



Action Plan Updates/Annual Reports 2019-2020

**CFUW Board of Directors, Regional Directors,
Committee Chairs and National Office**

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Board of Directors

Grace Hollett

National President

Introduction: It has been a pleasure to be part of the leadership team in this second year of the 2018-20 biennium. I recognize the dedication of the CFUW Board to the sustainability of the organization as a creditable force in Canadian society. Their individual reports follow for your attentive reading. Regular virtual Board meetings are held monthly with others scheduled as needed. Attending as non-voting resource persons are the Executive Director, Parliamentarian, Chair of Articles and Bylaws and one co-chair of the Regional Directors.

During the past 12 months, the AGM Planning Committee has organized three CFUW AGM's, one for August 2019 with the Winnipeg LAC, the in-person AGM with the Ottawa LAC and its "forced" replacement, a virtual AGM, due to COVID-19. A year ago, we were completing preparations to celebrate CFUW's centenary the Fort Gary site of the 1919 founding meeting when we highlighted the historical record of the CFUW organization throughout the festivities, the presentation by Dianne Dodd author of the 100-year history of CFUW, since published; Cheryl Ambrose's presentation on CFUW's Advocacy record; Ion Webster's video of historical highlights and the federal government's presentation of a large plaque acknowledging CFUW as a significant event in Canadian history.

Contributions of individual Notable CFUW women were acknowledged at Manitoba's Government House, commemorative pins and booklets and certificates were given to those women at the annual banquet co-hosted by Chair of the 100th Anniversary, Doris Mae Oulton, and myself who as president also had the honour of leading in those of the 100 Women in attendance at the banquet. Those records will be valuable additions to CFUW's historical collection. Club's acknowledged their long-time members with Sage awards, So many significant celebratory events were held that the reporting planned to fill a special October 2019 Communicator overflowed into a May 2020 edition!

In reporting on my last year's activities in relation to my action plan and other CFUW involvement I will not recount the daily scheduled meetings, consultations and interactions on behalf of CFUW but will instead give a narrative on some of my involvement particularly with CFUW committees.

Sustainability took on a new significance when in February 2020, Robin and I began contingency planning for the expected fallout from COVID-19. Working off-site would involve technical preparation continuing the usual contact with members, and ED Robin Jackson strategizing with Betty Dunlop, Rachel Deneault and Jasmin Strautins. Thanks to their efforts National office though physically closed has continued its work and been “open to members’ requests.” As we monitored the increasingly more restrictive limits placed on travel and group meetings it became clear to us and to the Ottawa LAC that, regretfully, we would need to cancel the in-person Ottawa AGM and conference and replace it with a virtual AGM. Although agenda items would be similar, the delivery would be vastly different. In the AGM Planning Committee, we reviewed the process used for the virtual AGM of 2018, met with and agreed on technical companies, and ensured the two chosen could synchronize their roles for a highly structured AGM. A series of five AGM advisories prepared by staff have been sent to Clubs, and training sessions held for delegates. The contributions of Robin Jackson, staff and parliamentarian Elizabeth Haynes have been invaluable. Robin and I were eventually able to get agreement from the host hotel that the cancellation fee of over \$59,000 would not be charged and the deposit of \$3000 would be returned.

Wanting to provide some of the “conference” features already underway I contacted CFUW workshop leaders who agreed to redesign their workshops into webinars. Membership, Indigenous Issues and International Relations webinars have been presented while the Finance Committee contributed to a series of Q and A documents for members.

An advantage of attending an in-person AGM and conference is the networking and sharing of ideas in informal and formal events and particularly at the Club Presidents’ Networking lunch and the opening reception. Consequently, we organized five Club President’s webinars which saw members discussing the COVID-19 challenges and how they would manage conducting major business by using video teleconferencing via Zoom or other platform, or by audio conferencing, both being made available through national office resulting in national office assisting in 90 Clubs meetings/interest groups and providing specific training to 15 Clubs beyond those participating in group sessions. Rachel addressed members on social media, followed by another social media webinar by Amy Mcleod through the Membership Committee. Roline Maconachie, offered ideas on the Triumvirate plan in anticipation of clubs needing alternative governance structures, and as a strategy to increase Club membership as was the amazing result with CFUW Orillia. Robin Jackson outlined how the national office could assist Clubs. Lori Ker explained Bylaw changes needed to conform to the Canada Not-for-Profit Corporations (CNPC) Act and are therefore “corrections” to CFUW Articles and Bylaws and explained proposed amendments to Articles and Bylaws on which delegates will vote at the 2020 AGM. Presidents adapted well to the virtual networking and discussed how they would run their clubs and stay in touch with their Club members to ensure they were well and were planning to continue as members into the next year.

A “normal” in-person AGM starts with an Opening Reception and this is being held virtually on June 18th. It will provide an opportunity for introductions and a chance to hear about the amazing projects, local, national and international, being conducted by Club who will receive awards.

Regional Directors (RD) : Having co-chairs for the RD group has proven effective with Eleanor Palmer representing the RD group at all Board meetings, and Beryl Matthewson chairing the RD meetings. RDs continue to be a valuable link between the Board and Clubs, in working with their Club presidents promoting national initiatives and in turn making the Board aware of Club programs and concerns. I attended the RD conference calls and found the communication of RDs with their Clubs and their analysis of Club successes and problems was very helpful I suggest you read the reports of the RDs and consider sharing the initiatives they are promoting. I thank the RDs for their dedication to the cause and for their hospitality to me when I have visited their regions over the past three and a half years.

Communication with Members also Promotes Sustainability: When I became president in January 2017 I decided it would be a full-time volunteer position and I soon found there would be no shortage of tasks to make it such! Board members, RDs and Club members have been welcomed to telephone and email, and we have made that work despite constraints of a 4.5-hour time difference with Western Canada. Additionally, I have written National President’s Messages and news items for Club Action News and the Communicator, and have visited Clubs and Councils and interacted with Members there. The five Zoom calls I chaired with groups of Clubs after March 2020 (referenced above) proved successful. So were the Small Club calls by the Membership Committee some of which I was able to attend. An unexpected positive has been the informal conversations with Club members as we have awaited the formal opening of the many webinars. Since Board minutes are posted only after their approval at the next meeting. I have been publishing shortly after each meeting, an unofficial note on decisions made at the meeting. There is always the consideration of how much information to publish on other matters I followed the principle of providing information e.g., in Q and As and having Club members decide for themselves how much is applicable them. An advantage of collecting responses to inquiries together in a document is that it is readily available when needed. Thanks to the travel I did to councils and Clubs I was able to meet with Club members in all provinces of Canada and hear and respond to successes and concerns.

Education” It was an experience in continuing education to attend Education Committee meetings and sub-committee meetings with Kathryn Wilkinson engage in fulfilling the one of the basic purposes of CFUW, the promotion of education. The Indigenous Persons National Initiative and the think tank, presented webinars that were well researched and well attended. Surveys, research reports, ideas, a virtual book club, study groups, early learning and childcare, the list goes on!

Scholarships: In my interaction with Clubs there is always conversation about scholarships; in my interaction with the public, about CFUW, conversation about scholarships is always a drawing card. Clubs are justly proud of their contribution to the education of women and girls as they are of their significant help provided in various community outreach projects often done in partnership with other community organizations.

Consequently, when the local St. John's Club had to postpone indefinitely their Great Big Book Sale and CFUW Wolfville called to say they had to do the same, I designed a survey to determine how much net funding was lost by Clubs who were unable to fundraise from March for scholarships and community outreach. We found that about \$300,000 of expected revenue had not materialized in those Clubs whose spring months' fundraising had to be cancelled due to COVID-19. Members were alerted to the federal Government's fund of \$350 million with non-profits as one of the groups able to apply for funding. Since then, we circulated "COVID-19 Fundraising in Canada: Results & Insights." Clubs' funded scholarships, affected by reduced return on investments, and reduced fundraising for scholarships may negatively affect scholarships offered next year.

Advocacy in General: My work in advocacy has been through the Advocacy Coordinating Committee, the Advocacy Standing Committee, the National Office, visits and talks with Clubs and partners; letters and phone calls to government officials, indeed, most of our CFUW effort is advocating for education, human rights and particularly the status of women and girls. Where this involved staff, it is reported in this year's Staff report, with additional information in the (external) Annual Report

The Advocacy Coordinating Committee enables us to plan advocacy from a broad perspective involving domestic advocacy and international advocacy through input from the VP Advocacy and VP International Relations, while the VP Education contributes from the perspective of many educational related issues on which we advocate, and the VP Membership from Club involvement. Our most recent meeting compiled the outstanding issues and made recommendations for the next biennium 2020-2022. I attended most Advocacy meetings which for the first months were chaired by then VP Advocacy Cheryl Ambrose and later by newly appointed VP Advocacy, Jeannette Mergens who came with wide experience from BC Council.

Advocacy Domestic

CFUW is well-known in government circles for the sound research that underlies its advocacy. Research on issues for CFUW focus in the fall 2019 federal election began long before AGM 2019 with member identification of issues rooted in policy and likely to be of national significance. The committee, with the advocacy coordinator, prepared background fact sheets and talking points for consistent messages from CFUW at local and national levels. My involvement was not in researching but in giving input and approval to the final papers, in promoting member use, and in speaking to those issues with Clubs and government. I was at CFUW Peterborough's 100th Anniversary

celebrations during the election campaign when their candidate paused in her campaigning to attend and there was a moment to highlight that we celebrate more than longevity, we celebrate CFUW's promoting of issues of significance to all Canadians; childcare, violence against women and particularly missing and murdered Indigenous women, poverty, refugee and immigrant women, indigenous issues, pay equity, housing, poverty. In speaking on those and other connected issues it was useful for all of us to have Jasmin's paper on using a gender lens.

With the pandemic, it has become more evident that women are disproportionately affected by traumatic national and global disasters as I noted in a press release on gender-based violence and COVID-19, sub-titled "A pandemic within a pandemic". With the Advocacy Chair we reviewed materials prepared by the Advocacy Coordinator particularly on gun control, childcare and the COVID-19 crisis. Not only are women affected disproportionately in general with this virus, but women and men who are older seniors, and particularly if in long term care are even more so. This has pushed CFUW to recognize the need to advocate on their behalf as highlighted in the recent Think Tank and in emergency resolutions coming to the AGM.

Underlying our advocacy efforts is awareness of the prevalence of gender-based violence (GBV) and this was our focus during the 16 Days of Activism Against Gender Based Violence campaign. It was gratifying to be able to write government in support of the recent gun control legislation for which we have advocated, and to acknowledge the benefits of government aid for many currently affected by restricted employment and the effects of violence.

CFUW's National advocacy was affected by the cancellation of the UN-CSW as we find the UN an excellent venue for networking with federal and provincial members and their staff on matters affecting gender equity, and an opportunity to build relationships for further collaboration on national issues.

I suggest a careful reading of the reports by the VP Advocacy and staff. Deciding on priorities and how to action policy is one step in advocacy; having a knowledgeable staff to enable those plans is indispensable to our efforts. I believe we must continue with this valuable staffed office and find a way to compensate staff more generously in alignment with industry standards and provide benefits such as pension and maternity leave.

Advocacy International: Last year at UN-CSW in New York the VP International, Joy Hurst, and I were invited to a private meeting with the President of our partner International Alliance of Women (IAW) Joanna Manganara at the Greek Embassy. This year's meeting was, of course, regrettably cancelled by the cancellation of CSW by the UN.

As president I have been quite involved with the CFUW-GWI relationship. As a member of the CFUW Negotiating Team for the MOU signed July 17, 2019 between CFUW and GWI, I subsequently became a member of its replacement, the MOU Implementation Committee, along with Joy Hurst (chair), Beverley Rhodes, Jeannette Mergens and Robin Jackson. We monitored and facilitated the actioning of clauses of the MOU such as GWI quarterly reports, formation of the dues committee, setting up and attending NFA Regional meetings and scheduling the pending orderly start-up of other MOU related committees. We met with the GWI Board to get clarification on GWI financial processes and reporting before scheduling a planned session for CFUW members. Questions and uncertainties about GWI, particularly finance, were collated and given to the GWI Board to imbed in their presentations at a Town Hall sponsored by CFUW on May 25th. Opportunities for asking additional questions were provided. A post Town Hall Q and A was constructed by us as members of the MOU Implementation Committee and circulated. Meanwhile the CFUW Implementation Committee proposed and received Board approval to form a Mediation Working Group of 12 Club members with mediator Dr. Rebecca Bromwich. The mandate was to, to seek a solution or options to resolve the positions within CFUW about continued membership in GWI. Four recommendations to the CFUW Board were announced in a June 11th Town Hall presentation and involve: (1). removing Article 4 requiring membership in GWI, (2) honouring the MOU with GWI, (3) striking an ad-hoc committee to Investigate international organizations, and (4) developing a communication strategy to improve relationships within CFUW. Those recommendations will be taken up by the new Board for 2020-2022 and will be considered along with the results of other motions being presented at the AGM.

In July 2019 I represented CFUW as one of our ten voting delegates at the GWI Triennial General Assembly and Peace through Education Conference in Geneva. In recognition of the role CFUW played in the formation of IFUW in 1919, I was invited to attend as one of three Honorary Chairs of the Triennial and speak at the banquet. The Triennial provided opportunities to network with women from other NFAs, to participate in two CFUW workshop presentations and to speak at the General Assembly explaining CFUW's position on membership and to engage in debate on motions. I was involved with the VP International Relations in preparation for the Triennial.

Finance

One of the duties of president is to be familiar with CFUW financial policies and, in consultation with the VP Finance and the Executive Director, regularly review those policies and financial statements and reports to ensure that they represent the effective use of CFUW's financial resources. During my two terms as president and as a member of the Finance Committee I have worked with three Finance VPs and the Executive Director who have been most helpful in explaining to the Board details of financial statements brought to Board meetings for approval before being posted to the website for membership information. The Board has had to balance the priority it must give to its fiduciary responsibility to CFUW, with the responsibility to pay its expenses

including, according to legal advice, dues to GWI. This has proved a challenge with insufficient funds being collected directly for that purpose. The many Q and A documents and messages to Clubs produced in response to members' questions, reflected a strong contribution from CFUW VPs of Finance and committee members. A great deal of time was spent in responding to members' questions and comments and clarifying misconceptions about the finances of both CFUW and GW and interacting with both Board and Club members on this.

Governance

This committee, chaired by VP Ontario, Sandra Thomson, was very much a working committee to present to the Board revised policy statements on practical CFUW matters such as how to fill Board and RD positions that become vacant between AGMs, how the no-campaigning policy works, and a clear process for nominations and elections. The terms of reference for each national committee were reviewed and modified as needed and the Administrative Manual was reviewed and revised ready for posting. Attending Governance meetings gave me an opportunity to systematically examine the governance of CFUW with knowledgeable committee members.

Articles and Bylaws: My involvement with Articles and Bylaws was primarily through frequent correspondence and consultation with Lori Ker as her committee worked through the intricacies of the corrections to CFUW Articles and Bylaws and also proposed amendments. I have found it invaluable to have a person heading this committee who came with the background detailed knowledge required.

Membership, Travel and Visibility: Last year I did extensive Club and Council visits, all possible in a pre-COVID era. At AGM 2019 I was invited to attend a number of Club fall events and to facilitate this, I took my "travelling office" from Mt. Pearl, NL, to family in Toronto. I had wonderful, amazing visits with CFUW Clubs Peterborough, Ajax Pickering, North Bay, Sudbury, Orillia, Milton and District, and Mississauga. As well I attended Ontario North's Fall Gathering at Sudbury, several Ontario Council events in Toronto and the Atlantic Canada Regional Council at Fredericton. The plan was to attend UN-CSW in March and the Ottawa LAC and Finance meetings in Ottawa enroute home, and then later to attend BC Council in Kelowna and visit Clubs. COVID changed that but I was able to attend and bring greetings at the virtual Council AGMs of Ontario and BC Council on May 22nd and May 23rd.

Membership Committee: I have participated in decisions and activities of the Membership Committee and congratulate them on their initiatives contributing to the smaller decline in membership loss from last year when compared to losses in recent years. Most clubs get new members each year and it is a challenge, achieved by some, to have a net increase when there is loss of members through death, illness, age and moving home location, all factors over which we have little control. The Membership Matters newsletter and the Toolbox are valuable ongoing resources and the webinar to replace the AGM workshop was extremely motivating and well received.

I participated in some of the small Club conference calls and most of the committee meetings.

CFUW Charitable Trust (CT) has been set up as an arms-length entity with its own Board separate from CFUW's Board. As president I sat on this Board as a Trustee and engaged in planning for the 100th Anniversary scholarship distribution and other tasks as outlined by the Trustee chair, Doris Mae Oulton. With Betty Dunlop and the Fellowships Committee chair, Charlotte Rigby, the Trust continues to promote the education of women by providing substantial fellowships. Having lost the opportunity to fund raise at this years' AGM, registrants were given the opportunity to donate to the Trust when registering for the AGM. Please read the CT Report and meet the fellowship winners.

In closing thank you to all for the experience of a lifetime and best wishes for CFUW's advancement into the next biennium.

Jeanette Mergens

VP Advocacy

Cheryl Ambrose, VP Advocacy

October 31, 2019

Jeanette Mergens

May 12, 2020

This action plan was compiled by former VP Advocacy Cheryl Ambrose and reported at year-end by VP Jeanette Mergens who was appointed VP Advocacy at the Special Board Meeting February 13, 2020.

Advocacy – ongoing & completed

- Further the mandate, objectives, policies and programs of CFUW, as they relate to advocacy by working with the National Office, President, Standing Committee on Advocacy and its sub-committees (Status of Women and Human Rights, Environment and Climate Change, and Policy Book Review), VPs Education and International Relations, and the Advocacy Coordinating Committee.
- Maintain the effectiveness of CFUW's role in Advocacy by continuing to extend our impact through partnerships.
- Broaden CFUW's understanding of Advocacy to include member-education on issues of concern by encouraging study groups, capacity building, and resource development.
- Refocus on women's issues, in particular, gender-based violence and women's equality, by introducing the use of a gender lens.
- Raise the profile of CFUW Advocacy in Club Action News, articulate and clarify our mission, and profile club advocacy actions.
- Keep members informed of opportunities to participate in CFUW Advocacy Initiatives, Days of Action, etc.

- Policy Book Review – **to be completed by Fall 2020**
- Sexual Assault Policies of Post-Secondary Institutions Report. – **completed**

Membership - ongoing

- Advance CFUW's role in advocacy by supporting and enhancing grass roots advocacy and social action with Advocacy tools, template materials and accurate information.
- Build on current issues, club actions, and encourage collaboration, especially the emerging Rural Women Action Plan.
- Make advocacy accessible to members who believe in CFUW's role in advocacy but aren't comfortable stepping into the role.

Public Profile – ongoing & completed

- Letters re. 6 election issues updated with COVID-19 information. Climate Change and Pay Equity to be updated after COVID-19 crisis is over. Three letters sent to federal ministers - **completed**
- Advance CFUW's National Priorities, including National Initiative on Violence Against Women, Early Learning and Child Care, and Indigenous Peoples.
- Recognizing that advocacy takes many forms, reward clubs who prefer to take concrete actions to make a difference in their communities, rather than writing letters or meeting with elected representatives.
- Encourage clubs to reinforce national-led issues, and the National office to reinforce club initiatives.
- Increased use of social media to support National and club actions.
- Encourage clubs to participate in the 16 Days of Activism, including the 30th Anniversary of December 6th - **completed**
- Refocus on women's issues by creating a backgrounder and talking points for Gender Based Violence as we did for the election issues. (public profile)

Scholarship & Fellowship - ongoing

- Encourage clubs to broaden their interpretation of awards and scholarships to support women and girls who may not otherwise be able to continue their education, youth aging out of care, mature women returning to their studies, single parents, etc.

Sustainability - ongoing

- Maximize use of newsletter and website to deliver Advocacy Orientation material/training to incoming club executives, since not all Provincial/Regional VPs have Advocacy committees/coordinators
- Work with Advocacy Team to provide policy, direction for the Board, clubs and members.
- Reward leaders, encourage and support members who take the lead (sustainability)
- Encourage provincial councils to carry out advocacy – currently only BC and ON are consistently active.

- Review and update, as required, Board-approved policies that impact the Advocacy Standing Committee and Subcommittees

As VP Advocacy, I served as a member of the MOU (Memorandum of Understanding with GWI) Oversight Committee.

Joy Hurst

VP International Relations

It has been a very busy year, eventful and full of challenges. Contributions by the VP International Relations and the International Relations Committee were made in the membership, advocacy and sustainability domains of CFUW's strategic aims. Much of the VP International Relations' activity has been by necessity focused on managing CFUW's relationship with GWI (Graduate Women International) and responding to the concerns expressed by CFUW members related to this issue. This has necessitated compiling and distributing a significant amount of information for all stakeholders. Action has been undertaken in a number of ways, namely by Q & A documents provided for CFUW members, meetings with GWI leadership, establishment of a CFUW MOU Implementation Committee chaired by the VP International Relations, CFUW Town Halls and the convening of a Mediation Working Group to address the internal conflict in CFUW regarding membership in GWI.

In July 2019 CFUW and GWI signed an historic Memorandum of Understanding (MOU) that set out areas of mutual collaboration, arrangements for outstanding CFUW dues and a structures to enable a much more deliberate way of working together. The incredible work was done by CFUW Negotiation Committee, namely President Grace Hollett, former VP Finance, Dominique Racanelli, VP Education Kathryn Wilkinson CFUW Executive Director Robin Jackson and Chair, VP International Relations. The MOU has informed activity such as improved GWI financial reporting, CFUW representation on the GWI Dues Committee, a joint Oversight Committee and CFUW's participation in the GWI Regional Leaders Network. Detailed documentation was required to support the dues discount that CFUW received for the in-kind services that CFUW provided to GWI during 2018 and 2019. The VP International Relations coordinated the in-kind services and the related documentation.

All of the preparations for the GWI Triennial General Assembly and **Peace through Education Conference** in Geneva paid off with CFUW's contributions being well received by other NFAs. CFUW presented one workshop and co-presented a workshop with USA and Mexico. CFUW delegates also participated in other activities that are well documented in the GWI Triennial Report provided by the VP International Relations.

At the CFUW AGM and Centenary Celebration in Winnipeg in August 2019, a presentation was given to the membership on the MOU, which was given strong

support by those present. Please see 2019 AGM documentation for presentation and voting related to same.

The International Relations (IR) Committee wanted to follow up on the 2018 Advocacy survey done by National to probe more deeply into the kind of international work CFUW clubs and provincial councils were doing so we launched a survey in January 2020 to obtain that information. A new year also brought the opportunity to work with CFUW Canada GWI to have a virtual “meet and greet” with our sister NFAs in the United States and Mexico. Our affiliation has been loosely coined as CAMEUS (Canada, Mexico and the US). The January 12, 2020 event was well attended and enjoyed by all. Clearly there is much to learn about our respective organizations. WG-USA, is a virtual organization of 200 members but well organized and very active in Advocacy and have working groups in the areas of Education, Human Trafficking, Peace, Violence Against Women and Women’s Health. They have an annual in-person meeting. FEMU, the Mexican NFA is a small group of 120 members, primarily from urban areas. They have the unique distinction of operating a museum of women’s history in Mexico City. <http://cdmxtravel.com/en/attractions/women-museum-museo-de-la-mujer.html>

By January of every year, CFUW preparations for the annual United Nations Commission on the Status of Women in New York are well underway. The International Relations Committee was very much involved in this process. Drafting of CFUW’s written statement was completed in time for the UNCSW 64 submission deadline of October 17, 2019. Statements must be submitted following very strict parameters including a word limit. Organizations also have to make application to make parallel event presentations. Again, the application process has very specific parameters including an application deadline of November 8, 2019. CFUW delegates were selected. The 2020 UNCSW event was to be very special as it commemorated 25 years post Beijing Declaration and Platform for Action. CFUW’s application was accepted to present a parallel event.

Fitting for this occasion, the focus of our planned event was reflected in the title selected; **Mobilizing for Impact**. Panelists confirmed were Plan Canada, Dr. Stephanie Mullen, University of Ottawa and the Canadian Research Institute for the Advancement of Women. UNCSW64 plans also included meetings with IAW (International Alliance for Women), GWI, CAMEUS, Government of Canada and provincial officials. By the time the session was cancelled, the CFUW delegation had had our briefing meetings, CFUW delegate bulletins had been issued, hotels and flights had been booked and the traditional CFUW social organized. Our oral statement had also been submitted. An opportunity to have discussion with IAW delegates about potential ways to strategically use IAW Declarations on Accountability had to be postponed.

Leading up to UNCSW and contributing to a year of focus on Beijing 25+, CFUW contributed to IAW and GWI digital projects. National office and VP International Relations contributed two vlogs for the IAW project and CFUW Ottawa contributed to

the GWI Women's Mosaic of Lived Experience video project with a submission on University Women Helping Afghan Women.

IR committee members attended a number of the virtual meetings that have been held associated with Beijing 25+, such as Equality Generation meetings organized by UN Women. IR committee members contributed content to CFUW National for selected UN Advocacy days. The committee also adjudicates applications for the International Relations and International Women's Day awards. With CFUW's need to cancel the in-person AGM, the IR committee will present a Webinar featuring international work done by CFUW clubs. Also accomplished this year was updating of the Terms of Reference for the IR Committee.

The VP International Relations accepted club and provincial council invitations to talk about what has been happening for CFUW relative to international relations. The VP International contributes to the National Advocacy and Advocacy Coordinating Committees. Outstanding business from the 2018-2020 biennium International Relations plan is the updating of the CFUW International Advocacy Framework. A clearly articulated Framework that outlines CFUW's goals, strategic objectives and the specific outcomes we would like to achieve in our international work is needed in order to effectively collaborate and partner with other organizations. I bring this forward as a priority in 2020-2022.

I am really pleased to have contributed to CFUW Canada GWI's goal of starting to build relationships with other NFAs in GWI. To this end, a virtual "meet and greet" was held on May 9, 2020 with Indian Federation of University Women, University Women's Association, Pune. The programs that they shared with us were truly impressive. The programs presented included Hygiene project for adolescent girls where sanitary pads are made, a working women's hostel that can accommodate up to 80 women for long term housing, economic empowerment through arts and crafts entrepreneurship and lastly an advocacy project where women are trained to serve on Internal Complaints Committees for the legislated investigation of sexual harassment. Unexpectedly, the "ask" was extended for anyone who wants to join an international interest group of musicians to contact the Association. Click here to learn more about the Pune Association <http://uwapune.com/>

On May 30, 2020, CFUW, WG-US (Women's Graduates) and FEMU (Federation of University Women of Mexico) hosted a dynamic session on **Global Futures and Foresight: Opportunities for Women's Regional Leadership and Collaboration in North America**. The presentation and facilitation of the session was by Geeta Desai, Immediate Past President of GWI. Foresight as a way to envision creating the future we envision is most timely as we deliberate on the recommendations presented on June 11, 2020 by the CFUW Mediation Working Group.

In conclusion, a big vote of thanks goes to the IR committee, my Board colleagues, Robin Jackson and the office team, Grace and members of the MOU Implementation

Committee for the support and collaboration expended to achieve what has been done this year.

CFUW..... **“our vision includes a world where poverty is reduced, discrimination eliminated, where there are equal opportunities for leadership, employment, income, education, careers and the ability to maximize potential.”**

Debbie Christiansen-Stowe

VP Quebec

Membership:

- 6 clubs (2 French language, 4 English language);
- 477 members, an increase 12 members from 2018-2019;
- Despite a concerted effort to attract new members in 2019-2020 by targeting young professionals, students and recently retired women, membership in Québec clubs remained relatively stable with the addition of new members being negated by loss of former members. The most effective means of attracting members continues to be word of mouth and Inviting friends to club events.

Public profile:

- All of the Québec clubs participate in local activities and try to raise the profile of CFUW through collaboration with other community groups to work for common causes;
- Speaker series, often open to the public, remain the mainstay of CFUW activities;
- The Québec Council continues to participate in activities sponsored by Femmes, Politique et Démocratie and Parenaires pour la Parité;
- All clubs have websites are active on social media platforms;
- Club newsletters are distributed to all Québec clubs and are posted to the Québec Council website;
- A budget has been allocated for the development of a more vibrant website for the council over the summer 2020.

Advocacy:

- In addition to supporting literacy projects and postsecondary education, clubs will continue their involvement in local causes (and in some cases national and international advocacy);

- Of major concern are issues related, but not limited, to indigenous education, financial literacy, young adults aging out of care, homeless women, poverty, violence against women and refugees;
- MLUWC was successful in having their petition for youth aging out of care placed on the National Assembly website.

Scholarships:

- All of the clubs have scholarship and bursary programs;
- A total of \$104,300 will be given out in bursaries by Québec clubs in spring 2020;
- Sherbrooke and District UWC, AFDU Québec, UWC Montréal and Montréal Lakeshore UWC have foundations which administer their bursaries, South Shore and AFDU Montérégie do not have foundations;
- All clubs allocate bursaries to both CEGEP and University students. Sherbrooke and District UWC and AFDU Québec also offer bursaries to indigenous students;
- Provincial council will continue to collect \$1/member for future projects, which may include fellowships/bursaries.

Sustainability:

- All of the executive positions on Québec Council are filled for the 2020-2022 term;
- Clubs continue to have difficulty filling all of their executive positions and several clubs had instigated a co-presidency format, where two members each hold the presidency for half of the year;
- Director's insurance is a major concern for Québec clubs. Sherbrooke, Montréal Lakeshore and South Shore have coverage because they are registered as community organisations. Montreal UWC purchased coverage and AFDU Québec is investigating options;
- Individual clubs are developing strategic plans which include goals related to membership, governance advocacy and community involvement;
- A revision of the provincial council constitution and bylaws was adopted at the Oct. 26, 2019 provincial council meeting;
- 1 Québec member currently sits on the National Board, several others are involved on National Committees.

Janet Willwerth

VP Atlantic

What a change two months has made for how most of us are operating. The arrival of COVID-19 has meant that many of our plans have changed and forced us to start working and communicating in different ways. It has affected our fundraising, our

meetings and our interest groups. Fortunately, I have not heard of any CFUW members who have been contracted the coronavirus.

Membership

Membership in the Region has remained stable since my report in October. Since clubs have had to stop meeting in March and cancel speakers and programs, there is not much opportunity to boost membership. A continued concern that has been expressed to me is the ongoing impasse among our members across the country about our relationship with GWI. At least one club has indicated that it lost two new members who did not want to belong to an organization that was having some internal conflict. Although none of us know at this point, it is hoped that we can resume meeting in September. It will take a special effort on behalf of all clubs to keep their members engaged and to retain them when the Fall meetings start. I will be encouraging them to make that effort. I know that some are using Zoom, some using email and personal delivery of materials and others telephone calls. Some are using all of these methods. Since the October Report the only club visit I was able to make was to CFUW St. John's in December, where I was able to participate in the celebration of their 75th Anniversary, as well as attending two of their Interest Groups meetings. Other planned visits have had to be cancelled.

Public Profile

Fundraising events held by clubs in the Region that generally raise the profile of the clubs have had to be cancelled. These include well-attended book sales in Fredericton, Moncton, Wolfville and St. John's. In-person meetings have also had to be curtailed.

Advocacy

The Atlantic Regional Council has not undertaken any specific advocacy projects this year, but clubs continue to work on their own community work and have been studying the upcoming Resolutions. I attended the event held by Nova Scotia Council on the Status of Women to commemorate the 30th Anniversary of the massacre at Ecole Polytechnique.

Scholarship

Our clubs continue to provide scholarships in accordance with their financial circumstances, from the large to the small. Unfortunately, because of the stay-at-home restrictions in our Provinces a number of our clubs have had to cancel their annual fundraising events. For those that fund their scholarships on an "as you go" basis, it may mean that they may not be able to offer a scholarship for the upcoming academic year, or that the amount will be reduced. Some clubs are hoping that their fundraisers can be rescheduled for the fall. A further complication is the uncertainty surrounding resumption of university classes in September and how only online classes will result in lower enrolments.

Sustainability

Some areas of sustainability for CFUW can be common among many clubs in our region. The first is ensuring that executive positions are filled. Clubs don't always have members in all positions but do have a functioning executive.

The second is a concern about the lack of volunteers to take on positions of two Regional Directors and VP Atlantic. I hope that these positions will be filled so that the Atlantic Region continues to be well-represented.

I look forward to the introduction of our first Virtual AGM for the Atlantic Regional Council in October. I hope that this helps more members to participate without the costs of travel.

The Atlantic Regional Council has also started the work of revising its Constitution to reflect our new responsibilities for electing Regional Directors.

I appreciate the support of the Board, Regional Directors and National Office in carrying out my responsibilities.

Respectfully submitted,

Janet Willwerth
Vice-President Atlantic

Patti Johnsen

VP Prairies

- August 13 – 19, 2019, National AGM (chaired Prairie regional luncheon)
- Participated in National monthly board teleconferences and Zoom meetings.
- September 16, 2019 – club visit to Edmonton, joined panel discussion re National AGM & CFUW 100 years celebration.
- November 7, 20 19 – Conference call with Regional Directors, Amy Macleod AB, Mary Rowan SK, & Pat Elliot MB. Violence Against Women & Prairies Town Hall Meeting.
- November 23, 2019 – Conference Call meeting with the R Ds. Planning Prairie Event & Exploring scholarship for when the women are leaving Women's Shelters.

- December 2019 - Conference Call meeting: Secured Speaker for Prairie Event, Venue & professional technical support at a cost of \$350.00 to livestream to all Prairies City Clubs.
- January 12, 2020 – Conference call meeting: Planning Prairie Event: discussed advertising, via flyers to be sent out to Prairie clubs. The event was open to the public.
- January 2020: Check in with the following CFUW Prairie Club Presidents:

| | |
|--------------------|------------------|
| Portage la Prairie | Cathie McFalane |
| Winnipeg | Sandra Millen |
| Yorkton | Elsie Stechyshyn |
| Prince Albert | Dalelene Yelland |
| Saskatoon | Marilyn Loken |
| Edmonton | Sylvia Marsh |

- February 9, 2020 - Conference call meeting: more working out details & concerns for Prairie Event.
- February 20, 2020 – Conference call meeting with R Ds: more brain storming for Prairie Event.
- February 29, 2020 - Prairie Event - Hosted in Lethbridge, Alberta Guest speaker Lisa Lambert: Not All Women: Who is still missing from politics. We livestreamed out to all Prairie Clubs, plus St John's & Halifax.
- April 25,2020 – Attended CFUW Alberta Council.
- May 29,2020 CFUW Saskatchewan Council ... plan to attend via Zoom.

Lynne Kent

VP Membership

Lynne Kent, VP Membership

As I come to the end of my second year as VP Membership, I would like to extend my deep-felt appreciation to my committee members: Amy MacLeod, Lizz Wilfert, Patricia DuVal, Karen Dunnnett and Grace Hollett, along with our

remarkable staff support from Robin Jackson & Rachel Deneault. These dedicated members devoted their time and skills to launch the second phase of our membership drive for our 100th anniversary campaign.

Membership:

- Our first Membership Committee meeting for the year was at the 2019 AGM where we reviewed what we had heard from members, particularly in the Envisioning exercise, and began the creation of a new strategic plan and work plan for the coming year.
- As Chair of the membership committee I organized our meetings, developed and monitored the work plan for agenda preparations.
- A new theme for the year of 'Support to Members' was launched.
- A new 'Membership Matters' newsletter was initiated with the intent to inspire and share the tried and true tips and tools for membership development from our clubs.
- Five conference calls were held with small clubs in the five regions to learn about their challenges and facilitate their sharing of successes with each other.
- Information was collected on 'why members do not renew' through a survey to clubs
- Attended BC Council Club Presidents' meeting to promote membership development.
- Attended BC West Regional virtual meeting.
- Attended several local club meetings and events to promote the membership campaign.
- Attended a Regional Directors Standing Committee meeting to promote the membership recruitment campaign.
- Prepared a Membership Workshop for the 2020 virtual AGM.
- Prepared the club Membership, Special Projects Awards presentation for the 2020 virtual AGM Awards Reception.
- Chaired the UWC Vancouver Membership Committee and recruited 72 new members from July 2019-June 2020 (one new member after the club closed for Covid)

Profile:

- Responded to speaking engagements to promote CFUW and the membership drive.
- Encouraged ongoing use of travelling exhibit and facilitated delivery where feasible.

- Attended Vancouver Council of Women monthly meetings as a member of UWC Vancouver.
- Planned the 100th Anniversary Celebration with BC Lieutenant Governor Janet Austin as speaker
- Promoted CFUW to other organizations – YWCA Vancouver, YWCA Canada, Canadian Women’s Foundation, Stephen Lewis Foundation G2G Campaign, Grandmothers’ Advocacy Network, BC Learning Disabilities Association.
- Attended other association meetings at Hycroft, staffed a membership table and give promotional speeches.
- At UN CSW 2019, connected with participants from other countries who are addressing common issues and shared the work of CFUW.
- Attended Soroptimist’s International Conference in Vancouver and passed out our UWCV brochures.

Advocacy:

- Member of the UWC Vancouver Status of Women & Human Rights Committee.
- Member of the UWCV Outreach Committee addressing community support projects
- Member of the CFUW Advocacy Coordinating Committee
- Planned the UWCV IWD event on ‘Women as Instruments of Peace’ with speaker Corey Levine, a human rights and peacebuilding policy expert, researcher and writer with a specialization in gender.
- Chaired the Vancouver Collective Against Sexual Exploitation (VCASE) coalition of community partners.

Sustainability:

- As a member of the CFUW Board, prepared for & participated in the board meetings.
- Took on a leadership role at UWC Vancouver as a Board member and Chair of the Membership Committee.
- Member of the UWC Vancouver Federation Committee promoting our national & international affiliations.
- Donated to the 100 Women for 100 years anniversary fundraiser.

Barbara DuMoulin

VP British Columbia & President, BC Council

1. **Membership:** Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives

- I addressed membership concerns at the fall regional gatherings. In January I phoned all CFUW BC club presidents and discovered that their primary concerns continued to be membership, leadership and sustainability. I attended the spring regional Zoom meetings where problems related to CoVid-19 were raised and suggestions discussed. Phone tree calls and Zoom meetings are being used by clubs in BC to keep members engaged.
 - I supported use of the membership strategies provided by the Membership committee.
 - As a result of phone calls in January, I solicited information on alternate leadership models from National. The Orillia model was shared with all clubs in BC.
 - I made numerous visits, phone calls and emails related to organizing events and answering club questions.
2. **Profile:** Raise the public profile of CFUW so that our ongoing and significant contributions to Canadian society are fully recognized.
- Women in Stem: recognizing the need to connect with young people, Audrey Hobbs Johnson and I presented at this workshop at the SFU Surrey Campus for young women entering this field.
 - Contributed to all issues of BC Council's newsletter *FOR THE RECORD*. Encouraged all clubs within BC to share newsletters and to contribute to both FTR as well as the Communicator.
 - Encouraged clubs to post event in newspapers and local email community exchanges.
 - Encouraged clubs to send in newsletters to National for inclusion in Club Action Newsletters.
 - Ongoing: have asked our media manager to add numerous advocacy links, letters, bulletins news links to our website and Facebook page. We have established a Twitter and Instagram account for BC Council. The future in terms of reaching millennials is through social media!
 - Wrote numerous letters to government officials at the provincial and federal level.
 - Encouraged attendance at both the provincial and national virtual AGMs
 - Attended the Person's day event at Nanaimo club, IWD events at both Salt Spring and Parksville Qualicum clubs
 - Canada GWI club – as Communications Chair for this club I worked with Rachel Malek in website development. We are uploading blogs on Club international projects to increase awareness on club efforts and partnerships internationally.
 - As Admin for this Facebook account, regularly post on the Canada GWI club page and have now established links with Mexico, El Salvador, USA, France, Britain and now India.
 - Participated in the "Meet n Greet" – CaMeUs and PUNE (India)

3. **Advocacy:** Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships.

- Provincially: Lobbied the government on issues such as childcare, poverty reduction,- particularly as it pertains to children, homelessness and education, and access to universal free contraceptives. Promoted the used of the 8 fact sheets released by CFUW national advocacy committee for club use prior to the national election in the fall.
- Ongoing Club partnerships: All BC clubs continue to partner with organizations within their communities
- BC Council partners with First Call, West Coast Leaf, Council of Women, Help(UBC) Coalition of Child Care Advocates, Bountiful Round Table, Vancouver Foundation, Foundry, Soup Sisters, Access BC.
- Promoted partnerships with other NFAs through the Facebook account of the Canada GWI club.

4. **Scholarships/Fellowships:**

- At this time, I do not have the amount that BC Clubs are providing for scholarships and bursaries. Those clubs which had already held their fundraising events have not been impacted by the covid-19 lockdown which suspended events such as club book sales. At the Zoom spring calls, all clubs are still planning on awarding scholarships and bursaries, but the amount may be less.
- CFUW BC Council had planned on targeting the funds raised annually at our AGM for the Charitable Trust towards the Susan Murphy memorial fund. We are adding a tribute to Susan at our virtual AGM and suggesting that members contribute via Canada Helps or directly sending cheques to the Charitable Trust.

5. **Sustainability:** Build organizational capacity at the Board, committee, regional and club level to maintain CFUW's ability to reach goals.

National Board: Participated in all board conference calls and have followed and been involved in considering the issues faced by the organization.

- **Governance:** Participated in all Governance committee calls.
- **Status of Women:** I primarily worked on this issue through the internet – posting on the CFUW national FB page, the CFUW BC Council FB page and the CFUW Canada GWI page Shared the Mexican violence against women workshop held at their museo de las mujeres

Provincially:

- Encouraged clubs to exchange newsletters and send invitations to events as well as becoming involved with BC Council and National committees.
- Encouraged participation of the board in teleconferences. .

- Encouraged succession plans at the club level, with a focus on alternate leadership modes. A number of clubs now use these in BC, but this remains an issue for many clubs.

International as the Communications chair of the executive of the CFUW Canada GWI club, I have worked on reaching out to other NFAs as well as featuring club international project on our Website, <https://cfuwcanadagwi.com/>

I participate daily in following **cfuw advocacy** on Facebook and both download and upload items of importance to CFUW policies. I also share these with BC Council Facebook and if appropriate with BC Council website.

Beverley Rhodes

VP Finance

Since assuming this position in March, the following have taken place -- Attendance at, and reporting to, five regular and special meetings of the Board.

Attendance at, and chairing of three meetings of the Finance Committee. Presenting reports generated from the bookkeeping system -- Balance sheet at the month end preceding the meeting, along with statements of income for the month and the year to date, including comparison to budget.

Member of and attending six meetings of the Memorandum of Understanding Committee

Taking part in the presentation at the April 30 Town Hall. Discussing report on the Town Hall to be issued to the membership

Response to queries from individual members regarding various aspects of GWI reporting.

Met with GWI bookkeeper to discuss the functioning of the bookkeeping system and the extent of the work required to adjust to reporting from cash to the accrual system for the purpose the quarterly reporting agreed upon as part of the MOU

Met along with CFUW President and V-P International Relations with corresponding GWI officers to discuss GWI financial reporting.

Sandra Thomson

VP Ontario & President of Ontario Council

Background

Largest cohort in the CFUW organization, with Ontario Council Inc (OC) comprising of 49 clubs, approximately 5,000 women, covering six regions. To read the full report from Ontario Clubs [click here](#).

Membership

1. Consideration and exploration of the idea of having a student advisory council on college campuses. This is a target audience which is not fully engaged or marketed.

Action: To explore with University of Toronto – Mississauga Campus principals through CFUW Mississauga.

Unfortunately, this did not come to fruition. However, I did participate in at least three to four discussions with Robin Jackson, Executive Director, Dr. Julie Cormack, Mount Royal University, Barb DuMoulin, VP British Columbia and Kathryn Wilkinson, VP Education on Mentorship and what mentorship should look like for CFUW. What can we offer to young women? Who should we be targeting? How do we market? What are the parameters? The discussion group did not have any further meetings beyond February. I still believe this is a worthwhile investment of effort, if we can agree on the specifics.

2. Consideration and exploration of establishing e clubs in Ontario North through connections of Ontario North Regional Director.

Action: Timmins, Sault Ste. Marie and Midland-target areas.

My Regional Director of ON North, had contacts in this area. Unfortunately we were consumed with the day to day operations of CFUW Ontario Council and CFUW National. As R. Maconachie was a new RD, I felt it more prudent for her to concentrate on her region. She has done a fabulous job of keeping the six clubs of ON North together and engaged.

However there are still possibilities with virtual clubs in these areas as the Governance Committee re defined the definitions of e clubs and virtual clubs which were accepted by the Board of Directors.

Therefore a further look into a virtual club, especially during this age of disruption with COVID 19, may be possible in order to stay connected.

Profile

1. Attend club activities and events to promote CFUW OC with the following messaging: Being Relevant, Current, Dynamic and Bigger than Yourself. Improved Ontario Council newsletter -OC News- to highlight clubs' activities; focus on social media platforms so clubs can highlight their own activities and marketing potential.

Action: Continue to receiving Clubs' newsletters to seek out activities and publish in newsletter, website and social media platforms.

I continued to receive clubs' newsletters and viewed their websites and Facebook pages. Many are engaged even further with Twitter and Instagram. This allowed me to see the clubs' activities and remark to same in my president's messaging. I was also able to share clubs' news with other regions.

Action: Encourage clubs to share newsletters and activities; had scheduled a "Talk It Out" Session for all clubs attending the October OC Speaker Series. This enabled clubs from different regions to share more of their activities and events.

This was a very successful event at our October meeting. Women from across regions were able to discuss marketing, fundraising, governance, advocacy, communications, sustainability, membership, etc. These findings were shared in our OC Newsletter.

Action: Attended Fall Gatherings: ON East (CFUW Belleville) and ON North (CFUW Sudbury) Encourage partnerships among clubs to host activities. Attended CFUW Orangeville's Person Day event; ON Central's HUB meeting; CFUW Mississauga's 100th Anniversary Dinner and CFUW Southport's Opening meeting to present their anniversary award.

I was scheduled to attend anniversary celebratory dinners and teas, but unfortunately with the pandemic, these events were cancelled.

Advocacy

1. “Women Helping Women” is the theme of OC this term. Work with Advocacy Co- Ordinator and Advocacy Chairs to create and deliver exceptional programs for our Speakers’ Series.

Action: To review terms of reference for the OC Advocacy Advisory Committee and seek other subject matter experts/consultants. I am very pleased to announce that the terms of reference of the OC Advocacy Committee were reviewed and accepted by the OC Board of Directors. In fact, terms of reference were accepted for Articles and Bylaws Committee, the Finance Committee, the Governance Committee and the Nominations Committee.

Action: Continue to send briefs to the Government on matter of importance to OC policies.

We sent a number of briefs to the Ontario Government:

1. 2020 Budget Consultation
2. Poverty Reduction Strategy
3. Provincial Policy Statement Review re: housing
4. Bill 132, Better for People, Smarter for Business Act, 2019
5. Environmental Registry of Ontario #019-0601 Amendments to the Pesticide Regulation (63/09 General),
6. Environmental Registry of Ontario #019-0913 Proposal to extend the current moratorium on water bottling permits

2019-2020 Letter Writing Campaign

Unique letters with 3 or 4 points are still one of the most effective forms of advocacy. Backgrounders were prepared to give clubs basic information in order to create letters. Topics chosen were based on the club Survey of Issues:

- Child Care and Early Learning - Updated
- Climate Change
- Education
- Gendered Violence - Did You Know...Updated

- Health: Home Care in Ontario; Long Term Care in Ontario; Ontario Health Teams
- Human Trafficking in Ontario
- Poverty in Ontario
- Sexual Assault Centres Funding
- Updated for use by clubs: *Writing Powerful Letters; CFUW Advocacy Guidelines for Ontario, CFUW in the Community, Meeting with Elected Representatives*

As part of the Letter-Writing Campaign, Cheryl Ambrose presented a mini-workshop: *Letter-Writing, the Lost Art*

Kick off of our Minister's Campaign: CFUW Orillia with Associate Minister Jill Dunlop. Pleased with increased ON Government funding to fight human trafficking and sexual assaults.

A special Advocacy Newsletter was published in January, 2020, with all updated advocacy materials for clubs use.

Action: Continue to promote OC Recognition Awards among the clubs
We were very pleased with the number of submissions to our OC Recognition Awards.

CFUW ONTARIO COUNCIL RECOGNITION AWARDS

Ontario Council AGM May 23, 2020

The **Ontario Council Recognition Awards** have again been awarded this year, with thanks to the clubs who have applied. This year clubs were asked to highlight one project only. The award winners are listed below, along with their projects. More information about these can be found on the Ontario Council website.

The **Carolyn Day Award for Environmental Action** has again been presented this year. This award was created in honour of Carolyn Day, a Past-President of Ontario Council, 1998-2000, who was the Environment, Clean Water and Great Lakes Policy Advisor from 2000 until her death in 2018, having written more than 40 briefs and letters for Ontario Council.

Teri Shaw, Kathy Wosnick, Isobel Boyle, Anne
Cordon CFUW Advocacy Committee, 2018-2020

| ONTARIO COUNCIL RECOGNITION AWARDS | |
|--|---|
| CLUB | PROJECT |
| CFUW Etobicoke as member of CFUW Toronto Housing Group | HOUSING FOR ALL advocacy providing a united, collective voice for advocating for affordable housing and healthy communities in Toronto. |
| CFUW Guelph | Celebrating Women: International Women's Day 2020 Posters project. |
| CFUW Leaside-East York as member of CFUW Toronto Housing Group | HOUSING FOR ALL for affordable housing and healthy communities in Toronto. |
| CFUW Markham-Unionville | 100th Anniversary Cookbook with members' recipes - raised \$3773. for Education Fund. |
| CFUW Milton & District | 100th Anniversary Project: 100 Years/100 Women - Celebrating Milton's Trailblazers with sculpture, Opening night Gala, booklet. |
| CFUW North Bay | Perspectives on Education – 3-part Speaker Series. |
| CFUW North Toronto | Advocacy to end homelessness, especially for women and girls in conjunction with a number of agencies. |
| CFUW North Toronto as member of CFUW Toronto Housing Group | HOUSING FOR ALL for affordable housing and healthy communities in Toronto. |
| CFUW Orangeville and District | Women's Campaign School - a Federation of Canadian Municipalities demonstration project. |
| CFUW Scarborough as member of CFUW Toronto Housing Group | HOUSING FOR ALL for affordable housing and healthy communities in Toronto. |
| CFUW Scarborough | Annual Fashion Show raising over \$57,000 for scholarships and community over the years. |
| UWC of North York as member of CFUW Toronto Housing Group | HOUSING FOR ALL for affordable housing and healthy communities in Toronto. |
| UWC Toronto as member of CFUW Toronto Housing Group | HOUSING FOR ALL for affordable housing and healthy communities in Toronto. |
| UWC Toronto | A new scholarship charity which has given over \$100,000 to scholarships and community. |
| | |
| HONOURABLE MENTIONS | |
| CFUW Leaside-East York | Coldest Night of the Year, Feb. 22 - \$3375. for Sistering, Bloor Street West Women's Shelter. |
| CFUW Muskoka | CFUW Muskoka Lecture Series. |
| CFUW Perth & District | Coldest Night of the Year - \$1100. for Cornerstone Landing, a non-profit support organization for youth re: homelessness. |

| | |
|--------------|--|
| CFUW Sudbury | Environmental action including Regional Gathering, petition, meetings. |
|--------------|--|

| CAROLYN DAY AWARD FOR ENVIRONMENTAL ACTION | |
|--|---|
| CFUW Haliburton Highlands | Environment Haliburton connection including speaker series, newsletter articles, member actions with a number of other environmental groups |

Congratulations to our clubs who raised their profiles by engaging in activities that have clearly shown **action**, have demonstrated **support** for women, and are leaving a **legacy** to build on within their communities!

Sustainability

1. Encourage clubs to explore alternative Governance models and publish the success stories.
2. Encourage members to bring friends and guests to OC Speaker Series and to attend clubs' general meetings
3. Encourage Board members to groom potential leaders for OC and National.

Action: Leadership: In growing and retraining members: share recruitment ideas: to be completed in upcoming publications.

Based upon a call from the VP of Membership, I undertook my own survey from my 49 clubs in this regard.

Administration

I retained my three hats during the term: OC President, Vice President Ontario and Chair, National Governance Committee. My terms for all three positions will be complete in 2020. The highlight of the year was to be recognized as one of the "Notable Women" of CFUW. I was honored and humbled. I wish to express my gratitude to my home club, CFUW Kincardine, for nominating me. I was deeply moved.

Ontario Council: five board meetings- chair and preparatory materials
OC CBY: three meetings
OC Advocacy: three meetings
OC News: president's messages;
Communications: ongoing communications to clubs

National Board Meetings: 12 meetings since the AGM in August, 2019
Governance Meetings: nine meetings. Committee work included: updating the Administration manual, revising vacancies during the biennium policy, the campaign policy, nominations and elections procedures, terms of reference for National committees and virtual club definition and guidelines.
Mentorship Discussion Group; three meetings
Charitable Trust: Review Committee: six meetings

I have served CFUW Ontario Council and CFUW National for the past eight and four years respectively and it has been a privilege to do so.

Kathryn Wilkinson

VP Education

As I reflect back on my term on the Board as VP Education and Acting-President, I have to conclude that perhaps the biggest education has been for myself as I have had the opportunity to be involved with so many aspects of the organization and also to work with some of our many partners.

Public Profile:

Attended and participated in Ontario Council Speakers Series
Attended the monthly meetings of the Toronto Caucus
Posted to Social Media
Member of the 100th Anniversary Planning Committee for Mississauga
Member of the GWI Bina Roy Committee
Contributed to the Communicator Education Edition
Prepared resources for Education Focus Week in Action

Advocacy:

Chair of the **Education Committee** – chair meetings, prepare agenda
Between meetings, update members of the committee on issues and activities. □

Monitor education issues through subscription to various publications and organizations, including People for Education, Childcare Now, Council of Ministers of Education.

Member of the **CFUW Advocacy Committee**

Member of the **Advocacy Coordinating Committee**

Indigenous Persons National Initiative – At the Richmond, B.C. AGM, I brought a motion to the Board to make Canada's Indigenous Peoples the third national initiative. The initiative grew out of the work of the Aboriginal Study Group of which I was a member. In the fall of 2019, the Board approved the establishment of an Indigenous Persons Sub-Committee. The call went out for interested members and the committee is a group of eleven with representation from across the country. To date, the Committee has:

- Surveyed Clubs to establish current level of interest, activities and what they would like to support this work (history, education, resources). A report has been prepared based on the survey.
- Been honoured to have Judge Buller, chief mediator for the Murdered and Missing Women Inquiry as a guest speaker
- Compiled resources based on the Club responses for an AGM workshop to be held virtually. After the workshop, the materials from the workshop and all the backgrounders as will be posted to the CFUW website and will be a resource for Clubs and individuals.
- Established a CFUW Indigenous Persons Facebook Page

Study Groups and lifelong Learning - Another activity of the education portfolio was revived this year, this being the study groups. When the National Study Group forum was originally formed, it very quickly became action projects and, through the work of study groups, we have had the Women in University Report and the Violence on Campus report and, as mentioned above, the Indigenous Peoples National Initiative.

This year, a call went out for interested members to join a think tank about study groups. The initial response was small but positive. The Board approved Heather Oxman (Lethbridge), a member of the Education Committee as facilitator and I am Chair. Since the initial meeting, Heather has developed a workshop and we have included Jeanette Mergens, VP Advocacy and Teri Shaw, Chair of Advocacy, Ontario Council in the development process. The workshop is mentoring for study and interest groups, and over 70 members will be participating in a Zoom Conference in May.

In the summer of 2019, together with the VP B.C., I launched a **virtual book club** – Canada Reads and 130 members participated over the summer. It was originally intended as a summer project but members continue to request to join the group and it's a place where people can post books they read, ask questions and suggest books for other people.

Advocacy, international relations and partnership - I am a member of the GWI Bina Roy Projects in Development Committee (BRPID) and am currently part of the group reviewing the 2019-2020 projects and approving the projects for 2021. Obviously, Covid -19 has impacted some of the project work of NFAs but there is an interesting range of projects with a focus on educating and empowering women and girls. Currently, the Committee is preparing an education session/workshop for NFA's on BRPID and the application process.

Early Learning and Childcare – continued to monitor ELCC across the country and updated ELCC materials for the website. Interviewed for video for Grandparents for Childcare Campaign

Scholarships/Fellowships:

Trustee for the CFUW Charitable Trust – attended CT meetings and took minutes Board Liaison for the CT and Library and Creative Arts Committee.
Reviewed with the Chair of Library and Creative Arts the application process.
Attended teleconference meetings of the Fellowship Committee

Sustainability:

Chair of **Human Resources** Committee – the work of the Committee is confidential but I call meetings as required, usually in response to a member issue that has been referred to HR, prepare the agenda, keep records, contact affected persons, write letters, etc. The Committee also prepares the Ed. Director Review. Currently, the HR Committee is considering how to continue our outreach to membership with regard to the Code of Respectful Behavior and the Code of Ethics.

Other:

Attended Board meetings and served as Acting-President for the National President
Since March 2020, attended meetings of Finance Committee

Updated and prepared materials related to the GWI-CFUW relationship including the mediation process

Presented at CFUW Townhall on CFUW – GWI Mediation

Reviewed Education Resolutions for the Policy Book Review Committee

Worked with Exec. Director and external presenters to develop workshop for incoming Board.

Regional Directors

Sheila Service

RD Vancouver Island

Membership: The Island Clubs are bringing in new members and actively seeking methods to attract more and younger women. The smaller clubs on Salt Spring and in Cowichan have new members joining but older members retiring so it is hard to see growth.

Public Profile: All of the clubs have raised their profiles by using social media. They also hold fundraising events throughout the year that results in an increased profile. All clubs participate in International Women's Day Celebrations except Nanaimo who celebrate Women in October annually. Most clubs also get media coverage for their events as well.

Advocacy: The clubs vary in their Advocacy work. Most are looking at potential partnerships within their Communities and regions.

Scholarships: All clubs give out local scholarships for girls leaving high school. Some have scholarships for women returning to post-secondary educational institutions. The Salt Spring Club is part of an international program for the education of girls in Africa.

Sustainability: The Island Clubs are very supportive of BC Council and have a succession plan for Council and RD positions. The Island also established a Committee to develop a much needed Privacy Protection Policy for BC Council. The meetings with Club presidents are well attended with enthusiastic participation.

Respectfully submitted

Sheila Service

Beryl Matthewson

RD British Columbia West

MEMBERSHIP

- I visited all 11 clubs in this region, encouraged the use of the Membership Drive Tool Kit and participated in discussions that would make meetings more inclusive and enjoyable
- Suggest every member bring in a new friend
- Discuss who in the community we need to attract

- Advertise our Interest Groups in the local newspaper
- Investigate the use of podcasts to advertise speakers
- Encourage communication between clubs by bringing all Presidents together twice a year at a face to face meeting and hold an electronic meeting with teleconferencing or 'Zoom' technology.
- Give support to smaller clubs through partnerships with likeminded groups and publicizing events.
- Interact with RDs across the country to share ideas that make clubs stronger

INCREASE PUBLIC PROFILE

- Encourage formation of partnerships with likeminded community organizations such as the Police Victim Services Unit, Community Assistance, the Municipal
- Board of Trade, BPW organizations, Seniors Groups, Libraries and local Rotary clubs.
- Search out local community coalitions.
- Send articles publicizing events, Bursaries and local club's achievements to the local paper.
- Have clubs contact their Municipal Government and organizations to find like-minded community groups. See if there is a 'Social Planner' for the area.
- Visit Town Council and School Board meetings and invite them to speak to members.
- Publicize events, speakers and bursary winners in the local paper.

ADVOCACY

- Provide information from the CFUW National and Provincial Advocacy Coordinator on policy and Resolutions to the community.
- Attend Municipal Forums to advertise how CFUW stands on important issues.
- Help form a task force to address community needs.
- Encourage club Presidents to send letters to local politicians about CFUW's work and policies.
- Encourage clubs to work within their communities, identify likeminded organizations to partner with.
- Recognize issues of importance to local clubs and supply helpful information and useful contacts.

SCHOLARSHIPS/BURSARIES

- Encourage interaction with Bursary winners and their families to advertise the purpose, aim and advocacy work of the club.
- Invite Bursary winners to meetings as speakers or to club events.
- Advertise CFUW Bursary programs in local publications.
- Have pictures posted in local newspapers with CFUW Bursary winners.

SUSTAINABILITY

- Encourage new members to become involved in special projects
- Find new ways to make meetings fun and informative
- Create a National and International liaison position
- Encourage projects with other provincial clubs and GWI NFAs
- Expand the club profile to a more diverse group by encouraging cultural interactions in the community.
- Welcome younger members by setting up networking opportunities
- Contact local colleges and get students to help with setting up a social media profile.
- Create shared Executive Positions.

Alison Hutchinson **RD BC Interior**

CFUW BC Interior – Annual Report 2019-2020

CFUW clubs in Canada have all been affected by the COVID-19 crisis and the clubs in the BC interior are no exception. Clubs have made changes to their programs to meet this challenge. CFUW Vernon is holding an electronic AGM, Nelson has conducted their AGM virtually via email, Prince George has postponed their AGM to the fall and Kelowna has had to reschedule hosting the BC Council AGM until next year. Fundraising has also been affected. Kelowna's major fundraiser was to be held in conjunction with the BC Council AGM but they were able to make one aspect of fundraising, a raffle, still happen but with online ticket sales. Prince George sells copies of their book, "Prince George Street Names, Our History" through many local shops and this has not happened with those stores being closed. However, with all these barriers, clubs are still active and thriving.

Membership

BC Interior clubs have generally not increased memberships over the past year. Unfortunately, three of our clubs, Kelowna, Vernon and Kelowna have all had members pass away and our condolences go to all those club and family members. Clubs do

constantly try to increase membership through public events, personal invitations and local events and media.

Public Profile

All BC Interior clubs are active in trying to promote CFUW and their clubs through involvement in many community events and projects. CFUW Vernon published a book, "Our Stories, Vignettes from Our Lives", a collection of short stories, poetry and prose submitted by their members. The club printed 115 copies and has sold 100, a great promotion for the club! Vernon also hosted artistic performances and held a panel discussion at a local college to mark International Women's Day. Nelson CFUW sponsored a writing competition through the local library and club members participated in the Coldest Night of the Year. Kelowna CFU participated in a number of community events including, Friends of the Library, Coldest Night of the Year and Adopt a Road. Kelowna also sponsored a movie "in the name of your daughter" for International Women's Day. Prince George continues to publicly support many causes, among them the Women's Centre and New Hope Society. The club sponsors a weekly lunch for the centre.

Advocacy

All BC Interior Clubs are very involved in advocacy. CFUW Kelowna is involved with the Okanagan Poverty Reduction Strategy, youth homelessness, affordable housing, and the Journey Home initiative. Nelson CFUW has written letters to the new BC Human Rights Commission in support of the women and children from the polygamous community of Bountiful. Nelson has also sent letters to the local MLA on the subjects of Climate Change and in support of free contraception. Nelson also sent a letter to the local city council in support of affordable housing. Prince George continues to support the women's centre and a school breakfast program. CFUW Vernon supported the Archway Society for Domestic Peace with fundraising and supplying Christmas baskets for needy families. Vernon also held a panel discussion at a local college to raise awareness of the UN initiative, "16 Days of Activism Against Gender Based Violence" and also sent letters to various persons and organizations in support of the initiative.

Scholarships

Vernon CFUW awarded four scholarships of \$1000.00 each to Okanagan College; two were directed to Women in Trades. Kelowna CFUW awarded \$15,000 in scholarships and bursaries this year. Nelson CFUW awarded \$2240 in scholarships and bursaries and Prince George has scholarships at the College of New Caledonia and the University of Northern British Columbia.

Sustainability

BC Interior clubs continue to try to grow and retain members and to recruit new members for their executives. Some clubs have adopted a co-president format, others

are faced with vacancies. In terms of fundraising, CFUW Vernon has postponed their major fundraiser, an Eco Home or Business tour till the fall. Nelson CFUW does not have a major fundraiser this year but has created a new set of “hasti notes”, note cards that feature the club logo and a member’s painting. These will be sold by members and at some local venues are given as gifts to guest speakers. Prince George continues to sell their book where they can and still sells Femenino coffee. These are just a few of the fundraising efforts carried out by our clubs.

BC Interior clubs are active with interest groups and interesting speakers and events and are looking forward to resuming more “normal activities as soon as they are permitted.

Amy Macleod

RD Alberta

Mary Rowan

RD Saskatchewan

Saskatchewan has three CFUW clubs.

- CFUW Prince Albert
- CFUW Saskatoon
- CFUW Yorkton
- I have visited the Yorkton club, for their fall luncheon, but was not able to make it to Prince Albert this year.

1. **Membership:** Club members are very loyal to CFUW but the health and age of our membership has been factors in the decline in numbers. Clubs are encouraged to make use of the Membership Drive Tool Kit and invite friends, newly retired women, young professionals, scholarship winners, and students to join.
2. **Public Profile:** Clubs are encouraged to participate in community activities, partner with other groups and attend community marches to raise awareness about violence against women and promote CFUW. Book sales and Scholarship Honours events also help to raise the profile of the clubs. I have attended AGM’s of Women in Tech, Saskatchewan, and the Women’s Coalition Committee to promote CFUW club Facebook and Instagram pages share information about GWI, CFUW National and the local clubs. Social media is a way to reach women. Programs, events and scholarships winners are advertised in hopes of attracting

younger members. CFUW members sit on the Senates of both the University of Saskatchewan and the University of Regina.

3. **Advocacy:** The goal of the Prairie Initiative was to raise awareness about violence against women. Clubs have donated money to local women's shelter and children's books for resident's families. Clubs were encouraged to partner with community groups with similar goals.
I have shared information with and about Saskatchewan Towards Offering Partner Solutions (STOPS) to Violence to clubs.
1. **Scholarships/
Fellowships:** All clubs hold book sales and other fundraising activities to fund scholarship programs. These scholarships are awarded at the graduate, and undergraduate levels. Saskatoon also has scholarships for Fine Arts and Women in Trades at Saskatchewan Polytechnic. Clubs also give money annually to the Charitable Trust.
5. **Sustainability:** Increasing membership and filling executive positions continue to be concerns. Members are sharing positions to lighten the load and new members are encouraged to serve on club executives. Members are encouraged to take part in the Zoom Conferences to maintain contact with the clubs

Patricia Elliot
RD Manitoba

Although we tend to think of the club year as starting in September it actually begins at the end of May, so the major activity for 2019-2020 was the CFUW 100th Anniversary Annual General Meeting in August 2019, held in Winnipeg at the Fort Garry Hotel where it all began in 1919. The Manitoba Local Arrangements Committee worked very hard during the year of preparation setting up tours, finding sponsors for events, arranging speakers, sorting out venues for meetings, organizing volunteers, ordering conference bags, gathering information brochures and pins to put in the bags, and dealing with a myriad of details. University Women's Club of Winnipeg President Sandra Millen organized all the committee members ably and efficiently to make sure that all the necessary jobs were covered and everything ran fairly smoothly, with help from the staff from the CFUW National Office. Many thanks to National President Grace Hollett, Executive Director Robin Jackson, and Parliamentarian Elizabeth Haynes. A highlight of the AGM was a reception for the 100 Notable Women held by Lieutenant Governor Janice Filmon at Government House. The business meetings ran so smoothly, thanks to the wonderful voting clickers, that they were finished earlier than expected, and we had time for an ice cream social to round out the event. Many,

many thanks to all the volunteers who made everything work and to the Fort Garry Hotel for their hospitality.

After the end of the AGM we returned to our regular club activities- book clubs, bridge games, walking group, mahjong play, writing group, and drama readers. We had a regular schedule of lunches and dinners with guest speakers, and several lecture series on classic movies and Canadian literature. In November we held our annual Christmas Market which was well attended by club members and numerous members of the public. This is one of our major fundraising events so we were very pleased by the enthusiastic attendance.

Following the Christmas festivities and a two-week holiday shutdown we returned in January full of enthusiasm for the new programs at the club. For two months we enjoyed our regular activities and happily planned other events for the coming months. Then came the pandemic and growing fears, especially since most of our members are in the “elderly” demographic which is very susceptible to catching and suffering very badly from the corona virus. Sadly we had to close the club on March 16th and cancel plans for a Spring Tea, a fashion show, the regular school program and participation in the city-wide Doors Open program. Since then all activities have been suspended and there have been no meetings. The Executive Committee has been holding meetings by Zoom and have recently held a couple of in-person, well-separated meetings in the lower level of the Ralph Connor House. There are tentative plans to return to the Wednesday summer lunches, following new protocols. We hope to be able to resume activities at the Club house in September – with renewed enthusiasm!

During this time the Scholarship Committee has been continuing its work, but advocacy and public outreach events have been put on hold. At the end of May we had 98 members.

Respectfully submitted,

Patricia Elliott – Regional Director Manitoba

CFUW Manitoba Council Report 2019-2020 ----CFUW Portage la Prairie

The CFUW Portage la Prairie is a small club (15 members) but very active. Many of their members came to Winnipeg in August 2019 to volunteer at the CFUW AGM and were active with the Credentials Committee, the Charitable Trust boutique, Registration and Tours. Their members also handled the major task of keeping track of the Finances of the LAC for the AGM.

After the AGM was over they returned to their regular schedule of monthly meetings, revising the criteria for the bursary given each year to a girl who plans to attend university, raising funds for a local women’s shelter, and supporting a girl each year at the Music and Speech Festival. For their 100th Anniversary Project they commissioned a CFUW Logo plaque in stained glass (quite beautiful) which was installed in the city library in October. It was planned that the Portage club would host the Spring

Manitoba Council meeting but, of course, that plan has been put on hold. Possibly it will happen in the Fall.

After the Christmas holiday regular meetings resumed, this year's bursary recipient was chosen and the CFUW resolutions were reviewed and voted upon. At their last meeting before they were obliged to close in Mid-March they viewed a film called "Carry the Fire" about the life and work of Dr. Raoul McKay. Dr. McKay was a Metis/Michif boy who earned four university degrees and set up departments of Indigenous Studies at several universities in Canada. Before his retirement he was Dean of the Department of Indigenous Studies at the University of Manitoba and participated in several film productions. He died in 2014.

Respectfully submitted,

Patricia Elliott – RD Manitoba

Roline Maconachie

RD Ontario North

As a first year Regional Director (assumed a vacant position), I have focused on learning about each of my 6 clubs and becoming familiar with their presidents and executive, their projects, their interests, and their programs, their similarities and differences. I also focused on increasing and retaining membership and sharing amongst the clubs. There is a great deal of distance between the clubs in my region and as a result, each has its own unique structure. I started my tenure as RD just before the summer recess in 2019.

Membership:

- The Ontario North club membership is increasing in some cases and holding steady in others. I sent out a Membership Survey to all clubs in September, compiled the results, and shared with each club. It allowed us to pinpoint more accurately what we are doing right to attract and retain members and ways in which we can improve.
- I developed a formal, yet simple, Mentoring Program to help retain members and made it available to clubs to implement should they wish to implement it.
- Because of winter weather and distance, it is very difficult to visit my clubs often so I kept in touch via email and telephone on a regular basis.
- Sent out all pertinent information from OC and National and followed up when needed as well as corresponding with each club regularly.
- Shared CFUW Orillia's Triumvirate model with my region and also nationally with excellent feedback. Several clubs have indicated that they will use the model and it is interesting to note that they are from various areas of the country.

Club Visits:

Haliburton Highlands- June, 2019, and September, 2019 as guest speaker

Sudbury Fall Gathering- October, 2019

Scheduled visits for May and June to Muskoka, North Bay, and Sudbury 2020 will be postponed due to COVID19-will visit ASAP and connect online in the meantime

Zoom meeting with presidents- April 21, 2020

CFUW Public Profile and Advocacy:

- Attended all Speaker Series, OC Board Meetings, and all OC and RD Teleconferences and participated in all group activities.
- Presented at 5 Webinars for Presidents in March, 2020
- Worked on club advocacy issues re: Human Trafficking, Better Ballot Campaign, Resolutions
- Attended and spoke at Ontario North Fall Gathering
- Spoke at several CFUW Orillia meetings

CFUW Orillia

- Better Ballot Campaign, met with Jill Dunlop, MPP, re Human Trafficking initiatives, Coldest Night of the Year, Scholarships and Community Support, History Book to commemorate 65th Anniversary, Attended Ontario North Fall Gathering, Continuing with Women in Politics initiative

CFUW Muskoka

- Co-sponsored All Candidates Meeting with Retired Teachers, promoted Better Ballot Campaign, Paired with Lakehead University for a 4 part lecture series that also involved the community, Bridge fundraiser

CFUW North Bay

- Attended Ontario North Fall Gathering, Safe and Accepting Schools project, International Initiatives as well as sending delegate to UN Commission on Status of Women, Extensive International Women's Day project extending over several days, promoted Candidate's debate

CFUW Haliburton Highlands

- Extensive work with environmental and climate issues, had All Candidates Meeting and promoted Better Ballot Campaign, Attended Fall Gathering, work diligently on community issues, scholarships, and bursaries

CFUW Sudbury

- Hosted Fall Gathering- Living With Lakes, donated \$5000 for 100th Anniversary to Sudbury Youth Orchestra, Coldest Night of the Year- \$1000 for homeless, IWD-Justice for Women in Columbia, Adopt a Family support all year

CFUW Thunder Bay

- Attended Fall Gathering, attended 100th Anniversary celebration in Winnipeg, Advocacy petition re medically assisted dying, promoted inclusion by supporting TB Pride Association, Charity donations

Scholarships/Fellowships:

All clubs have scholarship and/or bursary programs and donate considerably. Fundraising varies from Author's Nights to Bridge fundraisers to Homes Tours, Book Sales, etc. showing much creativity and dedication. I was able to visit Haliburton twice and Sudbury once and had visits scheduled for this spring after the wintry weather disappeared- in May and June. These will have to be postponed but I communicate with the clubs regularly via email and telephone and find them all wonderful to work with. We have a Zoom meeting scheduled for April 21 and will schedule them more regularly in the foreseeable future. The next one will be the week after the National AGM so we can discuss anything pertaining to either National or OC AGM's and develop a plan for the fall.

Susan Vecchiarelli

RD Ontario West

Ontario West has eight clubs from Windsor eastward to Guelph, a three-hour, 300-km drive on the 401 from one end of the region to the other. I attended special events and meetings of three clubs but was unable to make two spring visits as planned due to COVID-19 restrictions and cancellations. I participated in (face-to-face or electronically) six Ontario Council Board meetings, two Ontario Council Speaker Series days, seven CFUW teleconferences/Town Hall meetings, and two CFUW Webinars. I plan to attend the electronic 2020 Ontario Council and CFUW AGMs.

Membership

Club membership ranges from 11 to 211 for a total of 602 members. Of the 36 new members, CFUW Kitchener-Waterloo and CFUW Stratford recruited 12 and 15 respectively. In order to ensure that clubs were kept up-to-date with initiatives, meetings, workshops, teleconferences and webinars, resources, deadlines, awards, grants, material from CFUW National and CFUW Ontario Council was reviewed, succinctly summarized with links, and sent to clubs. Six such e-mails provided information on CFUW and Ontario Council AGMs, Fall Gatherings, Ontario Council Speaker Series, start-up checklists, CFUW Canada GWI, federal election issues, resolutions schedule, advocacy initiatives, CFUW Board nominations, and club activities. Many other e-mails were exchanged as clubs requested specific information or assistance.

CFUW Public Profile

All clubs have websites and most clubs have Facebook pages, thus promoting speakers at general meetings and advocacy events. Over the past year, social media workshops and information sessions were offered to clubs in order to make their sites more appealing. Some clubs are working at updating their web pages and making them more user-friendly on all devices. The CFUW Travelling Exhibit was borrowed by some clubs.

Advocacy

Community partnerships appear to be one of the most effective methods of making an impact. Club Facebook pages promote local, national, and international events and resources that support CFUW values.

CFUW Cambridge: a) Gathered and distributed children's books; b) Hosted 8th International Women's Day Breakfast attended by many local dignitaries

CFUW Guelph: a) Promoted "Better Ballot Campaign" during federal election; b) Aided Guelph Soup Sisters; c) "Basketeers" supported Guelph Women in Crisis; d) Dec. 6 Vigil with Guelph-Wellington Women in Crisis; e) For International Women's Day, participated in Women on the Bridge event; f) "Celebrating Women" Recognition Award Application (research project about major achievements in women's policy change and advocacy over last 100 years)

CFUW Kitchener-Waterloo: a) Dec. 6 Vigil;
b) International Women's Day "Open Closet";
c) Membership Drive using Toolbox and Ontario Council Grant

CFUW London: a) Founding member of "Coalition to Empower Gender Equality", funded through a Capacity Building grant by the Ministry of Women and Gender Equality Canada; b) Promoted July 30th Project ONRoute (Human Trafficking)

CFUW St. Thomas: a) Continued partnership with St. Thomas Police Services during 16 Days of Action (Nov. 25-Dec.10) with police services wearing orange-coloured epaulets.

CFUW Stratford: a) 100th Anniversary "Pink Tea" attended by over 70 members;
b) "Green Team" worked at Alzheimer "Soup's On" fundraiser, had display and info session about Stratford's new Green Bin Collection at mall; c) Climate emergency table at Zonta Club of Stratford's International Women's Day Breakfast; d) participated in Coldest Night Walk and raised funds for Stratford-Perth Shelterlink Youth Centre;

- e) some members attended Save Our Water rally at Queen's Park;
- f) some members attended Stratford's International Women's March

CFUW Windsor: a) Federal Candidates Meeting ; b) Representative at Police Services Board meeting discussed struggles dealing with human trafficking and impact of addiction on public safety; c) International Women's Day Human Trafficking session and viewing of movie "One Perogy At A Time The Sequel".

Scholarships/Fellowships

CFUW Cambridge: eight female high school recipients, two female second-year university or college students, and two mature female students attending Conestoga College.

CFUW Guelph: nine scholarships to University of Guelph, Conestoga College, Guelph Community Health Centre, and 3 community agencies for female students pursuing post-secondary education; Guelph Youth Music Centre; and three 100th Anniversary Awards

CFUW Kitchener-Waterloo: forty-five scholarships and bursaries from funds from the CFUW K-W Charitable Fund; one-time only CFUW K-W 100th Anniversary Scholarship

CFUW London: two bursaries to Western University; two bursaries to Fanshawe College

CFUW Sarnia-Lambton: Awards to top-ranking students; bursaries to students pursuing higher education, and special bursaries to adult or native graduates continuing to higher education

CFUW St. Thomas: Annual scholarships to all high schools in St. Thomas and Elgin County

CFUW Stratford: sixteen scholarships to female students at three high schools, Fanshawe College, and Conestoga College; two 100th Anniversary "Leaders Among Us" awards

CFUW Windsor: Annual "Tea WithThe Arts" funds two University of Windsor scholarships

Sustainability

CFUW Cambridge (38; 0 new)

CFUW Guelph (143; 4 new)

CFUW Kitchener-Waterloo (211; 12 new new)

CFUW London (11; 2

CFUW Sarnia-Lambton (44; 0 new)

CFUW St. Thomas (47; 3 new)

CFUW Stratford (94; 15 new)

CFUW Windsor (14; 0 new)

Member retention and the filling of Executive positions continue to be concerns. The four small clubs that participated in a CFUW Membership Small Clubs call in February expressed that they continue to operate the club with the same members taking on the positions of responsibility. Clubs were encouraged to use the 100th Anniversary Membership Campaign Toolkit in an attempt to raise CFUW's public profile and increase membership.

Lori Ker

RD Ontario Huron

Huron Region consists of four clubs: Orangeville & District, Kincardine, Southport (Southampton and Port Elgin) and Owen Sound.

Club Visits: I have been to visit all clubs this past year and the following is a list of events:

- Kincardine Club meeting – presented Sage awards to five of the club founders - Sept
- Owen Sound Club meeting – presented Notable Woman award to J. Thomson - Sept
- Orangeville Club Fall Meet & Greet – welcome back - Sept
- Orangeville Club 100th Anniversary Archives exhibit at the Museum of Dufferin - Sept
- Southport Club Author meeting - Bruce County Museum – Oct.
- Orangeville Club 2nd Annual Persons Day event - Equal Voice presentation
- Southport Zoom May 13th club program meeting – Dr. O'Reilly
- Orangeville club Zoom members' meeting – update on CFUW/GWI
- Huron Region Hub meeting on Zoom May 14th – in preparation for the OC and National AGMs

The following is an accounting of the 2019/2020 Huron Regional Action Plan pertaining to the five strategic pillars: Membership, Profile, Advocacy, Scholarships and Sustainability.

Membership: Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives. I have noted membership drive practices from each Huron club (and beyond) and shared ideas. A few items of note: **public awareness with our target audience** is key – press releases regarding meet & greets; public meetings; farmers' markets; parades, etc. Also learned of **membership incentives**. However, membership dues continue to be a barrier to expanding membership.

All clubs in the region are highlighting the 100th Anniversary in their membership drives. **Orangeville** had good success with their Farmer's Market stall for the two weeks prior to the club Meet & Greet and through IWD event presence – the net increase in members is 15 over last year. **Southport** is 88 members strong and is continually active in the community with parades, vigils and publicly advertised programs and advocacy work which attracts new members. **Southport** executive have implemented a campaign to connect with every member of the club at least once since the pandemic arrived to maintain connections. **Owen Sound** has a couple of key members who are constantly recruiting from their other volunteer activities. **Kincardine** is undergoing some membership challenges with an aging group and vacancies in their leadership group. The cost of dues for all clubs in Huron remains a challenge for increasing membership.

Profile: Raise the public profile of CFUW so that our ongoing and significant contributions to society are fully recognized. Key takeaway: high club profile requires a dedicated and knowledgeable resource on the club executive. Anything we can do to support clubs in this area would likely pay off (how to do a press release, how to invite media to your programs, how to get on the community online calendars – all free of charge).

In the Huron Region there are clubs who manage and promote their profile very well and others are still working on it. **Orangeville** held their 2nd Annual Persons Day event with Equal Voice at the Museum of Dufferin along with a first ever 100th Anniversary and Club Archives Exhibit open to the public. **Southport** does an excellent job making sure they have a high profile in the community by participating in community events and communications with local media including radio interviews They continue to support to the Saugeen Ojibway Nation through donations of food, toys, and over the counter medicines. **Owen Sound** has leveraged the 100th Anniversary Notable Woman Award for coverage from their local media and have success with publishing articles and photos with local media. **Kincardine** regularly puts out press releases to highlight their scholarships and other activities and has recently printed club brochures.

Key takeaway: high club profile requires a dedicated and knowledgeable resource on the club executive that gets the word out to the media. Anything we can do to support clubs in this area would likely pay off (how to do a press release, how to invite media to your programs, how to get on the community online calendars – all free of charge)

Advocacy: Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships. This pillar is firmly ingrained in our clubs and activities are only limited by the club members' availability.

The **Southport** and **Owen Sound** clubs have both had public, high profile events in partnership with their local Indigenous communities. **Owen Sound** had planned to launch their STEM related program in partnership with Scientists in School before the

pandemic. **Southport** continues their Reconciliation Dinners and Plastics initiatives that garner much attention locally and provincially. Pat Sanagan, from **Southport** is one of two members who are hosting the June 1 National Sub-Committee presentation on Indigenous People in Canada: the history of relationships, the resources clubs can use to improve these and the best educational opportunity and tools that are available. This group has developed a primer for addressing the past, present, and future relationships for Indigenous Peoples. **Kincardine** uses their public Treasures Sale to get the word out regarding their scholarship fundraising and promoted the Grandma Asked Me Campaign at their local Farmer's Market to good success. **Orangeville** held their 2Nd Annual Persons Day event with Equal Voice on Oct. 16 and championed the Better Ballot Campaign (BBC). CFUW **Orangeville** promoted the support of the Better Ballot Campaign and was awarded a grant to run a Women's Campaign School before the pandemic caused a delay. **Owen Sound** recently launched a partnership in support of Scientists in Schools program with their local schools – also on hold because of the pandemic.

Scholarships: Support Clubs in their programs at the local level. All Huron clubs recognize that scholarships are a cornerstone of the purposes for CFUW and all have scholarships at the local level and beyond.

All Huron clubs are active in fundraising and promoting the Scholarship programs as well as supporting the 100th Anniversary Scholarship campaign. **Owen Sound** usually contributes \$6000 to four area schools. **Southport** has 4 scholarships of \$1000/each: 2 secondary school, 1 mature student and 1 'aging out of care' scholarship. **Kincardine** launched a mature student scholarship at the local Adult Learning Centre in addition to their current scholarship awards for the local secondary school. **Orangeville** has 4 secondary school scholarships and recently launched their first Indigenous Scholarship and Award but with the pandemic it is likely to not be awarded this year. In my opinion, all clubs recognize that scholarships are a cornerstone of CFUW purposes and have no issues in scholarship programs.

Sustainability: Support CFUW goals at all levels. Two important aspects of sustainability are maintaining/growing membership, developing leadership and rising costs of membership. All clubs in Huron are struggling with leadership development and succession. **Orangeville** was able to secure a President this past year but is still lacking a Vice President or a succession plan. **Kincardine** continues to work with a shared governance model - essentially using a monthly rotating chair or co-chair structure among the club executive group to maintain operations. **Owen Sound** has secured a President for next year and experienced executive members are partnering to fill in any gaps. **Southport** has secured a President and has an experienced executive to support.

CFUW needs to be aware that smaller clubs are under greater financial pressures than larger clubs whose overhead costs are more easily covered by more members contributing. CFUW could assist with leadership development materials, club leadership expectations (everyone takes a turn), and other programs for club leadership.

Other Activities:

- National Governance Committee member – policy development
- National Articles and Bylaws Committee Chair – amendments and corrections
- National Board Meeting guest - in bylaws role and general governance
- OC Constitution & Bylaws Committee - chair
 - OC Finance Committee member – policy and budget review
 - Regional Director teleconferences
 - OC Board Meetings and Speaker's Series events
 - Orangeville club Scholarship Convenor
 - Bimonthly or monthly communication with Huron clubs on items of provincial or national interest, reminders, and requests. Provided support for information requests of clubs.
- Participated in various communications regarding various club bylaws

Mary Partington

RD Ontario East

MEMBERSHIP

Falling Memberships: CFUW Kingston seems to be losing members from their already small membership. They hope to stem the tide by connecting with Queen's University Alumnae group, who seem to have similar goals and active interest groups.

CFUW Peterborough has lost some members.

CFUW Cornwall has lost two members.

Increased Memberships:

- CFUW Ottawa lost members, but equally invited as many, or slightly more new members.
- CFUW Nepean and Kanata report their numbers are marginally higher.
- CFUW Renfrew has an active drive to bring in new members, one on one, by invitation of current members. Early indications are very favourable.
- CFUW Perth has made the most appreciable gains in membership. Congratulations to them!
- CFUW Belleville has maintained their membership.

PROFILE

CFUW Belleville stepped up to provide housing for a member of Loyalist College who was unable to return home due to the Corona virus. Abigail - daycare and help for students who didn't finish high school. Collect children's books at Christmas and contribute to toy drive. Food Bank contributions. Belleville needs to be commended for the excellent Fall Gathering it hosted, with CBC's Nora Young as guest speaker.

CFUW Nepean is very active with local women's shelters, providing diapers among other aids. They have an admirable record of connections in their community, with Cornerstone House, and assisting with a New Day Youth and Adult Services helping victims of the sex trade and human trafficking. They have worked with Inter-Pares helping recover women from rape, torture and violence in Columbia.

CFUW Peterborough also has a fine record of connections in their community. Their ongoing projects include the School for Young Mums, financial support for the Art Gallery of Peterborough, sponsoring a film at the Reframe Festival, and Cameron House, a shelter for homeless women, the March for Women.

CFUW Kanata made their annual shoeboxes for women's hospice and food for the food bank at Christmas. They held an author interview at the public library which was open to the public. From October until February they showed off their club with a 100th anniversary display at the local library. They have been approached by a group of midwives and are now sewing masks to combat the Corona Virus.

CFUW Ottawa has an ongoing relationship with Elizabeth Fry, for one offering household items for women just out of prison. The Hippy Project helps immigrant women with child care. The Madrigals sing in local seniors' homes. Diplomatic Hospitality makes connections with foreign diplomats and introduces them to Ottawa, its citizens and opportunities. University Women Helping Afghan Women not only connects with a university in Kabul, but liaises with local Afghan women.

So much work has been put in by an excellent Ottawa team in preparation for the national AGM, which is now cancelled in favour of a virtual AGM. Hats off to all those who gave so unstintingly of their time.

CFUW Perth contributes to the 5 local libraries, the Ready to Read program, school project fairs, Yak, an after-school program for teenagers, The Table - food bank and chef lessons to make healthy food on small budgets, Big Brothers and Sisters, Lanark County Interval House, a women's shelter. Currently they are making masks for a local doctor.

CFUW Renfrew's annual Book Fair is their major outreach into the community.

CFUW Cornwall distributes Christmas baskets and supports Baldwin House, the shelter for domestic abuse They have connected with the Anglican church and Centre 105 which provides community breakfasts 5 days a week.

ADVOCACY

Each club has received the Advocacy Tool Kit

They are encouraged to send delegates to the Speakers Series 3 times a year.

They reach out to other organizations in the community to further the well-being of the community.

They send letters to their MP's and MPP's on issues of interest. For example, a letter to the Minister of Education demanding consistent funding for education and the option of on-line learning.

Those clubs who have not had advocacy groups in the past have been encouraged to form them.

SCHOLARSHIPS AND FELLOWSHIPS

CFUW Belleville -13

CFUW Cornwall - 12 scholarships

CFUW Kanata – 10

CFUW Kingston – 3

CFUW Nepean – 7

CFUW Ottawa - 28'; plus 3 endowed scholarships from CFUW members

CFUW Perth – 13

CFUW Peterborough - 6 -one each to the local high schools, 1 to Fleming College, 1 to Trent University

CFUW Renfrew - 2

SUSTAINABILITY

CFUW Cornwall was very pleased with their February 'Think Tank' general meeting, from which they found two women willing to co-chair as presidents in the coming year.

No other clubs have indicated that they are unable to fill the president's chair.

Clubs have been encouraged to discuss and develop strategic plans, which would aid sustainability. Documenting job descriptions is another aid for succession planning.

Moira Hudgin

RD Ontario Central

1. Membership:

- Supported Clubs in celebrating National CFUW's 100th Anniversary and Club milestones. Significant anniversaries included Oshawa's 75th, Leaside/East York's 65th and Scarborough's 50th.

- Promoted National and OC priorities, and membership initiatives. Shared information between Clubs on successful membership strategies, and encouraged the use of the CFUW 100th Anniversary Membership Toolbox Exhibit. Two Clubs, Markham/Unionville and Aurora/Newmarket, experienced an increase in new members. Membership remained a challenge for other Clubs.
- Organized and led a Hub meeting with Club Presidents to discuss membership challenges and to share common issues and proposed solutions regarding communications, technology and leadership. Positive feedback was received from the session and proposed action items were initiated.
- Visited several Clubs during the year and committed to attending postponed events later in the year.
- Held a successful virtual meeting of Club presidents using Zoom technology. This influenced Clubs to broaden their use of technology at the local level. This has increased communications with members after the introduction of social interaction restrictions. It is felt that the pro-active initiatives of Club executives to hold executive meetings and connect with their members using technology has enhanced the strength of membership bonds. The use of video technology will be an important tool in Club communications and connectivity in future.

2. Public Profile:

- Encouraged greater communications between Clubs to share and participate in special events with other Clubs. This was more evident in the communities close to and in Toronto.
- Supported Clubs in trying to access information and support regarding improving their social media products. This resulted in the sharing of information between Clubs. Enhanced use of social media was seen as an important tool in enhancing public awareness of local Clubs, and increasing membership.
- Encouraged the sharing of Club successes and special activities in the Ontario Council and National newsletters. This resulted in increased participation in some events.
- Encouraged Clubs to publicize their open events and scholarship awards in local media. IWD events held with local partners across the region united women in their communities. Aurora/Newmarket held a successful IWD afternoon event which also raised funds for their educational awards.
- Shared information and best practices between Clubs resulted in opening up new opportunities in local communities, and developing partnerships in some activities.
- Updated profiles for the 12 Clubs. These were shared across the region and with Ontario Council. They were useful in understanding the dynamics of each Club.
- Coordinated and participated in the involvement of three Toronto Clubs in the Coldest Night of the Year Walk in support of the Sistering Organization. Local Toronto media published short articles and photos of the Leaside/East York and North Toronto teams holding supportive signs. Clubs in other communities, such as Barrie, participated in local The Coldest Night of the Year Walks to support charities.

3. Advocacy:

- Highlighted National and Ontario Council Advocacy priorities and directed Clubs to information prepared to support their local initiatives. Encouraged activities such as letter writing and other participation in local events.
- Proposed and supported a joint working group of the six Toronto Clubs to offer a collective voice to address city-wide issues such as Housing and Homelessness. This group has been successful in lobbying at the municipal and provincial levels, with submissions to two provincial proposals and collective letter-writing responses to housing-related issues at the municipal, provincial and national government levels. Led by Leaside/East York, representatives have attended community events.
- Continued to encourage the six Toronto Clubs to support the Sistering organization, including participation of three Clubs in the Coldest Night of the Year Walk.
- Worked collaboratively with the broader Toronto-area clubs to successfully organize the December 6th Memorial Lunch and the IWD March 8th Lunch. In addition, the important work of the Toronto Caucus Ad Hoc Committee on Poverty continued.

4. Scholarships/Fellowships:

- As a result of the COVID-19 restrictions, many Clubs were unable to hold their annual fund-raising events. While this resulted in a reduction in the amount of funds available to finance annual scholarship programs, Clubs reported that this did not impact normal scholarship awards for this year. The issue will affect future years' awards, when the postponed fund-raising activities, as well as traditional annual activities, will be required to replenish scholarship funds.
- Attended and/or supported local fund raising activities that were held, such as Etobicoke's Valentine's Stop the Violence Breakfast.

5. Sustainability:

- Communicated with Club Presidents on a regular basis to encourage interaction between Clubs on local and broader issues. This was specially important after the introduction of COVID-19 restrictions.
- Shared important information from National and Ontario Council with Clubs, updated Clubs on National and provincial activities, and actively solicited their response to requests for information and action.
- Was involved in National RD conference calls to discuss strategies and support for national initiatives.
- Responded to requests from National for input on Club positions regarding particular topics.
- Participated in National videoconferences and Town Hall meetings to share information on major issues.
- Provided advice and guidance to Clubs regarding a wide range of operational and governance issues. Responded to questions related to National issues dealing with policy and finance. Resultant research that was of general interest to all Clubs was shared across the region.

- Coordinated meetings with Club Presidents to discuss their concerns regarding the financial viability of CFUW and the CFUW-GWI relationship. As a result, prepared a summary report for National outlining the issues raised by Club executives.
- Acted as Regional representative, and was closely involved in, the preparations for the Ontario Council AGM, which was subsequently rescheduled as a videoconference.

Jane Cowell-Poitras

RD Quebec English

Membership

The four English Clubs in Quebec have worked very hard on the question of membership in the 2019-20 year. I am happy to report that, our membership has remained relatively stable. The MLUWC even managed to attract 24 new members this year. In light of the current situation, the Clubs are being proactive in calling their members, and organizing interest groups, Executive meetings and even AGM's by Zoom.

Public Profile

All clubs are taking advantage of partnerships and work in their respective communities to raise their public personae. The Montreal Club's *Olympes de la Parole* public speaking contest has garnered a great deal of interest in the local media. So has the Public Speaking Contest put on by the Sherbrooke Club. The Lakeshore Club's Pasta Dinner with an opera-singing chef received a lot of attention and the South Shore Club continues to be a beacon in their local community by attending such activities as the wreath laying for Remembrance Day and with their annual book sale. Facebook, web sites and press releases continue to be part of the public profile mix. Unfortunately, the pandemic has meant many cancelled events this spring, so our clubs will have their work cut out for them whenever things return to normal or near-normal.

Advocacy

Our four clubs realize that advocacy is important - not only for its own sake - but also as a vehicle for attracting new and younger members who are anxious to take on a cause.

Scholarships

Fundraising for scholarships is the backbone of our clubs. Thousands of dollars of scholarships are awarded annually across Québec.

Unfortunately, due to the pandemic, Trade schools, CEGEPs and Universities are closed which makes handing out the scholarships tricky.

Sustainability

- All Clubs have updated Constitutions which reflect the new membership criteria.
- All Clubs have been able to fill all Executive positions
- All Clubs have Interest Groups
- The Montreal Club has moved to new premises

Anne Lise Dupuis RD Quebec French

1. Membership:

- a. We are aiming for a 10% increase in our membership.
- b. Continuing to work on the virtual dimension to AFDU Montérégie, we hope to attract members from other areas beyond reasonable driving distances

2. Public Profile:

- a. Quebec area AFDU has well-known members and the foundation's activities are well publicized
- b. AFDU Montérégie has registered as a regional organization in St-Lambert to gain publicity for its events and accomplishments. It has also joined the *Table de concertation des groupes de femmes de la Montérégie (TCGFM)* in order to work with other regional organizations towards the advancement of women.
- c. AFDU Montérégie has participated in three local events to get known.

3. Advocacy:

- a. Both AFDUs participated in the December 6th Polytechnique commemoration.
- b. AFDU Québec worked towards ministerial awareness in efforts to reduce the number of femicides.
- c. AFDU Montérégie, under the leadership of Monique Sirois-Kelly, worked on the resolutions which was a beneficial experience.
- d. After its first year and a half of existence, AFDU Montérégie hasn't had many opportunities to work on advocacy but plans on developing this aspect in 2020-2021. We have asked our members to suggest community action activities. One of these activities, the fundraising for mental health services to patients with limited financial resources, was invited to one of our meetings so we could brain-storm with them.

4. Scholarships/Fellowships:

- a. Fondation AFDU Québec held their annual bursary evening in March 2020 for students at Université Laval. The event provides excellent visibility for AFDU and CFUW/FCFDU within the community;
- b. \$33,000 was awarded to deserving women from multiple faculties.

- c. AFDU Montérégie held a fundraising activity and has awarded scholarships for \$2,000 this year. Charitable status was applied for and was rejected. They will apply again in the future.

5. Sustainability:

- a. AFDU Québec's board has a new president, Frances Rémillard and the foundation is in good hands with Godelieve deKoninck as its president.
- b. A past Québec Council President and club president, AFDU's president is Liette Michaud. All positions on the board are filled by enthusiastic members.

Eleanor Palmer

RD Nova Scotia

Our CFUW year got off to a great start with co-chair Beryl Matthewson and I having a very productive face-to-face meeting with our RD's in Winnipeg during which time we utilized the expertise of resource people, a practice we have found valuable during our RD teleconferences this biennium. Our in-depth discussions included current CFUW issues, ideas for increasing Club membership, sustainability, ways to strengthen/increase our public profile and partnerships. Following our own meeting, we joined the CFUW Board meeting where much valuable information was imparted to us.

Jean Wagener, one of CFUW's Notable Women, was unable to travel to Winnipeg for our CFUW 100th Anniversary celebrations. Thus, I was delighted to present Jean with her Notable Women's award during CFUW Dartmouth's September meeting at which time I shared with the Dartmouth members highlights of the Winnipeg meeting.

Much of the early fall centered on helping CFUW Wolfville regroup and move forward with an unexpected change in our leadership. Our new Wolfville president accompanied me to the Atlantic Regional Council Meeting in Fredericton, which meeting gave her a much better overall understanding of our organization. On our way back to Nova Scotia, our VP Atlantic, President Cathy and I met with CFUW Pictou County members in New Glasgow. During our visit I was able to present Catherine Kohlsmith with a Sage Award. Plans for this spring which our VP and I discussed to help CFUW Pictou County celebrate its 30th anniversary unfortunately have not materialized due to the current pandemic. Nevertheless, our congratulations and best wishes to CFUW Pictou County.

I continue to work very closely with our VP, Janet Willwerth. Her visit to our Wolfville Club was somewhat different following my suggestion that we ask her to a CFUW Wolfville Board Meeting – a meeting in she took an interactive part with positive results. I think this format worth considering during Club visitations.

I continue to reach out to all of our Nova Scotia Clubs - particularly by phone - sharing pertinent information, discussing issues and concerns with them – (including the

excellent toolkits prepared this year), encouraging them to reach out further into our communities to raise our profile and also to continue to support local scholarships and our fellowship program. One of the issues I learned about when Acadia's Vice Present spoke to our Wolfville Club that I shared/promoted with our other Nova Scotia Clubs is that we in Nova Scotia finally have nurse practitioners in all areas of our province 24-7, a coverage that was sadly lacking.

I regret that I did not manage to meet face to face with the Cape Breton Club after several unsuccessful attempts due to weather conditions. However, our VP who was at her Pictou residence did, in adverse weather, manage to represent us both. Yes, working together in Canada's widest province does help unify us.

Co-chairing the Regional Directors group with Beryl Matthewson has been nothing but positive and rewarding and hopefully has been a valuable resource and strength for all of our Regional Directors and for CFUW itself. I highly recommend having co-chairs for our Regional Directors group as it helps unify and strengthen CFUW across our broad country.

Lastly, I want to express how privileged I have been to represent our Regional Directors on the CFUW Board during this Biennium. It has certainly been an enriching experience - one I have shared extensively with our RD's and other members where appropriate.

Sharon Crabb

RD New Brunswick

New Brunswick Clubs planned for a very active, involved club year and throughout the year members have been busy with committee work, activities/events, socials, meetings, building membership, advocacy, fundraising and the sundry others items which occur throughout the year. Much of that ended in March with COVID-19 and social/physical distancing and has left Clubs with the task of addressing issues/meetings via some sort of technology while creatively addressing club work and engaging with Club members.

Membership:

Clubs took advantage of the CFUW traveling membership kit developed by CFUW as the kit made its way to various Clubs for use at events such as anniversary celebrations, Open Houses and AGMs. For some Clubs, it was a kick-off of their membership initiatives of building club membership and engaging club members. Although New Brunswick Clubs are considered to be small clubs, they continue to not only maintain members but welcome new members. The CFUW Membership Toolkit continues to support Clubs as they brainstorm and initiate ideas for building membership. Clubs have also provided a Member Welcome kit of information to new members and have encouraged "bring a friend" to their Club events and meetings. Clubs have also established Member Engagement groups which makes regular connections with members who are unable to attend events/meetings or who do not

access technology. These connections have become even more prevalent during this time of home isolation re COVID-19.

Visits were made to most Clubs, although I was unable to make a public visit to CFUW Saint John. Connection was made with CFUW Saint John via telephone calls and emails. Clubs provided their Calendar of Events, shared Club newsletters, held events in celebration of scholarship recipients and in recognition of long-serving members, engaged in numerous social events inclusive of luncheons and dinners, held information/brainstorming events at members' homes and hosted speakers at general meetings. RD bulletins were sent out to members in September, November, December, January, February, March and April addressing such topics as Gender Equality Week, CFUW dues, International Day of Education, support for dues shortfall for GWI, CFUW nominations, COVID-19, highlights from CFUW 2019 Conference/ AGM and deadlines for award applications to CFUW.

Public Profile:

It is important that Clubs develop a plan for sustaining public awareness of the work of CFUW and of their own Clubs, thus encouraging new members, building public support for our fundraisers and taking opportunities to showcase and celebrate our accomplishments. In developing these plans, Clubs have updated their websites and/or created a new website, prepared and distributed Club newsletters and encouraged members to share with others, maintained and regularly posted to the Clubs' Facebook pages, provided various avenues for the public to contact the Club for such items as information, donations, volunteering, notice of the Clubs' public events and myriad other services/information. As appropriate, Clubs send newsletters and articles to CFUW for posting in National newsletters and/or on the National website, as well as posting on the ARC website. Fundraisers, book fairs, speakers' forums and open houses are all included in our Clubs' publicity plans and have been implemented throughout the year. For some Clubs, fundraising initiatives may have been minimized because of COVID-19.

Often partnerships are formed based on common issues such as the elimination of violence against women, hunger in schools, education in New Brunswick, pay equity, scholarships/bursaries, special events and fundraisers, to name a few. Our Clubs have engaged in establishing these partnerships, often based on the interests of members and the needs of their communities.

Many Club members subscribe to CFUW National newsletters thus regularly receiving updates specific to CFUW initiatives and other related work. For those members who would rather not subscribe or do not engage on a regular basis with technology, Club presidents send our regular bulletins to members and/or have allocated time on the general meeting agenda for a RD report and a CFUW report and/or included a CFUW segment in their Clubs' newsletters.

Advocacy:

The Clubs' Advocacy and/or Issues Committee usually has the role of determining what issues are of particular significance to them this year. National advocacy initiatives are often local issues thus most Clubs address these issues from a local perspective. Pertinent issues this year were specific to the elimination of violence against women, pay equity, education in NB (the newly presented Green Paper), providing educational opportunities for women and girls via scholarships and supporting other local charities and local initiatives, such as the "The Coldest Night of the Year" and "16 Days of Activism—Take Action to End Gender-Based Violence".

Clubs have responded to various survey requests from CFUW specific to the areas of education and school closures because of COVID-19, Indigenous Persons, International Activities, and subsidizing club membership fees. Members meet to discuss National resolutions, Articles and Bylaws and other motions as presented by CFUW in preparation for the annual conference/AGM.

Scholarships/Fellowships:

All New Brunswick Clubs engage in establishing and maintaining scholarships for women and girls. For some Clubs these scholarships are endowed while other Clubs manage their own scholarships. Regardless, substantial funds are allocated each year to support women and girls in their post- secondary educational pursuits at universities and community colleges. As financially feasible, Clubs increase the monetary values of their existing scholarships and/or create new scholarships. For most Clubs, hosting sundry fundraising events, such as book fairs and other public events, are their major sources of funds in support of scholarships. Throughout this year, Clubs have recognized their scholarship recipients by hosting Open Houses, holding a scholarship luncheon, inviting scholarship recipients as speakers at the Clubs' regular meetings, posting pictures and information about the scholarship recipients in Club newsletters and/or on Club websites and including scholarship information in Club brochures.

Sustainability:

The 2019 ARC Conference and Annual General Meeting was held in Fredericton, NB, and was hosted by CFUW Fredericton. The focus of ARC 2019 was "Women and Education" and was well attended, with representation from most Atlantic Region Clubs. It afforded a great opportunity to involve the public re attendance at the Conference, various sources for posting notices of the Conference and a newspaper article coverage following the Conference. It also afforded an opportunity for members to attend the CFUW Fredericton GALA in celebration of their 75th anniversary. Members are provided information about CFUW National committees and are encouraged to join these committees. NB Clubs generously share materials, ideas and invitations to Club events with other NB Clubs. Some NB Club members were able to attend the CFUW Conference and AGM held in Winnipeg in August 2019.

As NB Regional Director, I attended the ARC Conference and AGM held in Fredericton,

NB, in October, 2019, and Regional Directors teleconferences held throughout the year. I have connected with Club members via emails, bulletins, telephone conversations/conferences and visitations. I extend many thanks to the members of CFUW Saint John, CFUW Moncton and CFUW Fredericton for their support throughout this year and for their outstanding work in support of their Clubs and CFUW.

Valerie Campbell **RD Prince Edward Island**

As Regional Director for PEI, I attended the Atlantic Regional Conference in Fredericton in October 2019. I then returned to PEI and presented my notes from the Conference at a meeting of the Charlottetown Club. I attended all meetings of CFUW Charlottetown and shared information received from both National and Regional sources.

As the only club in PEI, CFUW Charlottetown began the year on a high note with an increase in membership which provided the opportunity to add some programming to the regular monthly meetings. A Christmas social capped a fall focussed on organizational matters, including a presentation by a member on the value of maintaining a social media presence.

Winter programs included:

- A presentation by Ann Greyborn on Esther Lowden: “A Woman Ahead of Her Time”. As a landowner and successful businesswoman in Charlottetown during the late 1800s, Esther Lowden defied the norms of her time and left her mark on the city.
- A presentation by Mary Cowper Smith and Leo Broderick from the Council of Canadians titled: “How can CFUW help safeguard water for future generations?”. They spoke of the importance of protecting our freshwater sources and the Council’s “Blue Communities Project”.

Two PEI members were selected to attend the United Nations Commission on the Status of Women (UNCSW) meetings in New York March 9-13, 2020. Unfortunately, the Covid-19 pandemic led to the cancellation of the UNCSW.

Covid-19 restrictions on gathering effectively shut down the Charlottetown Club for the remainder of the year. Many members do not have internet access, making virtual meetings untenable. However, members remain hopeful that meetings can resume in the fall.

Grace Stapleton

RD Newfoundland and Labrador

My second year of this term as RD NL began at the CFUW AGM in Winnipeg last August. In addition to my RD duties, I coordinated the Club Presidents' Networking Lunch, and prepared the report on that event. Highlights later in 2019 included my presentation and exhibit on the the history of CFUW/GWI at an Open House held by CFUW St. John's in September, the presentation of our Creative Arts Award to the PerSistence Theatre Company at the premiere of the play *The Haunting of Margaret Duley* in October, and representing Newfoundland at the ARC AGM in Fredericton. I was also one of a panel on the history of CFUW St. John's at the Celebration Dinner in honour of the club's 75th Anniversary.

Each month I wrote a short article highlighting one or two current items from the CFUW and GWI Updates for the CFUW St. John's News & Notices, and spoke at the club meeting, giving members an opportunity to discuss/question any national CFUW or GWI concerns. I am Scholarship Chair for CFUW St. John's, and a member of the Issues and Resolutions Committee.

Membership/Sustainability

Despite a leadership issue (the president had to step down in November for health reasons) the vice president is doing an admirable job as acting president, and the anniversary year has been a good one for CFUW St. John's. The membership grew to 126, its highest number ever. The *Looking Ahead* session held in February (as part of the anniversary events) helped generate ideas for retention of members (e.g.mentoring, providing transportation to meetings, increasing the number of interest groups). A new invitation was created to hand out to potential members, and a CFUW St. John's Facebook page was launched. (The executive also prepared a Facebook policy for the Club). Another interest group - IFIXIT - for members who want to learn how to do small home repair projects, has started. The other interest groups: book groups (5), bridge groups (4), bowling, dining out group, lunch group, coffee group, craft group, walking group, tap dancing group - were active most of the year, and a few continue electronically under present Covid 19 restrictions. Two members received 50 year certificates in 2019; in 2020 one member will receive a 50 year membership certificate, and another a 40 year certificate. I was honoured to receive a 25 year certificate from the Lieutenant-Governor, our special guest at the 75th Anniversary Celebration. It is likely the AGM scheduled for June will be postponed, and the current executive will stay in place until the meeting can be held.

Advocacy

The CFUW St. John's Issues and Resolutions Committee met several times to discuss issues on which CFUW has resolutions; members agreed to research how the

provincial and municipal governments had responded to past advocacy on specific issues (workplace harassment/abuse, local environmental issues). One member attended a seminar by Workplace NL on the provincial government's policy and regulations, which set requirements for all businesses to prevent violence/harassment in the workplace. At the beginning of the 16 Days Events to End Violence Against Women the committee chair prepared and distributed a news release highlighting the issues of violence against women and girls, and actions taken by CFUW. She was interviewed by a local radio station, and the article was mentioned in newscasts. In support of the National Initiative on Indigenous Women, it was agreed to contact the ADM in Indigenous Affairs (NL) for advice as to how to proceed. Committee members attended the Launch of the Purple Ribbon Campaign, and the annual December 6 Vigil in honour of victims in Montreal (where a CFUW St. John's member gave one of the dedications). Proposed resolutions for AGM 2020 were reviewed, and plans made to lead a discussion at a regular club meeting; the Covid 19 restrictions required the cancellation of that meeting, so the resolutions have been sent to members electronically.

Public Profile

The public profile of CFUW St. John's is created by publicity for special events (see paragraph 1 above), presentation of Scholarships/Awards, recognition of OutReach Projects, and our new Facebook page, but mostly by the CFUW St. John's Annual Giant Used Book Sale, which funds our scholarships and outreach, and has become a well known local event.

-Scholarships: In 2019-2020 CFUW St. John's gave \$41,400 in scholarships and awards (including our \$1000 donation to the Charitable Trust). The President and Scholarship Chair attended most of the presentations, and thank you letters were shared with the club members. The winner of our special anniversary Grace Hiscock Hollett Graduate Scholarship (\$7500 from money donated last year) was a guest at our Anniversary Dinner, and has joined our club.

- Community Outreach: The club provides the items for three "New Beginnings Baskets" per month for women leaving a women's shelter. For the second year it has supported "We Care NL" by donating sanitary products to help girls and women victimized by Boko Haram militants in north eastern Nigeria. (One of our members arranged for delivery, and brought back photos of the happy recipients.) We donated to Special Olympics to help an athlete attend a national competition. We paid for Safety Training for the students at Thrive (a support group for at-risk youth) who were participating in a boat building project. At Christmas our donation to the Single Parents Association helped pay for gift cards for teens. We donate to the MUN Food Bank and the Association for New Canadians, and have a fund to help women in crisis who need to change the locks on their residences. A recent project is "Happy Hats", creating tiny head coverings for premies and newborns.

- CFUW St. John's Giant Used Book Sale generates publicity through the calls for book donations, advertising for the sale, and the sale itself. It has been very successful over the past number of years. This year the club members had just started the collection of books, when the site was forced to close until further notice. The sale itself, which was scheduled for early May, has had to be postponed indefinitely. Unfortunately, this means the club will be unable to support most of the scholarships and outreach projects in 2020-2021.

Since mid March the club has canceled in-person meetings, but communication has continued through emails and newsletters. The executive has held meetings by zoom.

I have participated in RD and ARC meetings through teleconferences and zoom, and have joined in the webinars arranged by CFUW national office. We all hope that when the pandemic has ended we can continue to be a successful part of the national federation, and the St. John's community.

Committees

Beryl Matheson and Eleanor Palmer **Regional Directors Standing Committee**

Our eighteen Regional Directors have met four times including the RD meeting during the 100th Anniversary AGM celebration in Winnipeg, Manitoba where on August 15 we established four major goals for the upcoming CFUW year:

- 1) Increasing the public profile of our clubs
- 2) Increasing club membership numbers
- 3) Addressing important regional issues
- 4) Promoting/encouraging club leadership

In November the Committee met virtually. CFUW President Grace Hollett and VP Membership Lynne Kent were invited to the meeting and participated in the discussions on membership in GWI, the Membership 'Tool Kit', the study group on Canadian Aboriginal issues and the new "French E Club".

The teleconference in February focused on issues related to increasing membership and CFUW's work both nationally and internationally. During the meeting the Orillia Ontario Club triumvirate model was discussed – one that involves more member participation in meetings and ultimately has led to a great increase in their numbers and in club enjoyment. Also, Amy MacLeod, RD Alberta, outlined the importance of clubs creating a media profile to attract young busy graduates.

With the appearance of the Coronavirus pandemic, the new reality and 'zoom' technology has taught us how to be closer together during a time when face-to-face communication has not been possible.

In late March, CFUW President Grace Hollett chaired our meeting. Lori Ker, Chair of the Articles and Bylaws Committee and RD Ontario Huron, informed us that our CFUW Articles and Bylaws need to be amended to conform with the Federal Corporations Act. She outlined the proposed amendments that will be brought forward during the June AGM.

The Regional Directors have also participated in a number of well-attended workshops and CFUW Town Hall discussions. Those events have enabled all of us to interact, share ideas, clarify information and be better prepared for a successful virtual AGM.

There is a wide variance of opinions as to what is important to CFUW members across our country, so the virtual meetings have been very productive especially with this committee being co-chaired by RDs from both the west and the east.

Lori Ker

Articles and Bylaws Committee

Bylaws represent a compass for good governance of an organization and as such deserve careful detailed objective attention. Any corrections or proposed amendments should be viewed as best practices in governance and not as levers for Corporate or Corporate Member interests. A CFUW board and its directors must promote the health of the whole organization and its continued growth. Board directors are duly elected and legally required to act in the best interests of the CFUW Corporation. This will mean that at times the interests of specific Corporate Members will be put aside when considering the duty of care the Board owes to the whole of CFUW as a corporation.

Over the last year, the CFUW Articles & Bylaws Committee invested many hours reviewing the articles and bylaws, the Canada Non-profit Corporations Act and Regulations and investigating key membership rights. Concerns and questions regarding the articles and bylaws had been brought forward by members and raised at the last annual members' meeting. On several instances, we consulted with legal professionals and we subsequently made many corrections to our bylaws that would make them consistent with legislation and regulations and membership rights.

In addition, our committee spent time reflecting on the evolving and maturing governance of CFUW as a non-profit corporation and proposed amendments to support that evolution. Our intent was to propose amendments that would be best aligned with good governance practices and continue to support the organization moving forward.

The Committee spent countless hours on the membership communication aspects associated with the corrections and proposed amendments since they were going to significantly affect the Corporation's usual way of conducting business. There were six webinars and several newsletter communications including backgrounders and Q&A's as well as attempting to answer all emails received by club members.

The Club Membership is to be commended for their engagement, patience, and support for all the many changes. A special thanks to the Committee members for their time and effort this year with the workload.

Teresa Habs

Resolutions Committee Chair

The CFUW Resolutions Committee exemplifies the strategic aims of our organization.

The ability to build and strengthen Membership, to raise our Public Profile and the value of CFUW's contributions to our society, to increase the effectiveness of CFUW Advocacy, and build organizational Sustainability come together in what we do on the Resolutions Committee.

Resolutions are the cornerstone of CFUW Policy.

Resolutions are used to promote CFUW's Mandate and Strategic Aims.

CFUW's public policy positions and advocacy are based on CFUW resolutions that come from the grass roots and are approved by the CFUW Eligible Voters at AGM.

They deal with issues of concern to any level of government.

The CFUW Resolutions process is an opportunity for CFUW members to rally around issues of international, national, provincial and local importance.

Resolutions give CFUW members the framework to take action by contacting elected MPs, MPPs, MNAs, MLAs and on occasion Municipal authorities.

Resolutions also facilitate work with like-minded organizations and the United Nations entities to inform them about CFUW policy.

Resolutions that become policy are used as a foundation for Briefs and Position Papers to Ministers of the Crown, House, Senate, Royal Commission and other hearings.

The Committee worked on six resolutions with the Proposers from four different clubs across the country.

We heard from many clubs that reviewed the draft resolutions.

We provided advice and guidance to many clubs taking part in the amendment process. We also heard from clubs on the Emergency Resolution process.

We were provided with many insights from individuals and clubs on the resolutions cycle and the process.

We use these experiences not only to bring the resolutions to AGM, but to collaborate in updating our CFUW Resolutions Guidelines.

Effective resolutions rely on the willingness of members to become engaged in the work and the willingness to take on leadership roles requiring a move outside the usual comfort zone or area of expertise. This year we welcomed our newest member Dr. Sandra McCormick from CFUW Guelph. Our committee members include a former Resolutions Chair, Eleanor Scarth, CFUW West Vancouver and Monique Sirois-Kelly, CFUW Aurora-Newmarket. Former VP Cheryl Ambrose was also a member.

Her efforts included an extraordinary amount of work that we were all gifted with at AGM 2019. This included updating our Policy Book which profiled our efforts for the past 60 years. Cheryl also gave us a fresh and exciting look at CFUW's advocacy

efforts in her presentation at AGM 2019 with 100 Years of Advocacy, saluting our centenary.

Cheryl was also a working member of our committee. With us, she reviewed of the Intents to Submit a Resolution for AGM 2020. Yasmin Strautins, our Advocacy Coordinator at National Office made communications with our clubs happen.

Lynne Kent

Membership Committee Chair

Membership Committee Report for Annual Meeting 2020

The 2018-2020 Membership Committee completes its two-year term as of this AGM. We owe a great deal of thanks to committee members: Louise Corral, Amy MacLeod, Lizz Wilfert, Patricia DuVal, Karen Dunnett and Grace Hollett for their dedication and hard work in pursuit of growth and stability for CFUW. With the support of our remarkable staff, Robin Jackson & Rachel Deneault they have put in many hours on meetings, preparation of materials, workshop development, connecting with clubs and potential members, awards adjudications and analysis of results. It has been a pleasure to work with this group of highly skilled, intelligent, and talented women. Thank you.

This year the Membership Committee's focus was on 'Support to Clubs'. All committee members attended the 2019 AGM and made efforts to talk with clubs about their membership development needs. The Committee met at the end of the AGM to share what was learned to form the basis of a new strategic plan and work plan for the coming year.

We then reviewed the Envisioning Exercise from the AGM and found the largest number of comments that related to membership were 1.) dissatisfaction with our demographic and 2.) need for support with technology. Therefore, we put our attention to: 1.) supporting clubs in their recruitment of a diverse demographic, 2.) creating a new 'Membership Matters' newsletter to provide tips, tools and club examples of successful projects on a regular basis, and 2.) planning for a social media workshop which Amy MacLeod prepared and delivered in early 2020. As well, a press Release template for clubs to highlight their notable women awards was provided to encourage this opportunity to profile clubs within their home community.

Clubs continued through the fall to hold 100th Anniversary celebrations and used the travelling exhibit toolkit with 100th Anniversary banner, brochures, slideshow and swag to profile CFUW in communities across the country.

We held five regional teleconference calls with clubs of under 50 members to learn about their challenges and facilitate sharing of their successes with each other. One common concern raised was the challenge of leadership recruitment. Orillia shared their triumvirate model for which there was great interest. Roline Maconachie delivered a workshop to Presidents and we included her Power Point in a Membership Matters newsletter as well as profiled the initiative in the AGM Membership Workshop.

Another issue/opportunity that emerged was the need to build marketing capacity to profile clubs within community. This led to committee discussion on how we might assist with this through a national initiative and will be part of our recommendations for the coming year.

A survey was completed to gain insight from clubs on 'why members do not renew'. The results told us that the main reasons were most often beyond our ability to control – health, increased travel with retirement, moving residency, death, or other lifestyle changes. This was encouraging from the perspective that we are not doing something terribly wrong and also highlighted the need to diversify our membership.

We prepared and hosted an online Membership Workshop for the AGM. This included a number of clubs as guest speakers, profiling their initiatives and telling their stories of the impacts on membership recruitment and retention. We had 107 participants and provided a follow-up package of materials used in the workshop.

The membership numbers as of April 2020 show that clubs recruited over 476 new members this past fiscal year. Overall, membership across the country declined by 52 members. However, I can report that the Vancouver Club in early 2020 recruited an additional 50 members so we are definitely reversing the trend of recent years. Patricia DuVal, member of the Membership Committee, did an interesting analysis of the trend over the past 14 years. Membership numbers have declined since 2006 by 22%. That is an average of ~1.6%/year. During that period, 24 clubs closed with 692 members. Therefore, the loss from the remaining 97 clubs is about 1.2%/year. That is pretty good and certainly beats the industry average. It also says we have a strong foundation to build on. Rather than dwell on this minimal decline, let's celebrate our resilience and recognize our strengths as we go forward to continue to reverse the past trend and move the curve upward.

We want to thank all clubs for their tremendous efforts to grow our membership in celebration of 100 years of service to community. We will be preparing a report for the new membership committee and consider ways to benefit from the results of this year's campaign to continue to encourage growth, support retention and initiate extension of membership into new communities. We are women. We can do it!

Grace Stapleton

Nominations Committee

On July 17, 2019, I was appointed as Co-Chair of the CFUW Nominations Committee. This was with the agreement of the other Committee members: Madeline Kalbach (Co-Chair), Patricia Atkinson, Eileen Harvey, and Linda Patzold. I had previously served as Nominations Chair from 2012-2016.

Filling Vacancies

Between July 2019 and March 2020 the Committee was required to seek nominees to fill four different “Vacancies during a Biennium” i.e. interim positions that end at the AGM in June.

1. The position of **Vice President Prairies** was vacant and the Board wished to have someone in place before the AGM in August. The call for nominations was sent to all Prairie clubs, with the required forms, job description and procedures; the period for response was short - July 18-30. Because it was summer and most clubs were not active, follow-up was required in the form of personal emails/telephone calls to two executive members of each club; the deadline was extended to August 9. CFUW Lethbridge nominated Patti Johnsen, and submitted the required documentation. As she was the only nominee, Patti Johnsen became the interim VP Prairies.
2. The position of **Regional Director Alberta** was now vacant. The request for nominations (Sept. 23-Oct.16) went out to all Alberta clubs; CFUW Edmonton nominated Amy MacLeod; all documentation was verified. As Amy MacLeod was the only nominee, she was appointed interim RD Alberta.
3. In January the Nominations Committee was notified of a vacancy in the position of **Vice President Advocacy**. This time the call for nominations went out to all CFUW clubs as part of a Club Action Update. The nomination period was January 13-31, 2020. The forms/job description/relevant Bylaws were included as attachments. Again there was only one nominee: Jeannette Mergens, nominated by CFUW Kelowna. The documentation was complete, so Jeannette Mergens became the interim VP Advocacy.
4. In mid February the vacancy in the position of **Vice President Finance** was announced. The call for nominations went out to all clubs in the *Message from the President* on February 20, with a closing date of March 11. Again the relevant forms/job description/policy and Bylaws were attached. CFUW Scarborough nominated Beverley Rhodes, and submitted the documentation. As she was the only nominee, Beverley Rhodes became the interim Vice President Finance.

Nominations for CFUW Board and Regional Director Positions 2020-2022

The main responsibility of the Nominations Committee is to receive and verify nominations for the Board and RD positions for the next biennium. Since the last election period the Governance Committee had updated the procedures and requirements. In addition, the Regional Council Presidents and Regional Directors were to be elected at the regional AGMs, not the national AGM. Some Regional Councils had Nominations Committees, and were conducting their own nominations search. As the national Nominations Committee we had to adapt to these changes.

The call for nominations for all Board and Regional Director positions went out prior to the official nominations period, February 1-28. The clubs were notified of the regulations and procedures, and job descriptions for all positions were provided.

The forms were available to be completed on line, then sent to the committee co-chairs and national office, with the requested resumes and references. These were verified by the co-chairs, and the information posted on the CFUW administration website. Nominations for Regional Directors were sent to the Regional Councils for their election process.

The nominations for Regional Directors and the nominating clubs:

| | | |
|-------------------------------------|---|--------------------------|
| RD BC Vancouver Island | Sheila Service | CFUW Cowichan |
| RD BC West | Patricia Atkinson | CFUW Richmond |
| RD BC Interior | Alison Hutchison | CFUW Nelson and District |
| RD Alberta | Amy MacLeod | CFUW Edmonton |
| RD Saskatchewan | Gerlinde Sarkar | CFUW Saskatoon |
| RD Manitoba | No nominee | |
| RDs Ontario (6) | Nominations received by Ontario Council | |
| RDs Quebec, one English, one French | Nominations received by Quebec Council | |
| RD New Brunswick | No nominee | |
| RD Nova Scotia | No nominee | |
| RD PEI | Campbell | CFUW Charlottetown |
| RD NL | Grace Stapleton | CFUW St. John's |

The nominations for CFUW Board positions, and the nominating clubs:

| | | |
|------------------------------|---|--|
| President | Kathryn Wilkinson | CFUW Mississauga |
| Vice President Education | Beryl Matthewson; Kathy Wosnick* | CFUW South Delta CFUW Aurora- Newmarket |
| Vice President Finance | Beverley Rhodes | CFUW Scarborough |
| Vice-President Membership | Lynne Kent | CFUW Vancouver |
| Vice-President International | Joy Hurst | CFUW Edmonton |
| Vice President Advocacy | Jeannette Mergens Niki Carlan* | CFUW Kelowna CFUW Windsor |
| Vice President BC | Barbara DuMoulin; Barbara MacLellan* | CFUW Salt Spring Island CFUW North Vancouver |
| Vice President Prairies | No nominee | |
| Vice President Ontario | No nominee | |
| Vice President Quebec | Judy Hopps | CFUW Sherbrooke and District |
| Vice President Atlantic | No nominee | |

* listed in order of receipt of nomination

Elections for the 11 CFUW Board positions listed above will take place at the AGM, June, 2020.

Thank you to my Co-Chair, Dr. Madeline Kalbach, who received copies of all nomination materials, and helped to verify the documents; to the other Nominations Committee members, Linda Patzold, Eileen Harvey, and Patricia Atkinson, who encouraged participation by clubs and potential nominees in their region; to Sandra Thomson, Governance Committee Chair, and Elizabeth Haynes, Parliamentarian, who answered my questions, and to the CFUW national office staff: Rachel, who solved problems with “fillable forms” and to the Executive Director, Robin Jackson, who made everything work.

Jeanette Mergens

Advocacy Coordinating Committee

The function of the Advocacy Coordinating Committee is to facilitate cooperation and collaboration among the standing committees of Advocacy, Education, International Relations, and Membership with the purpose of supporting one another. The President attends the meetings of this committee.

As VP Advocacy, newly appointed on February 13, 2020, I attended the February 14, 2020 meeting of this committee, chaired by President Grace. I chaired the final meeting on June 5, 2020. At this meeting, we reviewed the advocacy year, identifying what went well, what could have gone better, and made recommendations for the coming biennium as listed below.

Recommendations for the coming Biennium

- a) Investigate Volunteer Agreement
- b) How do we evaluate? We need:
 - i) a framework to set priorities: immediate, medium, and long term.
 - ii) a triangle of data: government, United Nations, NGOs
 - iii) education on International Relations
 - iv) to connect national and international advocacy
 - v) a calendar
 - vi) to coordinate when we advocate to municipal, provincial, federal governments
 - vii) to be very strategic in our ASK: what is the benefit?
 - viii) To set parameters
 - ix) Question: Is it advocacy or education of members? A BIG PIECE is educating the members. What kind of strategies do we need?
- c) Continue Study Groups
- d) Hold a Virtual Advocacy Summit which could include the following topics: passion for advocacy, resolutions, Status of Women, empowering women: body, mind, soul, pocketbook, sustainable development goals
- e) Post COVID-19 – offer university to the citizens as it was offered after WWII
- f) Prepare an Advocacy Package – involve submitting clubs
- g) Review Communication to make more effective. Have definite times when information comes out on topics, e.g. education, advocacy. Have a clear schedule for newsletters. That would be helpful to both national office and members.
- h) Continue the Advocacy Coordinating Committee

Sandra Thomson

National Governance Committee

Background

On behalf of the Governance Committee, I wish to thank my committee members and consultants who have worked steadily in updating, creating, refreshing, and revising policies for the good governance of CFUW National. The committee was meeting nearly every two weeks for a period, especially when crafting the “Policy and Procedures for Filling a Vacancy During a Biennium.” Some committee members and

consultants met separately when working on individual projects (i.e. Administration Manual).

Our major project, which has spanned over the two years has been the Administration Manual, which I am happy to present to the National Office for re inputting on the National website.

It was been a rewarding term; we have accomplished our goals. In the closing of our term, the committee identified terms or definitions which require further review by the future 2020-2022 committee. We wish to thank our Executive Director, Robin Jackson, and the National Office staff for the continual support in serving the committee's requirements.

Accomplishments

Administration Manual – Complete reordering of Policies and Procedures

Updated Overview of the CFUW Organization-Background

Updated international Representational Policy

Updated Chart on the Proposed Procedures in CFUW Sending Policies, Submitting Resolutions and Emergency Resolutions to GWI

New Definition of “Study Groups”

Nomination and Election of Committees/Chairs:

Expression of Interest to Serve on National Committees: New Form

Preamble for National Committees - work to be reviewed and evaluated on an annual basis

New Terms of Reference for National Standing Committees

Board Nominations and Elections:

Preamble

Nomination and Election of CFUW Board of Directors

Elections: Campaigning

Nomination and Election of CFUW Regional Directors

Nomination Roles During the Biennium and AGM Elections

Nominations from the Floor

Policy and Procedures for Filling Vacancies during a Biennium

New Application form for the Board of Directors

New Application form for Regional Director

Regional Directors Elections: Discussion point: Should be under the auspices by the Councils

Updated definition of “Campaigning” for nominated Board of Director applicants

Membership:

New definitions of “E-club” (formerly members at large – MALS) and “Virtual” Club

Reporting:

CFUW Board Report Format - Suggested

Future Work:

*Bookmark: Special Projects/Initiatives - requiring input from National Office

*Special Committees and subcommittees – 2020-22 Board to approve Terms of Reference (i.e. Human Resources Committee and procedures)

*Other sections of the Manual to be reviewed as denoted

Special Appointees

Joy Hurst

Canadian Commission for UNESCO



Bringing people together to build a common future

We contribute to a future of peace, reconciliation, equity and sustainable development.

CCUNESCO continues to promote an agenda and networks around the themes of Building Inclusive Communities, Encouraging Innovations and Protecting Heritage and the Biosphere. CCUNESCO Stakeholders are a rich resource of contacts and resources. CFUW is an institutional member of CCUNESCO Education Sectoral Commission. CCUNESCO has been very intentional and also successful in engaging Youth which is reflected in a vibrant Youth Advisory Group. Members of the Youth Advisory Group or Sectoral Commission Chairs are excellent speaker choices and can speak to a range of topics.

For those clubs or individuals who are looking for ways to educate themselves on some of the significant social issues of the day the CCUNESCO website has an excellent blog, publications and other resources. <https://en.ccunesco.ca/blog#>
<https://en.ccunesco.ca/our-themes>

There are a number of publications that are very relevant to work that we are doing within CFUW clubs, national initiatives or related to our national resolutions so I do urge you to review the publications directory where you will find toolkits on topics including reconciliation with indigenous peoples, violence against women, youth engagement, women in stem, welcoming immigrants and refugees to Canada, advancing women's equity in Canada. <https://en.ccunesco.ca/resources#>

For those who are looking for ways to support local CCUNESCO initiatives, consider joining the efforts to build inclusive and equitable cities through the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD), or get involved with a school that is within the UNESCO Schools Network in Canada.

For those who have made protecting the environment and acting on climate change a priority, they will be especially interested in the activities undertaken by CCUNESCO to conserve biodiversity and foster sustainable use of natural resources and the other elements of the CCUNESCO Man and the Biosphere programme (MAB).

NATIONAL OFFICE REPORT FOR 2019-2020

HIGHLIGHTS OF NATIONAL OFFICE ACTIVITIES 2019-2020

| | |
|--|-------|
| Inquiries by CFUW members responded to by staff members | 2,423 |
| Certificates mailed to members | 51 |
| Club supplies sent to Clubs | 1685 |
| Saleable Items ordered | 599 |
| Sage Awards prepared | 79 |
| 100th Anniversary Certificates prepared | 179 |
| Club Action Newsletters prepared | 89 |
| Membership Matters newsletters prepared | 4 |
| Communicator issues prepared | 3 |
| Postings to Social Media | 384 |
| Followers gained on FB over the past year | 215 |
| Number of Fellowship Applications received and processed | 263 |
| Number of Inquiries about Fellowships responded to | 1,057 |
| Number of invoices and cheques processed | 500 |
| Organization of Club Meetings due to COVID | 90 |
| Training of Clubs on Zoom to replace in person meetings during COVID-19 | 15 |

1. MEMBERSHIP

Support to Clubs

- Prepared the 2019-2020 Directory and mailed it to members
- Recorded club numbers and worked with Club treasurers to access and update the membership online database.
- Collected and processed membership cheques
- With the restrictions imposed by COVID-19, responded to a large influx of e-mails from members looking to plan virtual meetings; provided training for Zoom and teleconferences to members which included organizing and scheduling provincial AGM's, Book Clubs and Executive meetings.
- Organized five Club Presidents' meetings to discuss the ramifications of COVID on Club activities and fundraising
- developed and collated surveys sent to the membership.
- instituted improvements on the Membership data base which allows us to collect membership numbers and produce invoices for Clubs.
- instigated the creation of two new web pages: one for clubs to report their community outreach efforts and the second to report their international outreach efforts.
-

Planning and Preparation of 2019 AGM

- Staff prepared the business documents for the 2019 AGM, the certificates for the 100 Notable Women, organized the leadership and visioning panels, worked with the Local Arrangements Committee on the Winnipeg events
- Sent out e-mails to universities to encourage purchasing an ad for the CFUW website and anniversary booklet, and responded to inquiries regarding the ads.
- worked with the universities and colleges who wished have ads in the AGM booklet
-

100th Anniversary Membership Campaign

- provided support to the Membership Committee
- organized and coordinated the membership toolkits sent out to Clubs
- produced the "Membership Matters" newsletters

Webinars

- staff organized and presented webinars on Staying Connected During COVID-19; gun control; Legal Aspects and Non -profit Organizations

2. PROFILE/COMMUNICATIONS/PUBLICITY

- History and scarf videos created for CFUW's 100th Anniversary
- Video produced on child care
- Video produced on Charitable Trust and Fellowship winners
- worked with website designer to develop a new Member Resource website (which is operational) and started work with the developer on the public website
- hired Social media contractor to boost social media presence
- Preparation of the Charitable Trust Video:

https://www.dropbox.com/s/fssxxk17dsxj2py/Charitable%20Trust%20Assembly_01red.mp4?dl=0

- Preparation of the Kathryn Wilkinson Childcare Campaign Video:

https://www.dropbox.com/s/79b6q4grtxkuqn2/Wilkinson%20rev_01red.mp4?dl=0

- Preparation of the Myra Willis Childcare Campaign Video:

https://www.dropbox.com/s/f2cbg8jzs64ka5r/Willis%20rev_01red.mp4?dl=0

- prepared CFUW's annual external report

Social Media

- prepared media posts on the sexual assault and harassment on campus report.

3. ADVOCACY

Support to Clubs

- Published talking points and backgrounders for the federal election on the eight topics of importance identified by CFUW members.
- Prepared an information sheet on how to use a gender lens.
- Submitted a press release on gender-based violence and COVID-19.
- Prepared advocacy letters on child care and the COVID-19 crisis and supported other child care organizations.
- Published a press release of the anniversary of the École Polytechnique Massacre
- Prepared a toolkit on gender-based violence to coincide with the 16 Days of Activism Against Gender Based Violence campaign.
- Organized a Gun Control in Canada webinar on February 24th for CFUW members in collaboration with the Coalition for Gun Control.
- Coordinated a letter writing campaign to encourage the federal government to ban assault style firearms and implements a buyback program for firearms.

- Collected and sent resources to CFUW members on gender equality and the COVID-19 crisis in our newsletters and on social media.
- Submitted a press release to Snapd Media on CFUW's celebrations for International Women's Day.
- Prepared materials on writing land acknowledgements for CFUW Clubs and held a webinar on Indigenous Peoples rights.
- Researched indigenous rights in Canada and wrote content for the Key Election Issues – Indigenous Women and Girls Rights backgrounder/talking points.
- Edited and sent out the Key Election 2019 Issues Talking Points and Backgrounders to CFUW members (16 documents).
- Wrote CFUW's International Women's Day Press Release.
- Sent out Resolutions email updates to CFUW clubs and members.

Government Relations

- Over the past year, worked at putting pressure on the government to support early learning and child care through advocacy letter writing campaigns and strategizing with other national child care advocates.
- Monitored information sent by the Department of Women and Gender Equality Canada (WAGE).
- Met Karen Jensen, Canada's first-ever federal Pay Equity Commissioner to discuss how the federal government will be enforcing the new Pay Equity legislation and work her department will be undertaking.
- Reviewed information sent by the government regarding the cancellation of UNCSW and postponement of the Gender Equality Forum.
- Monitored information sent by the government in their response to supporting women and girls during the COVID-19 crisis.
- Published a press release on gun control in response to federal ban of assault style firearms

Partnerships and Network Participation

- Over the past year, staff worked to strengthen our organization's partnerships with many gender rights organizations and networks including Child Care Now, the Coalition for Gun Control and Canadian Doctors for Protection from Guns to advocate for increased gun control in Canada.
- Attended the Sisters in Spirit Vigil to honour the lives of missing and murdered Indigenous women and girls which was organized by Families of Sisters in Spirit.
- Contributed to the Up For Debate Local Mobilization Working Group and participated in teleconference calls
- Attended the Global Climate strike in Ottawa that was organized by Fridays for Future Canada, Fridays for Future Canada Ottawa, Ecology Ottawa, Climate GO, Climate Justice Climatique Ottawa, Climate Save Ottawa, La Planète s'invite au Parlement, Citizens Climate Lobby Ottawa and 350 Ottawa.

- Staff participated in a meeting with Emily Bocking from Kea Canada to discuss possible partnerships between our organizations.
- Attended the Women Deliver Conference including workshops The Power of Tech: How do we best harness technology for gender equality?, The Power of Movements: What happens when many demand change, Child Care and the Downtown Eastside, Environment and Climate Change, Indigenous Midwifery, Breaking Barriers and LGBTQ+.
- Attended the Feminists Deliver Conference and heard keynote speakers including Sharon McIvor and Jody Wilson-Raybould.
- Completed the Advocacy Academy Workshop at the Women Deliver Conference.
- Attended Child Care Champions Connect launch event: The Movement for Accessible, Affordable, Quality Child Care for All.
- Participated in the Webinar: Transformative Coalitions: How to Break Barriers and Build Bridges to Advance Girls' and Women's Health and Rights.
- Participated in a Webinar hosted by the Equal Pay Coalition.

CFUW Policy, Resolutions & National Initiatives

- Attended a feminist strategizing meeting with national women's organizations hosted by Oxfam Canada in January.
- Participated in meetings with other NGOs to help organize the International Women's Day event in Ottawa.
- Attended the Beijing +25 NGO Coalition Working Group meeting at the Canadian Labour Congress.
- Attended the Gender Equality Forum hosted by the Canadian Women's Foundation.
- Networked at a reception hosted by Senator Marilou McPhedran, the Nobel Women's Institute, COADY and Women Peace and Security Network.
- Attended a conference hosted by Equal Voice on Women in the Legislature.
- Supported work done by the Women, Peace and Security Network.
- Participated in a meeting with 40+ advocates in Ottawa discussing a national child care strategy organized by Child Care Now
- Attended a Child Care Network call to discuss supporting child care centers during the COVID-19 Crisis and participated in the COVID-19 Child Care advocacy campaign.
- Participated in NGO CSW/NY Working Group Beijing +25 - Feminist and Women's Movement Action Plan thematic groups.
- Supported Canadian Doctors for Protection from Guns by sending out gun control campaign letters to CFUW members.
- Assisted in editing and publicizing [Sexual Violence and Harassment Policies in Post-Secondary Institutions in Canada Final Report](#).
- Launched the Grandparents for Childcare campaign in honour of our 100th Anniversary.

- Provided support to the Indigenous Peoples Committee and developed materials to help clubs develop their own land acknowledgements to honour the land and its connection with Indigenous peoples.
- Monitored the 2019 federal election party platforms with a particular focus on Early Learning and Child Care commitments.

International

- Published an International Relations Newsletter for clubs in January.
- Fundraised for Inter Pares and Humanas as part of CFUW's annual International Women's Day campaign.
- Surveyed the international activities of CFUW Club Presidents and Regional Council Presidents.
- Participated in meetings with other national women's organizations as a member of the Beijing +25 working group.
- Collected articles regarding global advocacy and COVID-19 crisis and shared them with CFUW members and former UNCSW delegates.
- Brainstormed strategies to address global gender equality in the Beijing+25 Feminist Action Plan Thematic Working Groups.
- Attended the UNCSW Virtual Consultation Day.
- Networked with other international organizations including Plan International Canada and the Women Peace and Security Network.
- Shared CFUW research materials with GWI to be disseminated to other national affiliates.
- Organized a CFUW social media campaign sharing information on Beijing +25
- Submitted CFUW's UNCSW64 Written Statement and prepared parallel event ad (UNCSW was subsequently cancelled due to COVID-19)
- Partnered with GWI to have CFUW's UNCSW written statement shared at their advocacy table at the Civil Society Forum on the 28th of October in Geneva.
- Finalized and sent members the International Day of the Girl Article.

4. Fellowships

Management of the CFUW Fellowships and Awards Competition for the Academic Year 2020-2021

Number of Fellowship applications received and processed: 263

Number of Fellowship applications sent forward to Committee: 248

Number of Fellowship inquiries responded to: 1,057

- Staff worked with the Fellowships Committee chair to implement orientation of the Committee members and to determine work flow and timelines

- Participated in eight hours of teleconference meetings to determine final results of the fellowships and awards.
- Revised the CFUW guidelines, application forms, and instructions for the online application system.
- Made changes to the Fluid Review online application system.
- Worked on draft design plans for the Fellowships e-newsletter which is sent out nationally and internationally
- Prepared new content and changes for the CFUW website for public launch of online applications.
- Prepared the short list summaries and uploaded applications to the evaluation portal.
- Contacted the winners to provide official letters of offer and the CFUW requirements.
- Formatted fellowships and awards information for French translation.
- Formatted the bilingual postings for the CFUW public websites.
- Continued to work on updates for next cycle of online applications for CFUW Fellowships and Awards.
- Worked with Fluid Review to discuss the renewal process, requirements, and updates for the next cycle
- Provided ongoing communication with Committee Members and Chair – short lists process, teleconference reminders, pertinent information regarding final decisions
- undertook an orientation session on Fluid Review Evaluation Portal and Finalist Review Form for Ja new member of CFUW –CT Fellowships Committee
- In honour of CFUW's 100th anniversary, administered the Dr. A Vibert Douglas Award
- Prepared the posting for Winners of Fellowships and Awards for CT website.
- Created the design for a promotional pin for the Charitable Trust worn at the Winnipeg AGM.
- Drafted a poster for recruiting new members for Fellowships Committee.
- Recruited two winners for interviews conducted at the AGM in Winnipeg.
- Drafted, edited, and printed the CT Annual Report 2018-2019 and the CT Breakfast Program for the AGM.
- Formatted list of attendees for CT Breakfast and submitted info to the CT Treasurer

Assistance provided to the CFUW Charitable Trust (CT)

- Prepared annual report for the Charitable Trust
- Liaised with the Charitable Trust on all pertinent issues and prepared regular updated reports for them on the fellowships process
- Scheduled CT Board meeting, prepared documentation, and participated in the teleconference.

5. SUSTAINABILITY

Financial Management

- provided support and documentation for the monthly Finance Committee meetings
- prepared cash flow needs for investment advisor to determine cash required and funds available for investment
- closed out the Swiss currency account as GWI now allows members to pay dues in US dollars and our members understand that currency better than Swiss francs.
- Opened American currency account and purchased American funds for the payment of GWI membership dues
- In preparation for the audit, collection and forwarding of 20 sets of Board minutes all contracts signed in 2019-2020, staff leave credits, GWI MOU and related documentation to the auditors

Human Resources

- Continued our student placement program- two University of Ottawa students , two from Saint Paul's University who worked on advocacy; a law student who prepared a guide for clubs on how to write bylaws and presented a webinar; an Algonquin Library Technician who worked on the organization of the CFUW archives and began to index the CFUW Chronicle articles
- hired a social media contractor for four months to boost CFUW's social media presence

Governance Support to Board and Committees

- Staff continued in its regular duties to support the activities of the national executive by preparing meeting agendas, minutes and policy papers as required for the Board of Directors; Membership, Finance, Governance, Advocacy, Fellowship, International Relations, GWI-CFUW Negotiating and MOU Implementation Committees and the 2020 AGM Planning Group.
- participated on the GWI-GWI MOU negotiations and provided support to the CFUW team

Organizational Development

- Worked with the President on the structure of the 2020 AGM (before the in person meeting was cancelled due to COVID)
- organized the online voting and webcast companies for the Virtual 2020 AGM
- prepared research on membership fee structures on eleven international organizations for GWI report
- undertook research and prepared a paper on mentorship program for CFUW
- sought out several mediators for the consideration of the Board; prepared contract and was the primary liaison with Dr. Bromwich

Administration

- worked with President to get Delta Hotel to forgive the cancellation of \$69,000 penalty that they were going to charge for the 2020 AGM
- responded to Access to Information requests from various government departments
- prepared request to National Council of Women to participate in the Mediation Working Group in a consultative capacity
- Preparation, receipt and collation of 25 applications received for the Mediation Working Group
- Preparation and sending of welcome letters and documentation to 12 Mediation Working Group members and regret notes to unsuccessful applicants.
- Prepared draft of Committee Expression of Interest, 2020-2022
- Became member of GWI Dues Structure Committee; attended meetings; prepared two possible scenarios for Committee's discussion
- tour of four offices to assess possibilities of moving our offices to less expensive space; in consultation with Board, renewed the office lease at 331 Cooper street
- preparation of funding application to Employment and Social Development Canada for Salary Negotiation and Pay Equity Workshops under the Sustainable Development Goals program
- preparation of an article on CFUW Affiliations and Partnerships
- preparation on paper on the possibility of CFUW acquiring charitable status