

ANNUAL GENERAL MEETING



Canadian Professional Association
for Transgender Health



November 7, 2016

9pm Newfoundland // 8:30pm Atlantic // 7:30pm Eastern //
6:30pm Central // 5:30pm Mountain // 4:30pm Pacific

Opening of Meeting

Welcome: Outgoing President Devon MacFarlane.

- Nicole Nussbaum appointed as chair.
- Confirmation of quorum and called to order at 7:42pm CT.

See last slide for list of attendees.

AGENDA

- Brief overview of CPATH
 - President's Report and Strategic Plan Update
 - Incoming President's Remarks
 - Financial Report
 - Annual Membership Dues
 - Election of new Board of Directors
 - Committee Reports
 - Other Business
 - Adjournment
-

Motion to approve the agenda by Gail,
2nd by Mary. Carried.

The Canadian Professional Association for Transgender Health

Vision:

A Canada without barriers to the health, well-being and self-actualization of trans and gender diverse people.

About CPATH

- Young organization
- Purely volunteer driven to date
- Funded primarily by membership fees, occasional grants
 - Conferences funded by sponsorships, registrations, advertising
- Developed most recent Strategic Plan for 2013-2018
 - Informed by Consultations on Success at 2012 conference

Consultations on Success

Inquiry question:

“What strategies will enhance CPATH’s ability to be a highly successful organization?”

- 27 participants
 - 12 trans-identified, 13 cis-identified, 2 skipped question
 - 18 members of regulated professions, 5 other service provider, 2 students, 2 marked “other”

Definition of Success

Theme 1:

CPATH contributes to improved health outcomes for the full diversity of trans people

- Improving ability to provide competent care across the country
- Improving ease of locating competent providers across the country
- Developing standards and best practices for care in the Canadian context
- Addressing determinants of health

Definition of Success con't

Theme 2:

CPATH is a strong organization

- Revitalizing the governance model
- Being credible and visible
- Involving members in CPATH initiatives
- Broadening the diversity of members in CPATH
- Providing opportunities for members to network and build collegial relationships
- Securing sufficient resources to support the work

Definition of Success con't

Theme 3:

CPATH has positive and constructive relationships with trans communities

- Developing dialogue between providers and trans communities

President's Report

Devon MacFarlane

- Exciting times for CPATH
 - Our 2013-2018 Strategic Plan has provided direction and a framework for advancing our mission
 - 2015-16 Board focus: continued development of CPATH's capacity, alongside organizing the Conference
 - Strong committees:
 - Communications, Conference, Education, Policy, Research, Translation
 - Ad-hoc Board working groups
 - Launching the Community of Practice

Strategy 1:

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

Progress:

- Launch of Community of Practice
 - Contract coordinator hired
 - Monthly teleconferences begun
 - Two held to date
- Education committee in place
- CPATH representatives on WPATH's Global Education Initiatives committee
- Planning underway for 2017 conference and pre-conference training

Strategy 2:

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

Progress:

- Community of Practice
- Committees offer points of connection
- Conference is primary means for professionals from across the country to meet face to face

Strategy 3:

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

Progress:

- Research Committee working on national ethics standards for research involving trans people

Strategy 4:

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

Progress:

- Documents prepared for CPATH members / supporters to use in advocacy work
- Range of presentations made and letters sent as part of advocacy efforts

Strategy 5:

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

Progress:

- Decision to “Take steps to Indigenize and decolonize the Conference”
- Continued translation committee
- Strengthening relationships with regional networks

Strategy 6:

Build CPATH's organizational capacity to realize its mission

Progress:

- Financial sustainability:
 - Preparation to bring on a Development Consultant
- Board Capacity:
 - Maintained size of the Board; increasing size of Board for next year
- Policy committee

Strategy 6: Continued

Progress:

- Communications:
 - Maintained changes from previous year re increasing frequency of communications with membership
 - Beginning website revamp
- Mobilizing membership
 - Communicated range of opportunities to become involved in CPATH
 - Revitalized committees
- Strategic relationships
 - Invitation from WPATH to consider formalizing a relationship

Looking Forward

Areas of work for next year:

- Continue and sustain the Community of Practice
- Bring on a contracted Fund Development Consultant
- Hosting CPATH conference in Vancouver

Motion

... to accept the Report of the President as presented.

Moved by Brandy, 2nd Renee.
Carried.

Incoming President's Remarks

Dr. Adrian Edgar (NB)

- Happy about the diversity of the incoming Board.
- Excited about the community of practice – especially looking at how to incorporating gender-diverse folks.
- One of the major upcoming priorities for CPATH: advocating for gender-affirming care for children and youth.
- Yes to indigenizing and decolonizing the conference. Vancouver conference organizing will be a great way for us to get better at that.
- Salute Nicole Nussbaum, former President, who will be taking a break from the Board. She has made—and will continue to make—*massive* contributions to the organization.



Treasurer's Report

Kate Shewan CPA, CGA

The Canadian Professional Association for Transgender Health

Statement of Operations

For the year ended December 31, 2015

Unaudited

	2015	2014	2013
REVENUES			
Conference Grants / sponsorship	32,950		
Conference Registration Fee	74,956		
Memberships	11,650	5,380	5,397
Fundraising			110
Total Revenue	119,556	5,380	5,507
EXPENSES			
Conference costs	74,926	-	-
Meetings	425	711	4,045
Website and Internet	2,205	2,560	1,713
Telecommunications	1,816	1,108	1,249
Bank and Credit Card charges	354	428	421
Membership System	1,109	626	646
Consulting Fees	253	-	6,228
Office	75	235	65
Total Expenses	81,163	5,668	14,366
Excess (Deficiency) of Revenue over Expenses	\$ 38,393	\$ (288)	\$ (8,859)

The Canadian Professional Association for Transgender Health
Statement of Financial Position
As at December 31 2015.
Unaudited

	<u>2015</u>	2014	<u>2013</u>
Bank	\$ 62,485	\$ 8,869	\$ 8,106
Accounts receivable	726		
Less accounts payable	(2,000)	(1,051)	
Less deferred revenue (Community of Practice)	<u>(15,000)</u>		
Net Assets	46,211	7,818	8,106
<u>Members Funds</u>			
Members Funds, opening	\$ 7,818	\$ 8,106	\$ 16,965
Excess (Deficiency) of Revenue over Expenses	\$ 38,393	\$ (288)	\$ (8,859)
Members Funds, closing	<u>\$ 46,211</u>	<u>\$ 7,818</u>	<u>\$ 8,106</u>

The Canadian Professional Association for Transgender Health

Statement of Operations - Unaudited Current Year Update.

For the Nine Months ended September 30, 2016

and 12 months ended Dec. 31 2015 and 2014

	9 Months	12 Months	12 Months
	To Sep 2016	2015	2014
REVENUES			
Conference Grants / sponsorship	-	32,950	
Registration Fee	-	74,956	
Memberships	6,185	11,650	5,380
Fundraising			
Total Revenue	6,185	119,556	5,380
EXPENSES			
Conference costs	17,890	75,280	-
Less Prepaid Conference costs	- 17,890		
Meetings	631	425	711
Website and Internet	938	2,205	2,560
Telecommunications	1,259	1,816	1,108
Bank and Credit Card charges	316	-	428
Membership System	465	1,109	626
Consulting Fees		253	-
Promotion	822		
Office		75	235
Total Expenses	4,431	81,163	5,668
Excess (Deficiency) of Revenue over Expenses	\$ 1,754	\$ 38,393	\$ (288)

The Canadian Professional Association for Transgender Health
Statement of Financial Position
As at September 30, 2016 and December 31, 2014 and 2015

	Sept. 30 2016	Dec. 31 2015	Dec. 31 2014
Bank	\$ 43,366	\$ 62,485	\$ 8,869
Accounts Receivable	\$ 1,709	\$ 726	
Prepaid Expenses (2017 Conference prepaid)	\$ 17,890		
Less accounts payable		(2,000)	(1,051)
Less deferred revenue (Community of Practice)	(15,000)	(15,000)	
Net Assets	47,965	46,211	7,818
<u>Members Funds</u>			
Members Funds, opening	\$ 46,211	\$ 7,818	\$ 8,106
Excess (Deficiency) of Revenue over Expenses	\$ 1,754	\$ 38,393	\$ (288)
Members Funds, closing	\$ 47,965	\$ 46,211	\$ 7,818

Motion

... to accept the Report of the Treasurer and the 2015 Financial Statement as presented.

Moved by Elizabeth, 2nd Fiona.
Carried.

Membership Dues

Responding to a request from the 2015 AGM

Request from the floor that the CPATH Board of Directors explore alternatives to the current calendar-year memberships, which causes frustration to individuals who purchase memberships at the conference, only to have them expire 2.5 months later.

We did it! Membership years are now 12 months from the date of signing up.

2017 Membership Dues

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		✓	✓	✓
Voting Organization (5 people)	\$175	1	✓	✓	✓
Group membership (5 people)	\$175	✓	✓	✓	✓
Emeritus	\$25	✓	✓	✓	✓
Honourary Member	N/A		✓	✓	✓

Expanded Benefits Package

Expanded Benefits Packages	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	✓	✓	✓

Motion

***... to approve the
Membership Dues for the
2017 year.***

Moved Françoise, 2nd Devon.
Carried.

Election of new Board of Directors

Board maximum is 15 members.

BOD members continuing in their terms:

- Adrian Edgar (NB) (president) 2 more years
- Devon MacFarlane (ON) (past-president) 1 more year
- Craig Ross (MB) (secretary) 1 more year
- Elizabeth Saewyc (BC) (member-at-large) 1 more year

Election of new Board of Directors

The following are nominated:

- President-elect: Renee Ryan (NL) 3-year term
- Treasurer: Kate Shewan (NS) 1 year
- Members-at-Large:
 - Joey Bonifacio (ON) 2 years
 - Mary Wilson (MB) 2 years
 - Amelia Thorpe-Gosley (NB) 2 years
 - Brandy Wicklow (MB) 1 year
 - Leane Bettin (SK) 2 years
 - Kira Abelsohn (AB) 2 years
 - Melinda Fowler (MB) 1 year
 - Annie Sbrocchi (QC) 1 year
 - Jake Pyne (ON) 1 year

Motion

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

Moved Devon, 2nd Adrian. Carried.

Committee Reports

Conference Committee Report

- Conference shaped by learnings from previous conference
 - Decision to have as one of the conference objectives, “Take steps to Indigenize and de-colonize the conference”
- Planning committee includes participants from across Canada
- Conference organizer (part-time contract position) in place
- Progress to date:
 - Save the Date released
 - Call for Proposals released
 - Sponsorship prospectus completed; outreach underway
 - \$10,000 secured to date

Advocacy Committee Report

Most advocacy work: wrote letter to NB re: surgery funding.

ON: Consultations with ministry of gov't services, re: identification (drivers licenses and health cards).

Upcoming intervention in court case re: college of surgeons of ON, sued by religious docs organizations to challenge their policies around active referral for drs who refuse to provide care for conscience or religious grounds.

Support to bill c-16 re: human rights act.

Regulation change to decentralize approval, from CAMH to providers meeting WPATH SOC standards.

Translation Committee Report

Thanks to our two amazing translators: Hélène Frohard-Dourlent and Denis-Daniel Boullé.

We need more English-to-French translators.
Please contact info@cpath.ca if you can help!

Translation Committee Report

Responding to a request from the 2015 AGM

The Translation Committee is asked to explore a multi-lingual (beyond French) welcome on the website/ other materials. -- hopefully by 2017

Translation Committee Report

Motion responding to a request
from the 2015 AGM

***... to approve Association
professionnelle canadienne pour la
santé transgenre as the French name
of CPATH. Moved Annie, 2nd
Elizabeth.***

Community of Practice Committee Report

Community of Practice Launch

September 28, 2016 via Teleconference

Reproductive Options for Trans Youth

Speakers: Dr. Beth Taylor (Vancouver, BC)

Dr. Susan Sanderson (Saint John, NB)

Nicole Nausbaum (London, ON)

Rachel Lavigne (Fredericton, NB)

32 participants

Community of Practice Committee Report

Second Panel Teleconference

October 25, 2016 via Teleconference

Making Your Practice Trans Inclusive

Speakers: Lorraine Grieves (Vancouver, BC)

Kerry Layton (Prince George, BC)

barbara findlay (Vancouver, BC)

Dr. Erin Fredericks (Fredericton, NB)

60 registered 43 participated

Community of Practice Committee Report

Third Teleconference

Scheduled for November 23, 2016

Topic will be
Gender within Indigenous Communities

Community of Practice Committee Report

What Keeps Resurfacing

1. Solutions to make services more accessible to those outside major urban areas.
2. Need to educate more practitioners in all health fields on issues relating to gender identity.
3. Practitioners want an easy way to connect with each other.

Community of Practice Committee Report

Future Plans

- An additional 4 open group meetings (November, January, February, March)
 - Expand the core group.
- Use the survey results to decide future initiatives and create a sustainability plan.

Research Committee Report

Draft guidelines for ethical research with trans communities. Presented at WPATH conference. Got feedback and now preparing a clean draft.

Communications Committee Report

This year:

- Increased our capacity to send out regular MailChimp newsletters in both English and French
- Began the revamp of the CPATH website (coming soon!)
- Began discussing a ‘communications strategy’ for CPATH

Policy Committee Report

This year, developed policies for:

- Fundraising Policy
- Finance Policy

Upcoming:

- Conflict of Interest Policy
- Student Placement Policy
- Online 'Policy Manual' on the new website

Education Committee

Chair: Francoise Susset

Recorder: Amelia Thorpe

Provide targeted education through a variety of mechanisms, Build partnerships with relevant professional colleges, accrediting and registration bodies as well as professional schools and training programs to incorporate trans competency content into pre and post-licensure curricula

Education Committee

Full committee meetings

- October 4th, 2015
- November 30th, 2015
- January 11th, 2016
- February 22nd 2016
- September 19th 2016

Education Committee

Terms of reference adopted February 2016

Goals:

- To embed content in Canadian curricula standards for students and trainees in health disciplines and other professional disciplines that impact determinants of health
- To identify core competencies related to trans health *common* to all concerned disciplines and *specific* to each discipline.
- to address continuing education needs of professionals in disciplines that impact determinants of health

Education Committee

Subcommittee working groups

- Medicine (Fiona Smith)
- Education (Amelia Thorpe)
- Global Mental Health (Reece Malone)
- Continuing Education (Julia Temple Newhook)
- Law (Françoise Susset)

In early stages of development, to reconvene in larger group in January 2017

Motion

***... to approve all the
Committee reports as
presented.***

Moved Devon, 2nd Gail.
Carried.

Other Items from the Membership?

- Monitoring of info@cpath.ca. Once some Committee duties have been given away, the Secretary can be the default 'responder,' with the rest of the Exec having access to the emails in case of time-sensitive issues.
- The first meeting of the new BOD will be Nov. 21.
- Thank you again to Nicole and Fiona for their service on the previous Board!
- Renee, our President-Elect, is excited to be on Board (and we are excited to welcome her).
- Gail brings greetings and well-wishes on behalf of WPATH.

Thank you!!

**Moved to adjourn at
8:03pm CT, by
Elizabeth, 2nd Françoise.
Carried.**

List of Attendees

Melinda Fowler
Fiona Smith
Françoise Susset
Devon MacFarlane
Amelia Thorpe-Gossley
N. Nicole Nussbaum
Adrian Edgar
Annie Sbrocchi
Elizabeth Saewyc
Brandy Wicklow
Mary Wilson

Gail Knutson
Leane Bettin
Kira Abelson
Craig Ross
Stel Raven
Kate Shewan
Rob Sinnott
Renee Ryan
Julie Temple-Newhook
Joey Bonifacio