCES HUDON – Directrice régionale- Secteur francophone  
ASSOCIATION DES FEMMES DIPLOMÉES DES UNIVERSITÉS MONTÉRÉGIE- vice-présidente  
Tél. 450-672-9778 franka47@hotmail.com

##### **PRÉAMBULE:**

Il y a une seule autre association francophone au Québec à part la mienne soit celle de la ville de Québec avec laquelle nous avons peu de contacts. Dans les circonstances mes priorités sont :

##### **PLAN D’ACTION**

##### **PRIORITÉS ET ACTIONS:**

1. Développer des relations plus approfondies avec l’association de Québec pour mieux les connaître, définir leurs besoins et les soutenir dans leurs actions pour accroître le nombre de membres qui stagnent depuis longtemps. Leur nombre serait de 18.
2. Augmenter le nombre d’associations francophones au Québec par une stratégie de communication notamment sur les réseaux sociaux afin de mieux faire connaître les actions du National et accroître le bilinguisme dans les communications.
3. Soutenir l’AFDU MONTÉRÉGIE dans sa campagne d’adhésion en 2023 et 2024 par diverses activités de réseautage et l’utilisation des réseaux sociaux.



4. Accroître les communications avec les clubs de la province, celles du reste du Canada et le National par des échanges plus soutenus.

5. M'outiller pour apprendre à connaître le fonctionnement de l'association et les politiques

CONCLUSION

Est-ce que je vais réussir avec mon agenda chargé? Aucune idée! ?

(In case your French is not as good as Frances's English, below is a translation so we may all understand)

Google translate =

**PREAMBLE:**

There is only one other francophone association in Québec apart from mine, which is the Quebec City club, with whom we have little contact. My priorities are:

**ACTION PLAN**

**PRIORITIES AND ACTIONS:**

1. Develop deeper relationships with the Quebec City association to get to know them better, define their needs and support them in their actions to increase the number of members who have been stagnating for a long time. Their number would be 18.

2. Increase the number of Francophone associations in Quebec through a communication strategy, particularly on social networks, in order to raise awareness of the National's actions and increase bilingualism in communications.

3. Support AFDU MONTÉRÉGIE in its membership campaign in 2023 and 2024 through various networking activities and the use of social networks.

4. Increase communications with clubs in the province, those in the rest of Canada and the National through more intensive exchanges.

5. Equip me to get to know how the association works and the policies

CONCLUSION

Will I succeed with my busy schedule? Yes, indeed!!

15. **Regional Director New Brunswick – Jean Fisher- Email: [jeanfisher0905@gmail.com](mailto:jeanfisher0905@gmail.com)**

Priority	ACTIONS	Evaluation
1: Help to improve communications among the 3 clubs and the RD	<ul style="list-style-type: none"> <li>- Contact the 3 clubs regularly with news/events: Regional and National</li> <li>- Try to visit each of the Moncton and Saint John clubs over the year for a meeting or event, In 2024, attend celebrations in Saint John for their 100<sup>th</sup> Anniversary, and in Moncton for their 90<sup>th</sup>. Encourage some from each of the 3 clubs to also attend.</li> <li>-</li> </ul>	<p>Check-in/report at the April 2024 ARC.</p> <p><i>Contact with all 3 clubs was made regularly by phone, email and Zoom primarily. ARC AGM by Zoom gave the opportunity to see/share with many from the Region. Will be attending the Saint John Anniversary luncheon with Joy Hirst also a guest, and several from each club.</i></p>
2: Promote as important Advocacy priorities in the province, region and country	<ul style="list-style-type: none"> <li>- Check that the 3 presidents are getting the advocacy info supplied by national.</li> <li>- Share with the other 2 clubs any big advocacy steps being done by one of the other clubs in the Province or Region.</li> <li>- Make sure Presidents hear of Zoom opportunities on Advocacy issues.</li> </ul>	<p>Follow the 2 newsletters of the Fredericton and Moncton clubs for their news about Advocacy issues. Phone the SJ President regularly about their initiatives</p> <p><i>This goal was achieved by sharing reports from the National RD group meetings, attending and sharing info about other clubs' Advocacy Zooms</i></p>

16. **RD Nova Scotia Eleanor Palmer [e-m-palmer@ns.sympatico.ca](mailto:e-m-palmer@ns.sympatico.ca)**

**Reach out to** my other three Nova Scotia Clubs mainly by phone (and e-mail too) on a regular basis as my Clubs are distant from one another - Cape Breton, for example (in good weather) being a 10-12 hour return trip. CFUW Pictou does not meet in person, so phone is my main means of communication. I will participate in some of CFUW Halifax's winter **zoom meetings** and plan to attend an in-person meeting in the spring '

**Make certain** my NS Clubs are aware of and up to date with all CFUW priorities and initiatives. Encourage Clubs to reach out to their communities – including meeting with MLA's and MP's - as a mean of increasing their profiles in their community.

Continue to be **actively involved** in my home club, CFUW Wolfville, both on the executive and in the planning of our annual book sale, bi-weekly preparation for which begins in early January until the end of March. Our book sale proceeds are distributed locally and through CFUW at both the national and international levels.

Encourage clubs to support **education** through the funding of **awards and bursaries**. As one of our four Atlantic RD's, I continue to **Meet with our VP Atlantic** in preparation for a Regional Conference in Charlottetown in April, a conference to which I will encourage members of our Nova Scotia Clubs to attend.

**17. RD Prince Edward Island      Céline Pinsent      Celine@dpmresearch.ca**

Celine Pinsent  
Cell: 613-255-5574  
[celine@dpmresearch.ca](mailto:celine@dpmresearch.ca)

**Description of Region:**

The Prince Edward Island Region has one chapter based in Charlottetown. The current membership is approximately 12-14 members. The strength of the region is having a well-established chapter with long-term, committed members who are able to provide a grounded history within which new members can integrate current priorities within the overall CFUW mandate. The main challenges facing the region are a slowly declining membership and having sufficient members available to undertake planned activities.

<b>Priority</b>	<b>Actions</b>	<b>Evaluation</b>
Increase the CFUW Regional membership	<ul style="list-style-type: none"> <li>• Work with chapter to develop links with other organizations to encourage increased membership (e.g., student organizations, community development organizations, other women's organizations)</li> <li>• Assist with hosting the 2023 Regional Annual Conference to provide opportunities for recruitment of new members</li> </ul>	Indicators include: <ul style="list-style-type: none"> <li>• # new members</li> <li>• # renewing members</li> </ul>
Raise the Regional profile of CFUW	<ul style="list-style-type: none"> <li>• Work with chapter to raise sponsors for Regional Annual Conference</li> <li>• Collaboration with other local organizations on initiatives that are</li> </ul>	Indicators include: <ul style="list-style-type: none"> <li>• # new sponsors for conference</li> <li>• # collaborations with local</li> </ul>

	<p>shared priorities (e.g., environmental issues, women's education)</p> <ul style="list-style-type: none"> <li>• Leverage hosting the 2023 Regional Annual Conference with social and local media for increasing profile of CFUW in region</li> </ul>	<p>organizations on shared initiatives</p> <ul style="list-style-type: none"> <li>• Regional CFUW mentions in social and local media postings</li> </ul>
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## **18. RD Newfoundland & Labrador      Jean Marks jmarks@nf.sympatico.ca**

I have only one club, St. John's which right now has 70 paid up members, but also former members who have not yet paid but may in future. We are relatively far away from other Clubs. I would hope to make our members more aware of the variety of Clubs and members that form our National organization, as well as the National organization itself. Communication is the most important way to make this happen!

### **1. Priority 1:**

**Promoting CFUW within the Club to look beyond the local level to be more informed of what is happening regionally, nationally, and internationally.**

**Action:** Speaking at Club meetings and writing in our monthly news and notices. This will involve talking about the activities of other Clubs, the actions of our National organization and making our members aware of ways to participate at the National level, as well as encouraging them to do so.

**Evaluation:** Gauging the interest members show in the information I present.

### **2. Priority 2: Two-way communication with the members of my Club, with the Region, and with National**

To properly do Priority 1 I will need to : Communicate with the National and Regional organization and Communicate with Club members.

**Action:** Read National and Regional publications, participate in Regional meetings, rd meetings, and attend National and Regional events. To disseminate this information, I will speak at Club meetings and write in our monthly News and Notices.

**Evaluation:** As in priority 1, I will gauge the interest members show in the information I present.

**May, 2023:** Attended the Atlantic Regional Council AGM held in Charlottetown, PEI

**Annual Report: 2022-23: I have carried through on the goals stated above. Communication efforts have been well received by Club.**

### **September, 2023:**

This year will be a continuation of the goals set at the beginning of the Biennium. St John's Club now has a membership of over 100 as we finish 2024,

### **Annual Report: 2023-24**

Specific undertakings this year:

- attended almost all monthly meetings of the only Club in the Newfoundland Region, St. John's; spoke briefly of Atlantic Regional and National events and undertakings
- attended all meetings of the ARC executive
- attended most meetings of the National RD committee and contributed relevant news

- shared information from the RD committee meetings with ARC President (V.P. Atlantic)
- participated in the planning of and attended the Fall Meeting (zoom) of the Atlantic Regional Council
- procured presenter for ARC AGM 2024
- procured St. John's Club member to introduce the presenter
- contributed to the running of the ARC AGM meeting
- shared club notices and bulletins with ARC
- attended a number of zoom presentations regarding topics related to issues CFUW has been following.
  - attended "Blue Skies", an envisioning exercise organized by members of the St. John's Club

**Evaluation:** It has been a pleasure and an honour to be involved in the activities of CFUW beyond my own Club. I have endeavored to help St. John's members of CFUW become more aware of the fact that we are a Regional and National organization, of the many opportunities to be involved beyond the Club level and of the many undertakings of our National organization and its member Clubs.

# Communications Committee and the Visual Identity and Rebranding Task Group Report

## ANNUAL REPORT OF THE SPECIAL COMMUNICATIONS COMMITTEE AND THE VISUAL IDENTITY AND REBRANDING TASK GROUP 2022-2024

Once the decision was made to move forward with the rebranding and visual identity using the expertise of the KIK group, it was decided to combine the two groups.

The Terms of Reference for both groups were reviewed and accepted.

Alternative names for the organization were reviewed and discussed. The Committee recommended the use of our existing initials for the public facing works. Legal steps were taken to ensure that this could be done. Legally we remain the Canadian Federation of University Women. We also recommended a slight change to CFUW's Mission Statement.

Working with KIK we selected and recommended the new brand and tagline. New brand and tagline were introduced to the membership at the August 2023 Annual General Meeting. In addition to the launch work began on updating the website initially moving from four websites to three. This work is ongoing. The new logo and tagline were further introduced to the Presidents, Provincial Councils, Regional Directors and Club communication representatives through workshops provided by National Staff in the early fall. These were recorded and are available to Clubs and members. Staff also ensured the new logos were available to Clubs in several different forms with education on how to access and use these items provided.

The Committee proposed that the Club Action Newsletter start with a Table of Contents to make it more user friendly. This was adopted.

Discussions on how to communicate best practices and Administration Manual updates to members. Note that at this time that Manual is found on the CFUW Admin.org using the usual password.

A meet and greet for national office staff and Board members was planned and held in February 2023.

Further on communication talking points were drafted for the "Who Does What" document. A set of Key Messages for specific audiences. It was recognized that other Board Committees should do their own communication following some simple best practice which need to be articulated by the Communications Committee. Work on communication best practices will become a priority. In the discussions around the role of the Committee it was decided that the Committee should be a Standing Committee of the Board. To that end Terms of Reference were drafted and a Bylaw change proposed for consideration by the membership at the July 2024 Annual General Meeting.



In the 2024-2026 term we recommend the Committee revisit the recommendations made by the Special Communications Committee which sat in 2020-2022. We suggest the development and introduction of Communications Best Practices.

As Co-Chairs we would like to thank the members of the Committee for their time and active participation over the last two years.

Respectfully submitted,

Sheila Service, Co-Chair

Jaime Beagan, Co-Chair



# Governance Committee Report 2024

The Governance Committee had eight meetings between September 2023 and June 2024 in accordance with our purpose “to be responsible for promoting good governance and assisting the board in carrying out its fiduciary duty. We worked with other committees including the Membership, Communications, and Nominations on items that overlapped with their work, and always worked closely with our Executive Director, Jaime Beagan.

Our three broad areas of focus are:

1. Board Role: duties of directors, effective governance/management relationship
2. Board Quality: orientation and education, feedback and evaluation
3. Board Structure & Processes: board leadership, committee roles, meeting processes, board policies

## **From the previous year, we finalized:**

- Updating guidelines for closing /merging clubs
- The policy on Gender Equity in club educational Grants/Scholarships
- The board evaluation procedure and timeline
- The policy and procedure for establishing new clubs

## **New Items:**

- Updated the HR/ED job descriptions
- Began the review and updating of the Administration Book Vol. 2
- Reviewed and updated Board job descriptions
- Revised and updated overview document on Roles and Responsibilities of a Board Member (for the workshop)
- Developed the workshop on Board Role & Responsibilities & Nominations process (with Nominations Chair: What Do National Board Members Do- Workshop- 2024-2026 Biennium Elections, Mar. 21<sup>st</sup>)
- Reviewed numerous resource documents on board development and training with recommendations going to the board for future use
- Contributed to the development of the workshop to support incoming presidents’ AGM workshop (with Membership Chair: “You’re the President, What now?”, June 13<sup>th</sup>)
- Reviewed the 2022 Candidates Forum Workshop in preparation for the 2024 workshop (with the Nominations Chair, Candidates Forum, June 17<sup>th</sup>)

- Set up VP RD task group and to date have held two meeting to date “to study the implications of adding a VP RD role to the Board of Directors, including but not limited to details like how the position would fit with existing portfolios, the value add of this role, job description, bylaw requirements and logistics of election to this role, reporting back to the Board by December 2024 for a Board decision.”
- Contributed to the development of the end of biennium review to be done by the board at a special board meeting.
- Reviewed the previous board orientation package, and worked to continue its improvement through researching upcoming approaches and by consultations with various stakeholders.
- Provided information pieces and recommendations for board consideration throughout the year.
- Worked with the Communications Committee to improve the processes of policy development, their communication and recording.

I wish to thank all of my committee members who, as chairs of their own committees, our President and our ED, along with our specialists, had many demands on their time, The made time for governance jobs, providing their advice and contributing to our discussions on so many different topics.

Respectfully submitted,

Karen Dunnett

Chair, CFUW Governance Committee

# Resolutions Committee Report

Report CFUW Resolutions Committee, June 2023-June 2024





Grace Hollett, Chair CFUW Resolutions

Committee Members; Joy Hurst, Bonnie Jensen, Monique Sirios Kelly. Bilkies McKen, Heather Oxman, Wendy Taylor, Margaret Therrien.

Consultant: Kenzie Zimmer, CFUW National Advocacy and Policy Specialist.

### **Resolutions adopted since June 2023 Report**

Since this committee's report of June 2023, five resolutions were adopted at the 2023 Policy Session and were actioned by CFUW beginning through the Fall Advocacy program. Those were: Archiving Select Policies I and II; Immigration Detention in Canada; Towards a comprehensive maternal death prevention strategy; and Advancing sustainable development and gender equality through international trade agreements. The resolution on Lyme disease was not adopted.

### **September-November 2023**

In September the 2023-2024 the committee finalized and published the annual revision of *Resolutions Information and Guidelines*. The modified Resolutions schedule and process were then workshopped, on September 28, in a Zoom session by the Resolutions Committee, Kenzie Zimmer and recent Proposers, 2023.

Leading up to the deadline of November 15<sup>th</sup> for the submission of Resolution Intents, the Committee interacted with Clubs who were preparing their Intents to ensure proposed Intents did not duplicate existing accepted resolutions. An Intent submitted by CFUW Barrie and District on housing was deemed to be actionable through an existing adopted Resolution and the Club was advised they could action their proposal without waiting for another Resolution to be adopted.

### **Google Forms**

The main change in the process this year, the use of Google Forms to make the communications system more efficient, was first in-serviced to the Resolutions Committee and then to Proposers, Amenders and Clubs. The system ran smoothly with only positive comments being received at the office when Intents were submitted using Google Forms. Some Clubs, however, during the later amendment process, emailed their amendments directly to Proposers rather than using the form, indicating a continued need to ensure members are more comfortable using Google Forms. The new spreadsheet system for amendments worked well.

### **2024 Resolutions**

From ten Intents submitted, nine went on to be developed and eight of those will be presented at the 2024 Policy Session.

### **Resolution 1 – CFUW Advocacy Standing Committee**

[Archiving Select CFUW Adopted Resolutions I](#)

**Resolution 2– CFUW Advocacy Standing Committee**

Archiving Select CFUW Adopted Resolutions II

**Resolution 3 – CFUW Advocacy Standing Committee**

Archiving CFUW Adopted Resolutions Identified for Combining

**Resolution 4 – CFUW Advocacy Standing Committee**

Combined CFUW Adopted Resolutions

**Resolution 5 – CFUW North Delta / Surrey**

Restore and Preserve Canada’s Peatlands

*(Resolution 6 – was withdrawn)*

**Resolution 7 – CFUW Nanaimo**

Preserving Deep Sea Ecosystems

**Resolution 8 – CFUW Advocacy Standing Committee**

Ageing in Place: Resources for all Canadians to Age at Home and in Community Settings

**Resolution 9 – CFUW Advocacy Standing Committee**

Incentives to Adopt Current Standards for Long-Term Care

**Resolution #6**, National Database Documenting the Impact of Unsafe Drinking Water on Health in First Nation Communities was revised using the submitted amendments but was later withdrawn by the proposer Jane Watson of CFUW Georgetown in response to Club input, as she explained in Club Action News of April 26, 2024.

**Nov. 15, 2023-March 10, 2024**

From November 15-22, the CFUW Resolutions Committee reviewed submitted Intents and provided comments to Proposers using Google Docs. Once accepted, Staff arranged translation and Intents were published. Proposers then developed the Resolved Clauses, Background, Implementation and Bibliography of their Resolutions for the deadline of February 9. This gave the Resolutions Committee from February 9 to February 23 to review the completed Resolutions and to send detailed comments to Proposers. From February 23-March 10, Proposers could review comments from the Resolutions Committee, make any needed changes, confirm that all Bibliography hyperlinks were active and submit the revised Resolutions to the National Advocacy and Policy Specialist, and to the Committee Chair, for publication in a special newsletter in English and French on March 12.

Meanwhile, on March 4, leading up to the amendment process, Kenzie Zimmer had hosted a workshop to show members how, by using Google Forms, proposed amendments could be sent and received more efficiently. The link to the recording was provided for any who missed this workshop.

### **March 12-May 24**

From March 12 to April 24 Clubs were able to review the resolutions and propose amendments. Clubs sent 122 amendments to National Office through Google Forms which automatically recorded them, confirmed by receipt, and arranged access by relevant Proposer. Proposers collaborated with their committees and decided whether each amendment could be accepted, or not, (in whole or in part) and for what reasons. They put their responses to each amendment in the Google Sheets spreadsheets. By May 24, Amenders were advised of those decisions by Kenzie Zimmer who compiled responses from those written on the spreadsheets. It is expected that in future such information may be accessed directly from the spreadsheets.

When forwarding the revised text of the 2024 year's resolutions, Clubs were alerted to the changes made to the resolutions (as indicated in red text) resulting from the Proposers' consideration of proposed amendments and making every effort to integrate into the revised clauses, amendments that they considered improvements to the original wording. Clubs were reminded that the revisions might affect initial decisions made regarding their support of the Resolutions at the July Policy Session.

### **May 30 Workshop - June 5**

Preceded by a preparatory session between the Committee, Proposers and the Parliamentarian, Elizabeth Haynes, a [May 30 workshop](#) was held for Proposers, Amenders and other Club members when each Proposer spoke on the amendments for her resolution and explained why she and her committee accepted some amendments, in whole or in part, and why some amendments were not accepted. Those who submitted amendments, and all other CFUW Club members, had an opportunity to discuss the revised resolutions with the proposers in the Q and A following each presentation. Those whose proposed amendments had not been accepted and who remained unsatisfied with the revised Resolved Clauses could speak on behalf of their proposed amendments. This collegial discussion resulted subsequently in a greater understanding of the process and in the Proposer accepting a further amendment to Resolution 5 by adding a third point at the end of Clause 2.

By June 5 all amended Resolutions had been forwarded to the Resolutions Chair and to the National Advocacy and Policy Specialist who arranged any further edits to the French translation and publishing the final wording in Club Action News on June 7.

### **Final preparations for the CFUW July 23 Policy Session**

1. A practice on June 27 for the Proposers with the Committee and the Parliamentarian
2. A written record of all amendments and their acceptance or not, to facilitate handling of amendments from the floor, where only those amendments submitted already (and not accepted) are in order. This is for Policy Session Presiders and the Parliamentarian
3. Proposers (or their delegates) have been named to present the Resolutions on July 23.
4. The Committee Chair and Parliamentarian will confer on the procedure for presenting the Resolutions



### **Looking ahead to 2024-2025**

The Resolutions Committee considered ways to extend the Resolutions period, and decided to promote starting the Intent process earlier, beginning this year, to enable submission by Nov. 1, 2024 rather than Nov. 15.

### **Acknowledgements**

Thanks to all Proposers, Amenders and Clubs who became involved in Resolutions this year; to Kenzie Zimmer, Elizabeth Malcolm, Elizabeth Haynes, and the diligent, investigative members of the Resolutions Committees with whom I have worked during my four chairs chairing the Resolutions Committee.

Grace Hollett



## Treasurer's Report

Ruth Weaver

Throughout 2023, markets faced considerable uncertainty, with investors eagerly awaiting more definitive guidance from central banks. Central Banks monetary policy responses continue to be the key drivers impacting markets and the economy. A more positive shift in tone in the last quarter helped boost market sentiment, leading to noticeable improvements.

To take advantage of rising yields, we added several well-rated traditional bonds from various sectors, with different maturity dates, increasing their portfolio weight to 10%. The portfolio's asset mix remains within the acceptable ranges set by the Investment Policy Statement. The High Interest Savings Accounts are yielding competitive rates, with Canadian accounts earning 5% and USD accounts yielding 5.15%. Dividend income is reinvested into these accounts monthly.

Equities in the portfolio consist of a diverse collection of high-quality, blue-chip companies across various sectors, primarily in Canada and in the United States. In early 2024, we re-evaluated the holdings, selling some positions that had recovered but showed less potential for future growth resulting in realizing capital gains. Despite various risks on the horizon, we believe our diversified approach will help the portfolio adapt to different economic scenarios effectively. Our funds are managed by Erin Gendron, Cross Point Financial, IA Private Wealth.

Financial Statements can be found on the Charitable Trust website: <https://cfuwcharitabletrust.ca/>

For more information, please email [treasurer@cfuwcharitabletrust.ca](mailto:treasurer@cfuwcharitabletrust.ca)

May 7, 2024





## Donor Recognition

The Trust is grateful to the many Organizations, Individuals and Clubs who have contributed to the Charitable Trust. Several Clubs collected and forwarded donations from individuals.

The Trust thanks all of our donors for their generous contributions over the past year. The Trust also received a significant bequest from the Ann McCormack Estate. There were several anonymous donations and only individuals who have provided permission are listed. We would like to acknowledge the following donors.

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Estate Of Ann McCormack  
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 Medical Arts Pharmacy (Cornwall) Ltd.  
 The Social Good Consulting Inc

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