Independent Living Canada

2026 Annual General Meeting Package

September 9, 2026

Ottawa, Ontario

40 Years and Onward

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2026 Annual General Meeting Agenda

Independent Living Canada

Annual General Meeting

September 9, 2026

Ottawa, Ontario

Welcome

- Introduce current board members
- Call for quorum

Approval of the Agenda

MOTION:

Approval of 2025 AGM Minutes

Note that only those present at the 2025 AGM may vote on this motion.

MOTION:

Reports

- Current Board:
- National Chair
- National Executive Director
- Treasurer’s Report:

MOTION: to accept the audited financial statements for the 2025-2026 fiscal year as presented.

MOTION: to appoint the Frouin Group as auditors for the 2026-2027 year.

- Accreditation

- Board governance and Conduct

Motions
MOTION: to ratify all actions taken by the Board of Directors for the fiscal year 2025-2026.

Outgoing Board Members

Directors at Large - Election

Other Business

- Accreditation awards - Kathy Hawkins

Adjournment

MOTION: to adjourn the 2026 IL Canada AGM.

2025 Annual General Meeting Minutes

Independent Living Canada

Annual General Meeting

September 5th, 2025

Ottawa, Ontario

Minutes

Voting Members in Attendance: Vikram Bubber, Alexandra Drake, Joanne Jean, Valérie Simoneau, Célia Missigbeto, Michelle Barrett Crystal Williams, Jennie Gibbons (Virtual), Maureen Smithers, Georgina Veralas-Stapper, Jennifer Jucknat, Mary Jane Waszynski, Angela Gray, Gigi Aggarwal, Andrew Gustafson, Natalie Dupuis, Masudul Khan, Wendy Cox, Mandy Penney, Dan Lajoie (Virtual)

Welcome

Board Chair Diane Kreuger welcomed and addressed the in-person and virtual delegates to the 2025 Independent Living Canada Annual General Meeting.

She prompted all current board members to say hello, they were then introduced: Jennifer (Past Chair), Diane Kreuger (Board Chair), Robin (1st Vice Chair), Pierre (2nd Vice Chair), Susan Barrett(Secretary), Suzanne Larocque (Treasurer), Beth Caskey (BC REP. and Director), Teresa Bullegas (Director and Member at Large), Marie Larocque (Director and Member at Large), Janet Redman (ON REP.) Sébastien Duguay-Nardini (Director, NB REP.), Kathy Hawkins (Online) (Director, Member at Large), Vicky Levack (Director, NS REP.), Tyler Cooley (Director, Member at Large, Youth Member).

Quorum was confirmed for voting delegates.

Diane requested that online voting delegates keep their cameras on, and that when it is time to vote, for everyone to make themselves known, doing so in multiple ways to ensure accessibility.

The official start is 4:09 P.M. (EST).

Approval of the Agenda

Motion: to approve the agenda as presented. Moved by Angela Gray. Seconded by Andrew Gustafson. Carried.

Approval of the 2024 AGM minutes

Motion: to approve the minutes of the 2024 AGM. Moved by Gigi Aggarwal. Seconded by Mandy Penney. Carried.

Reports

Board Chair Report: Diane Kreuger delivered her report recognizing the commitment that we’ve all made to our core values, choice, empowerment and equal opportunity. She mentioned that the focus this past year has been strengthening the national network, deepening partnerships with community organizations, ensuring that the voices of people with disabilities continue to lead our work, as well as board governance training and policy updates. She emphasized that real change happens when lived experience is front and centre. After this she shared that we have reconnected with our global allies at the National Council on Independent Living and the European Network on Independent Living, and that for the first time, we had a presence in Geneva, as she attended the Convention on the Rights of Persons with Disabilities review in March. There was constructive dialogue with the United Nations Committee on the Rights of Persons with Disabilities. She finished off by saying this work will continue.

Treasurer’s Report: Suzanne Larocque delivered the Treasurer’s Report, which includes the Audited Financial Statement for the fiscal year ending March 31, 2025. The statement was prepared by Frouin Group Professional Corporation Chartered Accountants. Total revenue for the year was $1,482,908 and our total expenditures were $1,433,108 which shows a surplus of $49,800. At the start of the year, our fund balance was in a surplus of $214,809 and at the end of the year March 31, 2025 our fund balance is in a surplus of $264,609.

Motion: To accept the audited financial statements for the 2024-2025 fiscal year as presented. Moved by Gigi Aggarwal. Seconded by Angela Gray. Carried.

Dima Kabrelyan of the Frouin Group then came up to present and walk through the audited financial statements. They conducted their audit using the Canadian Generally Accepted Auditing Standards, and from their work they issued a “clean” or "unmodified" opinion. The financial statements were presented fairly based on the financial position and operations over the years and the notes included at the back as well as disclosures are all in accordance with the accounting standards for not for profit organizations. Their audit was conducted on a sample basis, based on materiality. No issues or deficiencies were encountered.

Motion: To accept the audit for the year ending March 31st 2025. Moved by Valérie Simoneau. Seconded by Mary Jane Waszynski. Carried.

Motion: To appoint the Frouin Group as auditors for the 2025-2026 fiscal year. Moved by Natalie Dupuis. Seconded by Célia Missigbeto. Carried.

It was noted that there is a time delay for those using the translation headsets.

Motions

There was a comment from an attendee about the motion made by the Board on May 24, 2024 at 6:00 P.M. to increase the IL Canada kilometers to 0.50 cents per KM effective May 23rd, 2024. The commenter brought to attention that that it is 0.22 cents less than the provincial average, and asked the board to revisit that. Sue Larocque explained that making the increase from 0.45, the range had widened to 0.55, and that was the discussion that was had, and they ended up in the middle. She explained that the government has a higher rate across the province and country. IL Canada is trying to follow it, and the commenter was assured that the board would look at it for sure.

There was a comment from online that their centre follows the CRA Rate on an annual basis, and mentioned that as something to consider rather than a rate.

Motion: all actions taken by the Board of Directors for the fiscal year 2024-2025 be ratified. Moved by Gigi Aggarwal. Seconded by Andrew Gustafson. Carried.

Outgoing Board Members

Diane Kreuger took a moment to thank all outgoing board members for their service and contributions.

Jennifer Jucknat, the Past Chair. For her leadership and dedication. She led with integrity and inclusivity and an unwavering belief in the principles of the independent living movement.

Vicky Levack, NS Provincial Rep. She is a strong and passionate advocate for the disability community. She was unable to be present. But her voice was powerful, informed and unwavering, bringing a lived experience and perspectives of her region.

Provincial Representatives

This year there are elections for Provincial Representatives which are voted for every odd year, with this being 2025-2027.

Diane introduced the Provincial Reps on our board.

- Beth Caskey, BC.
- Diane Kreuger, AB.
- Robin East, SK.
- Janet Redman, ON.
- Pierre Hamelin, QC.
- Sébastien Duguay-Nardini NB.
- Susan Barrett NL.

Nova Scotia is currently vacant.

Other Business

Paula Saunders Award

The Paula Saunders Award was presented to Diane Kreuger.

Adjournment

Motion: To adjourn the 2025 IL Canada AGM. Moved by Angela Gray. Carried.

National Board Chair Report

Term: 2025-2026

To: Members, Board Directors, and National Office

From: Diane Kreuger, National Board Chair

Subject: Annual Report on Guidance, Growth, and Future Priorities

Welcome & Key Takeaways

Serving as your National Board Chair for the 2025-2026 term has been an absolute privilege. Real, lasting impact isn't built overnight on big promises alone-it happens through daily care, consistent teamwork, and clear direction.

When this year began, our goals were simple: build a stronger foundation for IL Canada, work closer with the National Office, and deliver real value to our member centres across Canada. Over the past year, your Board and National Office worked side by side to protect our resources and strengthen our overall framework.

Here is a look back at what we accomplished together and where we are heading next.

1. Financial Health & Strong Management

To keep IL Canada safe and stable, we focused heavily on keeping our core operations simple, clean, and accountable:

- Clean Audits: Completed all yearly financial audits with flying colors, updated our reserve funds, and met every tax and legal requirement.
- Updated Policies: Refreshed our committee guidelines-including Audit & Risk, Governance, and Finance-to match modern national standards.
- Planning Ahead: Evaluated our current leadership strengths to ensure we bring on the right talent and background for future board roles.

2. Better Teamwork with the National Office

Good governance means knowing the difference between setting the direction (the Board) and running daily operations (the National Office).

- Clear Authority: Updated our policies to let the National Office make fast daily decisions while the Board keeps a steady eye on the big picture.
- Efficient Meetings: Streamlined our board committees so we make better decisions faster without wasting time.

3. Preparing for Unforeseen Risks

A key part of our job is protecting IL Canada against unexpected economic or sector changes.

- Financial Stress-Testing: Tested our national budgets against potential revenue changes so we can reliably maintain our core funding and operational support for our member centres, no matter the economic climate.

4. Protecting Our Philosophy & Building Trust

Beyond policies and financial oversight, the Board's highest responsibility is serving as the steward of our shared mission, values, and organizational philosophy.

- High Ethical Standards: We held ourselves to strict standards around ethics, conflict of interest, and open communication to ensure our decision-making always reflects our core values.
- Member Centre Trust & Transparency: We deepened transparent, two-way engagement with our member centres and partners nationwide, ensuring our national leadership remains directly responsive, accountable, and aligned with the local communities we serve.

Looking Ahead: Priorities for 2026 and Beyond

Thanks to this work, IL Canada enters the next year on solid ground with healthy finances, clear policies, and a united team. Moving into the next year, we will:

1. Track Our Goals: Keep multi-year projects on schedule and measure real results.

2. Protect Our Resources: Maintain safe financial reserves to safeguard long-term support for our network.

3. Grow Strong Leaders: Continue bringing in diverse board members to guide us forward.

Thank you to my fellow Directors for their hard work, to the National Office for their exceptional effort, and to all of our member centres for your continued dedication, support, and trust.

Board of Directors 2025-2026

Diane Kreuger - Chair

Robin East - 1st Vice Chair

Kathy Hawkins - 2nd Vice Chair

Beth Caskey - Secretary

Suzanne Larocque - Treasurer

Marie Larocque - Director

Teresa Bullegas - Director

Tyler Cooley - Director (Youth Representative)

Janet Redman - Director

Pierre Hamelin - Director

Sebastien Duguay-Nardini - Director

Mandy Penney - Director

Susan Barrett resigned from the board, and I would like to thank her for all the work she accomplished while on the board. We wish her all the best!

National Office

Freda Uwa - National Executive Director

Kohl Gray - Executive Administrator

Tom Pugliese - Communications and Marketing Specialist

Steve Lind - Financial Officer

Respectfully submitted,

Diane Kreuger

National Board Chair (2025-2026)

National Executive Director's Report

As Independent Living Canada reflects on another year of progress, and prepares to celebrate 40 years of our national movement, I am reminded that our greatest strength has always been our people.

Across Canada, our Member Centres continue to turn the principles of Independent Living into meaningful action. Through peer support, leadership, advocacy, research, partnership, and community connection, they create opportunities for persons with disabilities to exercise choice, direct their own lives, and participate fully in their communities.

This year, we strengthened national partnerships, amplified diverse voices, expanded opportunities for youth leadership, and advanced work grounded in lived experience. Every achievement highlighted in this Impact Report reflects a shared commitment to building a more accessible and inclusive Canada.

As we honour the people and progress that brought us here, we must also look ahead. The next chapter of Independent Living will be shaped by new voices, new ideas, and the continued leadership of persons with disabilities. Our responsibility is not simply to preserve this movement, but to ensure it continues to grow, evolve, and remain responsive to the communities it serves.

Thank you to our Member Centres, Board of Directors, Youth Advisory Council, staff, partners, funders, and supporters. Most importantly, thank you to the people with disabilities whose leadership, determination, and vision continue to move us forward.

Together, we are building on 40 years of progress, and shaping what comes next.

Freda Uwa National Executive Director Independent Living Canada

Treasurer's Report

Fiscal Year 2025-2026

Presented September 9th, 2026

Another year has come and gone! It certainly has been an interesting one!

We have continued to strive, work hard and diligently towards our goal of a more inclusive and independent living movement for all persons living with a disability.

To the members of Independent Living Canada, I present the Audited Financial Statement for the fiscal year ending March 31, 2026. The Financial Statement was prepared by Frouin Group Professional Corporation Chartered Accountants.

Total revenue for the year was $1,382,334 and our total expenditures were $1,335,265 which shows a surplus of $47,069.

At the start of the year, our fund balance was in a surplus of $264,609 and at the end of the year March 31, 2026, our fund balance is in a surplus of $311,678.

The work of IL Canada would not be possible without the contributions of our funders to which I would like to express a sincere thank you for your continued support and belief in our organization. We look forward to our continued successful partnership with you.

It has been an honor and a pleasure to serve as your treasurer.”

Respectfully submitted

Suzanne Larocque, Treasurer

IL Canada Board of Directors

Audited Financial Statements

Accessible reformatting of the supplied audited statements (source pages 4-7). The referenced accompanying notes were not supplied.

Audited Statement of Financial Position - As at March 31, 2026

Assets	2026	2025
Current assets		
Cash	$368,998	$325,157
Accounts receivable	$10,666	$169
HST receivable	$13,809	$11,879
Prepaid expenses	$6,884	$5,156
Total assets	**$400,357**	**$342,361**
Liabilities and net assets		
Accounts payable and accrued liabilities (Note 4)	$44,086	$27,794
Deferred project contributions (Note 5)	$44,593	$49,958
Total current liabilities	**$88,679**	**$77,752**
Net assets - unrestricted funds	$311,678	$264,609
Total liabilities and net assets	**$400,357**	**$342,361**

Approved on behalf of the Board: Director ____________________ Director ____________________

Audited Statement of Revenue and Expenses - Year ended March 31, 2026

Revenue and expenses	2026	2025
Revenue		
Project contributions (Note 5)	$1,335,581	$1,441,856
Membership fees	$12,000	$12,000
Interest	$26,221	$20,432
Other	$8,532	$8,620
Total revenue	**$1,382,334**	**$1,482,908**
Expenses		
Board meetings	$3,264	$1,961
Centres funding	$884,247	$887,328
Communications	$17,319	$25,934
Consulting services	$33,623	$53,200
Translation services	$2,917	$750
Printing and office	$18,888	$15,838
Professional fees	$9,113	$5,301
Promotion	$1,096	$1,888
Rent	$1,873	$1,742
Salaries and benefits	$218,282	$235,434
Face-to-face meetings	$127,823	$180,052
Travel and accommodation	$16,820	$23,680

Revenue and expenses	2026	2025
Total expenses	**$1,335,265**	**$1,433,108**
Excess of revenues over expenses	**$47,069**	**$49,800**

Audited Statement of Changes in Net Assets - Year ended March 31, 2026

Unrestricted net assets	2026	2025
Balance, beginning of year	$264,609	$214,809
Excess of revenues over expenses	$47,069	$49,800
Balance, end of year	**$311,678**	**$264,609**

Audited Statement of Cash Flows - Year ended March 31, 2026

Cash flows	2026	2025
Excess of revenue over expenses for the year	$47,069	$49,800
Cash flows from current operating items	($3,228)	($67,141)
Change in cash	**$43,841**	**($17,341)**
Cash, beginning of year	$325,157	$342,498
Cash, end of year	**$368,998**	**$325,157**
Represented by: Cash	**$368,998**	**$325,157**

Accreditation Committee Report

IL Canada Accreditation Committee

The IL Canada Accreditation Committee continued to make significant progress throughout 2026 toward establishing a national accreditation program that recognizes excellence, consistency, and continuous improvement among Independent Living Member Centres across Canada.

Following extensive planning and development work, the Committee finalized the accreditation framework, supporting documentation, and assessment process. The accreditation program has been designed as a cloud-based system using Google Drive, allowing participating Member Centres secure, 24-hour access to their accreditation materials while supporting a collaborative and efficient review process.

Accreditation Committee Members

The Accreditation Committee is comprised of Board Directors and leaders from across the Independent Living movement:

Kathy Hawkins - Committee Chair

Beth Caskey

Tammy Gould

Diane Krueger - IL Canada Chairperson

The Committee members have contributed countless hours to developing a practical, meaningful accreditation model that reflects the values and principles of Independent Living while recognizing the diversity of Member Centres across Canada.

The Four Pillars of Accreditation

The accreditation framework is built around four key organizational pillars that represent the core functions of an effective Independent Living Centre.

Pillar One - Community Leadership

This pillar recognizes organizational leadership and sustainability by examining:

- Strategic planning and organizational direction
- Financial management and accountability
- Measurement of organizational impact
- Collaboration with community partners
- Innovation and continuous improvement

These indicators help demonstrate that Member Centres are well-positioned to provide strong leadership within their communities while adapting to changing needs.

Pillar Two - Board Governance

Strong governance is essential to organizational success. This pillar reviews:

- Governance structure and legal compliance
- Board composition and diversity of skills
- Roles and responsibilities of board members, staff, and volunteers
- Ethical leadership and accountability
- Effective board oversight and decision-making

Together, these standards promote transparent and responsible governance practices throughout the Independent Living network.

Pillar Three - Peer Support

Peer support remains at the heart of the Independent Living philosophy. This pillar examines:

- Types of peer support programs offered
- Processes for initiating peer support services
- Training and mentorship for peer facilitators

- Opportunities for skill development, knowledge sharing, mental health support, and other peer-led initiatives

The goal is to ensure Member Centres deliver high-quality peer support that empowers individuals with disabilities to achieve greater independence and community participation.

Pillar Four - Community Engagement

This pillar highlights how Member Centres create meaningful connections within their communities through:

- Public education and awareness initiatives
- Community events and fundraising activities
- Volunteer opportunities
- Partnerships and collaborative projects with other organizations

These activities strengthen community relationships while advancing the Independent Living movement across Canada.

Looking Ahead

In 2026, six IL Canada Member Centres are actively participating in the accreditation process. Their commitment demonstrates a shared dedication to organizational excellence, accountability, and continuous quality improvement.

The Committee looks forward to supporting these Member Centres as they complete their accreditation journey while welcoming additional Centres into the program throughout 2027. As more organizations achieve accreditation, the program will continue to strengthen the Independent Living movement nationally by promoting consistent standards, sharing best practices, and celebrating excellence across the network.

The Accreditation Committee extends its sincere appreciation to all participating Member Centres and committee members for their dedication, collaboration, and commitment to building a stronger Independent Living Canada.

Kathy Hawkins

Committee Chair

Governance Committee Report

2026 Annual General Meeting

Members: Janet Redman (Committee Chair), Teresa Bullegas, Tyler Cooley, Pierre Hamelin, Kathy Hawkins, Marie Larocque, Diane Kreuger (ex-official as Board Chair),

The IL Canada Governance Committee was formed in September 2025 and continues to meet monthly to achieve its purpose of:

PURPOSE

The Committee's primary role is to ensure that IL Canada maintains a high standard of governance, complies with applicable legal and ethical standards, and remains aligned with its mission and values. The Committee supports Board effectiveness, strong leadership, and sustainable governance practices.

ACHIEVEMENTS

Committee Terms of Reference - developed for the newly formed Governance Committee and approved by the Board. Then began reviewing draft terms of reference for the Board, Individual Directors, Board Chair, National Executive Director, and Board Committees; as proposed as part of the Governance Review and Board Face-to-Face meetings in April 2026.

Board Recruitment - renamed from Member-at-Large position to Director-at-Large to ensure understanding of their role and responsibilities on the IL Canada Board of Directors. Reviewed and prepared the Director-at-Large applicants for presentation to Member Centres at the 2026 Annual General Meeting.

Development of an Orientation / Onboarding presentation - piloted with the new provincial rep from Newfoundland, Mandy Penny. Process was updated based on recommendations for future Board Directors.

Policy Development - drafted a new Conflict Resolution policy for Board review and approval (in July 2026). This policy will be rolled out to Member Centres in September 2026. The Committee continued to work on additional policies, including Whistleblower and Compensation Philosophy.

NEXT STEPS

Committee Terms of Reference - finalize draft terms of reference noted above for Board review and approval.

Policy Development - finalize policies noted above for Board review and approval. Continue to draft additional Governance policies to ensure Board effectiveness and standards.

Bylaws - review current document, draft updated bylaws to align with legislation, and then work with legal counsel to finalize for Member approval at 2027 Annual General Meeting.

Respectfully submitted,

Janet Redman Chair, Governance Committee

Board Motions: April 1, 2025-March 31, 2026

Board Meeting Zoom - April 22, 2025 @ 5pm ET

- MOTION: to approve the agenda as presented. Moved by P. Hamelin, seconded by J. Redman. Carried.
- MOTION: to approve the March 2025 Minutes as presented. Moved by K. Hawkins, seconded by V. Levack. Carried.
- MOTION:Motion to purchase eleven $100,000 GIC's with BMO Redeemable Short-term GIC at 2.5%. Moved by S. Barrett, seconded by T. Bullegas. Carried.
- MOTION: to close 2024-2025 books. Moved by P. Hamelin, seconded by J. Redman. Carried.
- MOTION: to adjourn at 6:19 P.M. EST. Moved by B. Caskey.

Board Meeting Zoom - May 22, 2025 @ 9am ET

- Motion to approve the agenda as presented: Moved by P. Hamelin, seconded by S. Barrett. Carried.
- Motion to approve the April 2025 Minutes as presented: Moved by P. Hamelin, seconded by V. Levack. Carried.
- Motion to rescind the motion of April 22, 2025 to close the books as there have been some adjustments made to the financials of March 31, 2025. Moved by K. Hawkins, seconded by V. Levack. Carried.
- Motion to Approve the consolidated expense statement, as presented, dated April 31,2025. Moved by: P. Hamelin, seconded by K. Hawkins. Carried.
- Motion to close the books dated March 31, 2025. Moved by P. Hamelin, seconded by S. Barrett. Carried.
- Motion to purchase a BMO Redeemable short-term GIC option at 2.50% for one year. Moved by K. Hawkins, seconded by P. Hamelin. Carried.

- Motion to adjourn at 10:40 a.m. EST moved by P.Hamelin.

Board Meeting Zoom - June 26, 2025 @ 4pm ET

- Motion to approve the agenda as amended: Moved by R. East, seconded by J. Redman. Carried.
- Motion to approve the April 2025 Minutes as presented: Moved by B. Caskey, seconded by P. Hamelin. Carried.
- Motion to approve April 2025 financials, as presented, Updated version: changes under National Expenses explained re: communication, storage, and operating costs-festival project. Moved by R. East, seconded by P. Hamelin. Carried.
- Motion to approve May 2025 financials, as presented, Moved by M. Larocque, seconded by T. Bullegas. Carried.
- Motion to approve an expenditure of $50 per month paid to F. Uwa for use of her personal computer and internet. Moved by K. Hawkins, seconded by P. Hamelin. Carried.
- Motion to go in camera: 5:37 p.m. EST Moved by B. Caskey
- Motion to go out of camera: 6:14 p.m/ Moved by R. East
- Motion: Can money for a voting delegate be transferred to fund travel for another] delegate? This request has been declined by the board based on policies. Moved by R. East, seconded by T. Bullegas. Carried.

Board Meeting Zoom - July 24, 2025 @ 6pm ET

- Motion to approve the agenda, as presented: Moved by P. Hamelin, seconded by R. East. Carried.
- Motion to go in camera at 5:20 p.m. EST: Moved by R. East
- Motion to go out of camera at 6:05 p.m. EST: Moved by K. Hawkins Seconded by R. East
- Motion to approve the June 2025 Minutes, as amended, Moved by R. East, seconded by J. Redman. Carried

- Motion to approve June financials, as presented: Moved by K. Hawkins, seconded by R. East. Carried.
- Motion to remove F. Uwa from ILC bank accounts: Moved by K. Hawkins and seconded by P. Hamelin. Carried.
- Motion to remove F. Uwa as signing authority for ILC Moved by J. Redman and seconded by T. Bullegas. Carried.
- Motion to remove F. Uwa on spend dynamic platform, including a $5000 Credit card. Moved by R. East and seconded by K. Hawkins. Carried.
- Motion to remove F. Uwa from e-mails, online services and all files, and have all passwords changed, and all access. Moved by S. Barrett, seconded by P. Hamelin. Carried.
- Motion to add D. Kreuger as signing authority for ILC: Moved by R. East and seconded by K. Hawkins. Carried.
- Motion to add and D. Kreuger to BMO platform for banking approvals R. East, seconded by J. Redman. Carried.
- Motion to increase our Executive Administrators’ hours from 30 hours per week up to 37.5 hours effective July 21, 2025, on a temporary basis: Moved by P. Hamelin, seconded by R. East. Carried.
- Motion to adjourn by J. Redman at 7:05 p.m.

Board Meeting Zoom - August 21, 2025 @ 5pm ET

- Motion to approve the agenda, as presented. Moved by: S. Barrett Seconded by: M. Larocque Carried.
- Motion to approve July financials, as presented: Moved by: P. Hamelin Seconded by: J. Redman Carried.
- Motion to Approve 2024-2025 Financial Auditors report draft, for the year ended March 31% as presented: Moved by: P. Hamelin Seconded by: S. Duguay-Nardini Carried.
- Motion to rescind the following motion from July meeting: Motion to promote K. Gray to the position from EA to Organizational Coordinator based on the great work that she has been doing to

date. Moved by P. Hamelin and seconded by T. Bullegas. Carried. New motion: Motion to promote K. Gray from EA to Executive Administrator, effective July 18, 2025. Moved by S. Larocque Seconded by T. Bullegas Carried.

- Motion to go in camera at 6:11 p.m. EST Moved by B. Caskey.
- Motion to come out of camera at 6:28 p.m. EST Moved by S. Larocque
- Motion to adjourn by S. Larocque at 6:29 p.m. EST

Board Meeting Zoom - September 2 and 3, 2025 @ 9-5 pm ET

- Motion to approve the agenda as amended: Moved by R. East, seconded by S. Larocque. Carried.
- Motion to approve August 2025 minutes as presented. Moved by S. Larocque, seconded by B. Caskey. Carried

Board Meeting Zoom - October 24 2025 @ 6 pm ET

- Motion: To approve the agenda: Moved by Robin East, Seconded by Marie Larocque. Carried
- Motion: to approve the minutes of September 26, 2025 board meeting: Moved by Robin East, Seconded by Janet Redman. Carried
- Motion: to approve September 2025 financials as presented: Moved by Marie Larocque, Seconded by Teresa Bullegas. Carried
- Motion to approve a $5,000.00 credit card for Freda Uwa. Moved by Kathy Hawkins, Seconded by Beth Caskey. Carried
- Motion to add Freda Uwa to all 3 levels of signing authority to BMO. Moved by Kathy Hawkins, Seconded by Robin East. Carried.
- Motion to add Freda Uwa to Spend Dynamics for credit card use. Moved by Kathy Hawkins, Seconded by Marie Larocque. Carried.
- Motion to go in camera made by Beth Caskey

- Motion to out of camera made by Kathy Hawkins
- Motion to adjourn meeting made by Marie Larocque

Board Meeting Zoom - November, 2025 @ 5 pm ET

- Motion to approve the agenda with amendments: Moved by S. Laroque, seconded by P. Hamelin. Carried.
- Motion to approve the consolidated expense statement as presented, dated October 31 st as presented: Moved by: J. Redman, seconded by P. Hamelin. Carried.

Board Meeting Zoom - December 2025

- No meeting held

Board Meeting Zoom - January 2026 @ 5 pm ET

- Motion to approve the agenda: Moved by R. East, seconded by B. Caskey, Carried.
- Motion to approve the consolidated expense statement as presented, dated November 30 th as presented: Moved by P. Hamelin, seconded by R. East, Carried.
- Motion to accept the consolidated expense statement presented ending December 31 st , 2025 as presented: Moved by R. East, seconded by J. Redman, Carried.
- Motion to accept Susan Barrett’s resignation from Provincial Representative and Secretary of the Board: Moved by R. East, seconded by B. Caskey, Carried.
- Motion to go in-camera: Moved by R. East
- Motion to go out of camera: Moved by S. Larocque
- Motion to adjourn: Moved by P. Hamelin

Board Meeting Zoom - February 2026 @ 5 pm ET

- Approval of Agenda with the appointment of Secretary moved to 3a: Moved by: Janet Redman Seconded by: Robin East Carried

- Motion: that Beth Caskey be appointed as Secretary until the end of the 2026 term at the AGM: Moved by: Robin East Seconded by: Kathy Hawkins Carried
- Motion: To approve the January 2026 Board Meeting minutes as Revised: Moved by: Janet Redman Seconded by: Pierre Hamelin Carried
- Motion: to approve Jan 2026 financials: Moved by: Pierre Hamelin Seconded by: Robin East Carried
- Motion: to invest the money in a BMO, redeemable, short-term GIC for one year at 2.25%. Moved by: Robin East Seconded by: Teresa Bullegas Carried
- Motion: to go in camera Robin East
- Motion to go out of camera Robin East
- Motion: to modify a staff member's contract until the end of March. Moved by: Robin East Seconded by: Janet Redman Carried

Board Meeting Zoom - March 2026 @ 5 pm ET

- Motion: To approve the agenda as revised Moved by Pierre Hamelin Seconded by Teresa Bullegas Carried
- Motion: to approve the minutes of February 24, 2026, board meeting as revised: Moved by Robin East Seconded by Kathy Hawkins Carried
- Motion: to approve this report as presented: Moved by Robin East Seconded by Pierre Hamelin Carried
- Motion: to approve this report as presented: Moved by Kathy Hawkins Seconded by Sue Larocque Carried
- Motion: to approve February 2026 financials as presented: Moved by Pierre Hamelin Seconded by Robin East Carried
- Motion: to purchase BMO redeemable short-term GIC for 1 year at 2.15% by combining the two maturing GICs plus interest as of March 31st, 2026 Moved by Pierre Hamelin Seconded by Marie Larocque Carried

- Motion: that we allow our National Executive Director to operate as normal until our yearly budget is presented for next year. Moved by Robin East Seconded by Kathy Hawkins Carried
- Motion: That Il Canada cover the per diem rate for meals for virtual participants at the Face to Face. Moved by Robin East Seconded by Marie LarocqueCarried
- Robin East moved that the board go in camera.
- Robin East moved that the board go out of camera.
- MOTION: to present an appreciation gift to staff in an amount not to exceed $1916.00. Moved by Robin East Seconded by Kathy Hawkins Carried.