

# ANNUAL GENERAL MEETING



Canadian Professional Association  
for Transgender Health

Nov 24, 2014

Via Teleconference

20:30 Newfoundland / 20:00 Atlantic / 19:00 Eastern  
18:00 Central / 17:00 Mountain / 16:00 Pacific

# Opening of Meeting

Welcome: by President Nicole Nussbaum.

- Establishment of quorum
- Call to order
- Sign-in by email to establish attendees
  - Confirm your attendance to Craig: [cross4@wrha.mb.ca](mailto:cross4@wrha.mb.ca)

# AGENDA

- President's Report
- Financial Report
- Election of new Board of Directors
- Incoming President's Remarks
- Bylaws Review
- Membership Categories Review
- Committee Reports
- Other Business
- Adjournment

# Annual Reports to the Membership

1. President's report
2. 2013 Financial report
3. Motions to Accept

# CPATH President's Report

## N. Nicole Nussbaum

- The 2013-2014 board focus has been on development of CPATH's capacity
- Our 2013-2018 Strategic Plan has provided direction and a framework for advancing our mission
- Stage is set for committees to play substantial role in increasing CPATH's impact in supporting professionals (and) working to improve the health and wellness of trans/non-binary people in Canada
- Investment in technology (Webex, Basecamp) to facilitate board and committee work
- Continued advocacy achievements
- On the horizon – WPATH Chaptering/Affiliation – in development stage – open and flexible – input from membership is welcome

## Strategy 1:

*Educate professionals and enable knowledge exchange to develop and promote best practice*

### Progress:

- Prepared and submitted successful grant application and secured funding for a pilot of a nation-wide Community of Practice – more on this from Devon MacFarlane
- Began planning work for 2015 conference – more from Conference Committee report
- Large CPATH contingent at WPATH conference in Bangkok, Thailand, and successful CPATH reception

## Strategy 2:

*Facilitate networks and foster supportive environments for professionals working with and for trans communities*

### Progress:

- Secured funding for a pilot of a nation-wide Community of Practice

## Strategy 3:

*Encourage multidisciplinary research that will advance the health and wellbeing of trans people*

### Progress:

- Recruited Zack Marshall and Greta Bauer to co-chair research committee – committee is still accepting applications



## Strategy 4:

*Advocate for institutional, policy and legislative change utilizing our collective knowledge & expertise*

Progress:

- CPATH supported the Doctors of BC (BCMA) in developing resolutions to address Gender Identity and Gender Expression to the Canadian Medical Association's (CMA) Non-Discrimination Policy and to improve quality of, and access to, transition-related and general care for trans and non-binary people. These [resolutions](#), as amended by the CMA Resolutions Committee, were passed at the CMA General Council meeting on August 20, 2014.
  - GC14-35 - The Canadian Medical Association will amend the section of its Code of Ethics relating to discrimination in providing medical services to include the issues of gender identity and gender expression
  - GC14-36 - The Canadian Medical Association supports the position that all adolescent and adult persons have the right to define their own gender identity
  - GC14-37 - The Canadian Medical Association calls for accessible, comprehensive and high-quality care for transgender patients
  - GC14-38 - The Canadian Medical Association calls for the integration of sex/gender diversity education into medical school curricula and programs

## Strategy 4:

### Progress (continued):

- Presented at the Vancouver School Board consultations in support of their proposed Gender Identity policy. The measure was subsequently approved by the VSB
- Provided a written submission and testified at the Quebec National Assembly committee hearings on Bill 35 - An Act to amend the Civil Code as regards civil status, successions and the publication of rights to support access to change of name and sex designation for trans people
- Active, alongside local community and professional stakeholders, in advocating for publicly funded transition-related surgeries in Nova Scotia
- Continued non-partisan advocacy in support of Bill C-279 (Gender Identity amendment to Canadian Human Rights Act and Criminal Code hate crimes provisions)

## Strategy 5:

*Address the population and geographic diversity of Canada in all that we do*

### Progress:

- Selection of Atlantic Canada as site for CPATH 2015 Conference
- Scholarship and bursary strategy for conference
- Broadening our Board Membership
- All CPATH communications have been in French and English

## Strategy 6:

### *Build CPATH's organizational capacity to realize its mission*

#### Progress:

##### Financial stability:

- Reviewed and revised membership fee structure – with optional packages to provide greater value to members and increase revenue to support CPATH's work – More from Devon MacFarlane
- Secured funding for Community of Practice

##### Board capacity:

- Expanded the size of the Board
- Developed materials to support functioning of the Board
- Revising bylaws – More from Craig Ross

##### Committees and working groups:

- Restructured committees and working groups to reflect strategic plan goals

# Looking Forward

- We will miss the contributions of Dana Roberts, Jim Oulton and Françoise Susset on the board
- Return of board members who joined last year
- Incoming members from Atlantic Canada making the board truly coast to coast & Craig Ross and Kate Shewan – on slate for Secretary & Treasurer respectively - more from nominations committee Report
- Tremendous board composition and breadth of skills and experience
- Great opportunities for membership to get involved with committees
- Devon MacFarlane's energy, commitment, and organizational leadership skills will continue to push CPATH's mission ahead!

# Financial Report

## Statement of Operations Year Ending December 31 2013 Treasurer's Report

	2013	2012	2011
<b>REVENUES</b>			
Grants	\$ -	\$ 12,556	\$ 15,000
Registration Fee	-	38,409	1,976
Memberships	5397	6,484	6,468
Fundraising	-	1,835	-
Miscellaneous revenue	110	559	-
Total Revenue	<b>5,507</b>	59,843	23,444
<b>EXPENSES</b>			
Conference Venue	-	40,423	-
Conference Travel	-	7,986	-
Miscellaneous conference charges	-	3,262	2,459
Meetings	4,045	3,039	-
Website and Internet	1,713	2,706	-
Telecommunications	1,249	1,390	1,503
Bank and Credit Card charges	421	1,266	-
Membership System	646	1,159	-
Consulting Fees	6,228	950	-
Office	65	296	2,805
Education	-	-	1,000
Forum and Social Media	-	-	4,358
Total Expenses	<b>14,366</b>	62,477	12,125
(Deficiency) or Excess of Revenue over Expenses	\$ <b>(8,859)</b>	\$ (2,634)	\$ 11,319

# 2013 Financial Year End

## Statement of Operations Year Ending December 31 2013 Treasurer's Report

	2013	2012	2011
NET ASSETS - BEGINNING OF YEAR	16,965	19,599	\$ 8,280
Deficiency or (Excess) of Revenue over Expenses	(8,859)	(2,634)	11,319
NET ASSETS - END OF YEAR	8,106	16,965	19,599

# 2014 Financial Update

As at: October 31<sup>st</sup> 2014

<b>REVENUES</b>		
Grants		\$ -
Registration Fee		-
Memberships		4,327
Fundraising		-
Miscellaneous revenue		-
<b>Total Revenues</b>		<b>4,327</b>
<b>EXPENSES</b>		
Conference Venue		-
Conference Travel		-
Miscellaneous conference charges		-
Meetings		525
Website and Internet		1,871
Telecommunications		592
Bank and Credit Card charges		360
Membership System		520
Consulting Fees		-
Office		235
Education		-
Forum and Social Media		-
<b>Total Expenses</b>		<b>4,102</b>
Excess or (Deficiency) of Revenue over Expenses		\$ <b>225</b>



# 2014 Current Financial Position

Statement of Operations  
As at October 31, 2014 and as at December 31 for prior years.  
Treasurer's Report

	2014	2013	2012	2011
NET ASSETS – Beginning of Year	\$ 8,106	\$ 16,965	\$ 19,599	\$ 8,280
Excess or (Deficiency) of Revenue over Expenses	\$ 225	\$ (8,859)	\$ (2,634)	\$ 11,319
NET ASSETS – End of Reporting Period	\$ 8,331	\$ 8,106	\$ 16,965	\$ 19,599

# Motion

***... to accept the Report of the President and the Treasurer's 2013 Financial Statement as presented.***

# Report of the Nominating Committee

The Nominating Committee report presented by Jim Oulton.

The following are nominated – all for one year terms:

- Secretary: Craig Ross, MA, BSW (Mb)
- Treasurer: Kate Shewan, BMS, CA (NZ), CGA (NS)
- Members-at-Large:
  - Joey Bonifacio AB MD FRCPC MSC MPH (Ont)
  - Carys Massarella, MD (Ont)
  - Zena Sharman, PhD (BC)
  - Albina Veltman MD, FRCPC (Ont)
  - Margaret Drewlo MA, PsyD (BC)
  - Rob Sinott MSW, RSW (Nfld)

# Motions

- ***Motion to accept the new slate of officers as presented by the Nominations Committee.***

# Our Incoming Board of Directors

- ❑ President: Devon MacFarlane (2<sup>nd</sup> year of a 3 year term)
- ❑ Past President: Nicole Nussbaum, LLB (3<sup>rd</sup> year of 3 year term)
- ❑ Secretary: Craig Ross (1 year term)
- ❑ Treasurer: Kate Shewan (1 year term)
- ❑ Members-at-Large: (1 year terms)
  - Joey Bonifacio
  - Carys Massarella
  - Rob Sinott
  - Zena Sharman
  - Albina Veltman
  - Margaret Dewlo

# Incoming President's Remarks

Focus for the year:

Continuing bringing the Strategic Plan to life

- Continuing to build our capacity to do work
  - Involvement of members & supporters in task groups and committees
  - Financial stability
- Developing a nation-wide community of practice
- Planning for 2015 conference

# New Constitution and By-Laws

- The current bylaws are online at <http://www.cpath.ca/about-cpath/bylaws/>.
- The new document is available at [link].
- The proposed changes bring our bylaws into alignment with a) how we currently do our business and b) anticipating the future of CPATH.
- Let's take a look at the highlights...

# New Constitution and By-Laws

## *Constitution*

Par. 2 - We've updated the '**purpose**' of CPATH.  
This reflects what's in our Strategic Plan.

## *Bylaws*

Par. 6 - Allows us to set **membership categories**, but these don't need to be ensconced in the bylaws (so gives us flexibility to change them).

↳ You'll see the proposed categories a little later.

Par. 15 & 45 - Allows for general meetings and board meetings to take place via **tele/video/web/etc.**



# New Constitution and By-Laws

## *Bylaws*

Par. 36 & 38 - We now can have between **5 – 15 board members**. This allows for a robust group, but not a crisis if there are vacancies.

- **Term lengths:** Terms are either one or two years, except for the President-elect, who makes a three-year commitment.

- **Term limit:** The maximum total term of consecutive service on the board is set at six years.

# New Constitution and By-Laws

## *Bylaws*

Par. 61 - 66 - 'Officers' now reflects how CPATH is organised. These include the special duties of the:

- President-elect
- President
- Past-president
- Secretary
- Treasurer

Par. 60 & 67 - The Secretary and Treasurer positions can be combined or separate. And any other 'Officer' position can be split between two people if necessary.

# New Constitution and By-Laws

## *Bylaws*

Par. 69 – 79 - Committees and working groups!

**A structure to support our committees and working groups, which are becoming more important as a way to engage our membership:**

- Names one director to act as the board liaison for each committee or working group, but (co-)chairs can be drawn from the membership.
- All CPATH members are eligible for membership on committees and working groups.
- Non-CPATH members can still participate in the business of a committee or working group, without being an official member.
- Sets out the reporting relationship back to the board.

# Motions

- ***Motion to accept the revised Bylaws as presented by the incoming Secretary:***

# Moving Forward

## Updating Membership Fee Structure

### Goals:

- Maintain affordability and accessibility
- Recognize fee scale norms in organizations that include a focus on physicians
- Create expanded benefits options for an additional cost
- Increase CPATH's financial sustainability

Current membership categories & fees		Vote?	Proposed membership categories & fees		Vote?
Full member	\$55	Yes	Physician members	\$150	Yes
			Other professionals	\$65	Yes
Supporting member	\$35	No	Supporting member	\$35	No
Students	\$25	No	Students	\$25	No
Organizations (for 5 people)	\$125	One vote	Organizations (for 5 people)	\$175	One vote
			<b><i>Expanded Benefits Packages</i></b>		
			Praxis	\$250	
			Praxis Plus	\$500	
			Praxis Premium	\$1,250	

# Proposed Membership Categories, Fees, and Benefits

Membership category	Fees	Vote	Access to Community of Practice	Regular updates	Member rate for conference registration
Physician	\$150	✓	✓	✓	✓
Other professions	\$65	✓	✓	✓	✓
Supporters	\$35		✓	✓	✓
Students	\$25		✓	✓	✓
Organization (5 people)	\$175	✓	✓	✓	✓

Expanded Benefits	Cost	Name listed in Annual Report	Complimentary Ticket to Gala at Conference	Quarterly teleconference with CPATH President	Complimentary conference and pre-conference registration	Name listed on Website
<i>Praxis</i>	\$250	✓	1			
<i>Praxis Plus</i>	\$500	✓	1	✓		
<i>Praxis Premium</i>	\$1,250	✓	2	✓	✓	✓

# Motions

- ***Motion to accept the revised Membership Categories and Fee Structure as presented by the Development Committee:***



# Conference Committee Report

- *CPATH Reception - WPATH Symposium - Bangkok, Thailand Feb, 2014*
  - CPATH began accounting for levels of access to competent transgender health care across each province and territory beginning in 2008.
  - The Provincial and Territorial updates (to December 2013) were presented and discussed at our CPATH reception, February 15<sup>th</sup> in Bangkok, Thailand.
  - They will be available on the CPATH website very soon.
  - Thirty-five (35) CPATH members and many international guests enjoyed the stimulating and lively evening.
- *Participated in WPATH's initial Global Education Initiative prior to the Biennial Conference*

# Development Committee Report

- **Charitable Status or a Foundation:** *The committee identified possibilities for development in both of these areas; however, the cost to the organization is not viable at this time.*
- **TD Bank Group:** *CPATH & TD Bank Group have been nurturing a partnership for some time.*
  - Proposal for funding for a nation-wide Community of Practice.
  - As reported TD Bank Group has responded positively - providing \$25,000 as startup funding.
- **Funding Partners:** *various funding possibilities have been identified for future engagement.*

## Other Items

***Other business proposed from the floor for discussion.***



**Thank you!!**

**Adjournment**