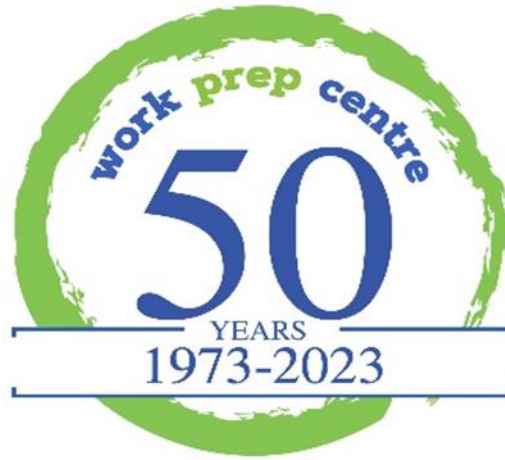




Annual Report

2023 – 2024

Regina Work Preparation Centre Inc.

Building the Saskatchewan Workforce

One Person at a Time

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A message from the Board Chair

2024 was a pivotal year for the Regina Work Preparation Centre. As 2023/24 year unfolded, the economy faced challenges of higher inflation and higher interest rates impacting the operations of many organizations. The organization made great strides with Shelly Christian transitioning to permanent ED role and also put key staff into team lead roles and finance role which really helped provide organizational stability.

Through all the constant shifts and challenges, we did not slow down. We continued to grow and innovate while consistently meeting deliverables for clients. We worked to create an inclusive and welcoming environment where people are safe to bring their authentic selves. 2024 was a year of transition for the organization as we went through changes in some key leadership roles that will help solidify the organizations foundation for years to come. We participated in a wide range of formal and informal learning initiatives evolving a culture of learning throughout the organization.

It is the unwavering commitment of our Board of Directors to effectively oversee this important work. As a result of the efforts of our Board committees we have worked through these transitions as an organization. The Board continued to strengthen the policy framework that addresses key areas of board governance. We have a robust recruitment process to ensure board continuity. We have a strategic plan that will direct our path over the next several years.

Our achievements of the last year would not have been possible without the hard work and dedication of our staff. Thank you for all you do in support of our clients and our organization. Thank you to our funders for your faith in our ability to do the work and achieve the outcomes as set out in our contracts.

As we move forward as an organization, the volatility in the labor market along with some of the economic uncertainty that exists, means that the valuable work that Regina Work Prep Center does is even more important.

Excelling as an organization committed to community, clients, and staff in the face of challenge and change can be daunting. It requires a dedicated Board with effective governance practices and a strong collaborative working relationship with the Executive Director. The Executive Director must be able to shape a compelling vision, work to nurture culture of collaboration, care, dedication to learning and development to be able to adapt as an organization to meet the needs of our clients and communities. 2023/2024 is my last year as the chair and as a Board Member. It has been an absolute pleasure to have the opportunity to work with the Board, Shelly Christian as the ED and with staff of such a great organization. I look forward to hearing about the continued great work that Work Prep will continue to do in our community.

I would also like to take this opportunity to thank another outgoing board member - Jocelin Martin. Jocelin has made significant contribution to the organization through her strong knowledge of accounting and finance and her dedicated service to the board and the organization. Jocelin-thank you!!

I would also like to thank Shelly for her dedication and hard work in furthering the vision and great work of Work Prep Regina and I would like to wish her continued success in her future. The organization will miss you Shelly!!

Sincerely,

Jim Grundy
Regina Work Prep Center Board Chair

Message from the Executive Director

As I prepare to step down from my role as Executive Director of Regina Work Preparation Centre I am filled with a profound sense of gratitude and pride. The past year has been an incredible journey, and I am honored to have been a part of such a dedicated and passionate team. Together, we have achieved remarkable milestones and navigated numerous challenges.

In 2023 we celebrated our 50th year of service. To celebrate this milestone, we hosted a community BBQ to recognize the hard work and dedication that brought the organization this far and inspire everyone involved to continue striving towards the mission. Thank you to everyone for making this a successful event.

Over the last year we solidified partnerships with partner organizations, enhancing our ability to deliver comprehensive services and support to our community.

No journey is without its challenges, and this year was no exception. In April 2023, Jessica Herhold, a valued member of our leadership team, passed away unexpectedly. She is dearly missed by all.

Additionally, we experienced numerous staffing changes in our finance and leadership roles.

Despite these challenges, our team has shown remarkable resilience and adaptability. We have continued to provide high-quality services to our community, ensuring that our mission remains at the forefront of our efforts. Our ability to navigate these difficult times is a testament to the strength and dedication of our entire organization.

I want to extend my deepest gratitude to the Board of Directors, our dedicated staff, and our generous supporters. Your unwavering commitment and support have been the cornerstone of our success. I am confident that with your continued dedication, Regina Work Preparation Centre will continue to thrive and make a lasting impact.

As I pass the baton to the incoming Executive Director, I am optimistic about the future of our organization. With fresh perspectives and renewed energy, I believe that Regina Work Preparation Centre will reach new heights and continue to serve our community with excellence.

It has been an honor and a privilege to serve as the Executive Director of Regina Work Preparation Centre. I look forward to supporting the organization in new ways and watching it grow and succeed in the years to come. Thank you for entrusting me with this role and for your unwavering support.

Sincerely,

Shelly Christian,
Executive Director

Work Prep Staff & Board of Directors – March 31, 2024

Staff:

Leadership Team

Shelly Christian
Executive Director

Fatimoh Bada
Cleaner

Nadeema Omar
Team Lead

Larissa Kwasnitza
Intake and Service Navigator

Kim Merasty
Team Lead

Mandeep Shergill
Group Facilitator

Shayla Stephenson
Team Lead

Melva MacDonald
Intake and Service Navigator

Administrative Team:

Akua Adu
Administrative Assistant

Rupal Joshi
Computer Facilitator

Lisa Boryski
Executive Assistant

Sajida Parveen
Case Manager

Monique Webley
Financial Coordinator

Tracy Tomlinson
Case Manager

Sharon LeDoux
*Program Support
Coordinator*

Viktoriia Ugnivenko
Computer Facilitator

Service Delivery Team

Aafrin Merchant
Virtual Reality Marketer

Alyssa Keulen
Case Manager

Arpita Patel
*Employment Skills
Facilitator*

Ashley Belsey
Job Developer

Cindy Leggott
*Group Facilitator/Case
Manager*

Daniel Cronan
Virtual Reality Marketer

Former Staff:

Daniel Price
Doug Swedberg
Eric Milos
Jessica Herhold
Maria Navarro
Nida Kashif

Board Of Directors:

Jim Grundy
Chair

Michelle Geres
Vice Chair

Jocelin Martin
Treasurer

Adam Kramer
Director at Large

Andrew Masters
Director at Large

Charity Kay
Director at Large

Kyle Mitchell
Director at Large

Nicole Graham
Director at Large

Nikhil Bhattacharyya
Director at Large

Scott Davidson
Director at Large

Tim Owens
Director at Large

Former Board Members:

Frankie Jordan
Joyce Racette



Vision

Leading our community in preparing and connecting job seekers and employers for economic opportunities and growth.

Mission

Providing services that recognize individual strengths, build capacity and create opportunities for each vocational journey.

Values

Person Centered

- We listen and strive to understand diverse perspectives by valuing each individual and treating all people with respect, dignity and empathy.
- We offer information and service that motivates and empowers personal choice.
- We acknowledge that individuals are the expert on themselves.
- We are open-minded, curious and flexible.

Team

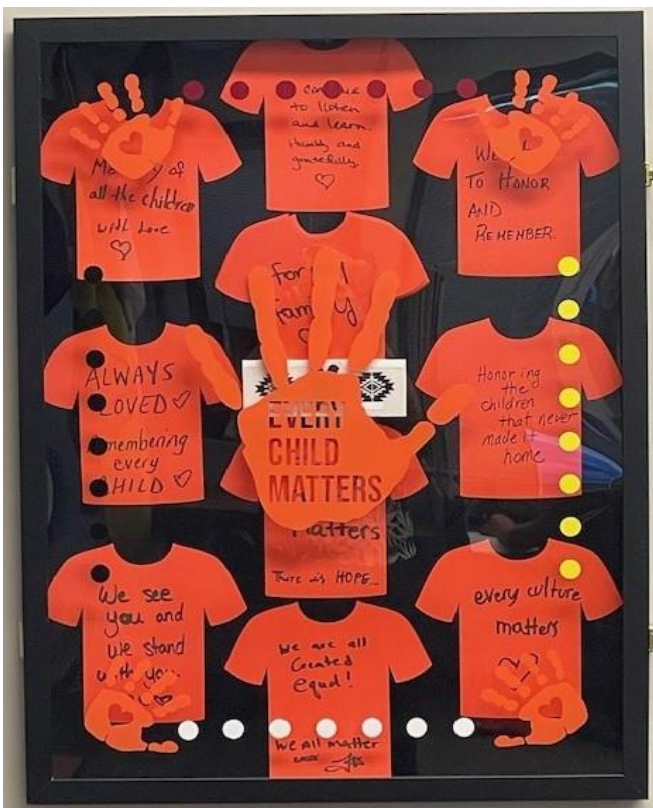
- We foster team strengths: communication, diversity, leadership, fun and responsiveness.
- We work together toward a common goal with common values and principles.
- We respect fellow team members and seek to build relationships where all are heard.
- We create an environment where individual's skills and successes are celebrated.

Integrity

- We are committed to working in the Spirit of Work Prep.
- We believe integrity is the foundation for strong relationships, leaders and teams
- We ensure our interactions with others are truthful, sincere, consistent and ethical.
- We are accountable to ourselves and others for our actions.

Principles

- **Collaborative:** Provide exceptional services through positive interactions among team members, participants and partners.
- **Innovative:** Establish an environment that embraces change through risk-taking, continuous learning and innovation.
- **Journey-oriented:** Interact with individuals by honouring their past, acknowledging their present and empowering their future.
- **Trauma-informed:** Recognize that individuals have experienced trauma; base relationships, responses and services on that knowledge.
- **Non-judgemental:** Seek to understand the other's perspectives, experiences and choices and see the world through their eyes.
- **Strength-based:** Start with and build upon skills, strengths and positive characteristics of each individual.



Land Acknowledgement

"We acknowledge that Regina Work Preparation Centre Inc. operates on Treaty 4 Territory. We are on the homeland of First Nations, Inuit and Metis people whose ancestors walked this land since time immemorial. We are grateful to work, live and learn on these traditional lands."

An art piece created by Darrell Crow to hold the orange shirts from National Truth and Reconciliation day.

Who We Are

The Regina Work Preparation Centre (Work Prep) is a non-profit, charitable, community-based organization that has served the Regina community for 50 years. Throughout our history, Work Prep has assisted over 20,000 individuals in their journey to employment.

Every day, individuals utilize our services to assist them in preparing for the transition to work by accessing individualized supports that reinforce job readiness and basic skills training. This might be one to one vocational counselling, brief assistance in our Computer Resource Centre, group-based employability skill development or a paid program including group training and work placement for a young person.

Using innovative employment services that align with labour market needs, Work Prep also partners with employers to identify job seekers that match their required qualifications and provides ongoing connection and support for employers and employees to ensure success.

At Work Prep, we pride ourselves in being client-centered, and as a result are always committed to reviewing our programs and services to ensure that they are the best meeting the changing needs of our clients, the economy and the labour market. As a result, we have a strong and vast history of vocational services that not only address the varying and individual needs of our clients, but are also based on solid evidence that support outcome measurement.



Our Spirit

Reality Therapy/Choice Theory (RT/CT) has been a foundational counselling tool at Work Prep for many years. The RT/CT approach to counselling and problem solving focuses on a person's here-and-now and his/her ability to create and choose a better future. Clients are encouraged to discover what they really want and to examine if they are currently choosing to do things that will help them reach their goals.

In 2012 Work Prep began exploring *Motivational Interviewing (MI)* as a complementary technique to RT/CT. MI is a goal-oriented, client-centered counselling style for eliciting behavior change by helping people explore and resolve ambivalence. MI helps people identify the internal motivation within themselves to tap into their own personal motivators for behavior. MI is now also a foundational counselling tool at Work Prep.

Service Delivery

At Work Prep, we meet individuals where they are and offer multiple pathways to help them achieve their employment goals. Whether someone is entering the workforce for the first time, returning to work after involvement with the justice system, facing obstacles to employment, re-entering as an older worker, or seeking to improve their resume and cover letter, we provide the necessary tools and training for success.

With the job seeker at the helm, we collaboratively explore goals, identify needs, and determine the most suitable services to enhance skills, build on strengths, and overcome challenges. This plan acts as a roadmap, highlighting progress, successes, and any adjustments needed, guiding the journey toward employment.

Our Programs

Employment Pathways (EP) – Submitted by Shayla Stephenson, Team Lead

With over 50 years of experience, Work Prep has been at the forefront of providing specialized career and employment services to individuals overcoming various barriers to employment in Regina.

Our Employment Pathways program is designed to empower job seekers by connecting them with sustainable employment, education, and training opportunities that align with the current needs of the labour market. Our strategic priorities include fostering inclusive participation, providing skills development, and creating efficient labour markets through employer involvement and continuous learning.

“I am always amazed that I learn something new that can help me find and reach my goals, every time I visit Regina Work Prep.”

As proud partners of the Ministry of Immigration and Career Training, we're committed to providing the support and resources needed to help individuals thrive in the workforce.

- 90% of clients acquired a life employability skill
- 87% of clients increased employment opportunities
- 87% of clients had increased labour market knowledge

“Was able to ask all the questions I need to know about getting ready for work in Canada and a solution to some mental stress for moving from my country to Canada”

EP has successfully surpassed the anticipated objectives outlined in this contract, achieving results that go beyond the initially set targets.

41% (106) clients have found employment before being closed in EP.

“I felt very encouraged and optimistic after my appointment”

Job Launch (JL) – Submitted by Shayla Stephenson, Team Lead

Connecting clients to employment can be challenging due to the ever-changing labour market landscape, and having a criminal record adds another layer of difficulty. For over a decade, our Job Launch employment program aims to help job seekers with recent criminal justice issues secure sustainable employment. This program works in collaboration with various organizations including the Ministry of Immigration and Career Training, the Ministry of Justice, community training residences, correctional facilities, social services, probation services, and drug treatment courts.

Clients can access services either through walk-ins or referrals from community agencies. The Job Launch program offers tailored employment services to individuals aged sixteen or older with current or previous involvement in the criminal justice system within the last twelve months. These individuals can be interested in seeking employment or educational opportunities. This flexible service model includes meeting clients at their current stage in the employment journey, innovative career exploration, resources for life and employability skill development, digital skills training, and assistance with online job searches. Additionally, the program helps identify transferable skills, develop strength-based marketing tools, and establish networks to connect individuals with employers seeking to fill their recruitment needs.

Work Prep is a proud partner of the Ministry of Immigration and Career Training, which funds this program.

42 Individuals registered for employment services in JL

11 Individuals employed in JL

Integrated Classroom – Submitted by Shayla Stephenson, Team Lead

Through our Job Launch program, we've partnered with Regina Integrated Classrooms, a specialized classroom offering transitional and integrated services for youth transitioning out of the justice system. This unique classroom is tailored to provide comprehensive support, ensuring a smooth transition back into the community while fostering a strong connection to education or employment.

Regina Integrated Classrooms aims to provide a series of wrap-around supports to help youth reintegrate successfully into the community while ensuring attachment to available resources. Work Prep plays a crucial role by offering individualized case management for participants, focusing on skill development that will empower them to succeed in the labor market.

Our collaboration with Regina Integrated Classrooms is part of our commitment to providing holistic support to youth in challenging circumstances. By combining resources and expertise, we aim to equip these individuals with the necessary skills, confidence, and opportunities for a brighter future beyond their past experiences.



In Motion & Momentum (IM&M) – Submitted by Shayla Stephenson, Team Lead

Regina Work Prep received support from Canadian Career Development Foundation (CCDF) to offer the In Motion and Momentum for another two cohorts this past year.

IM&M is an innovative action-oriented program that supports individuals at a pre-employability stage of their careers. This strengths-based

program is all about providing experiences and opportunities for those that may have experienced repeated setbacks with respect to traditional learning and/or work. It helps them reconnect with their potential, take charge and live the life they want to live.

The program is divided into 3 modules that take place over a 10-week period.

- In Motion (3 days a week for three weeks)
- Momentum (4 days a week for 4 weeks – the last week is 3 days)
- Momentum+ (2 days a week for 3 weeks)

To date, IM&M+ has been transformative for its participants, their families and communities. It has helped thousands of people move forward in their lives and careers. Research has shown that IM&M+:

- Breaks costly cycles of dependence on social assistance.
- Demonstrates increased employability among those most distant from the labour market
- Reveals significant changes in career goal clarity and perceived ability to overcome barriers to career goals
- Shows significant improvement in a participants' psycho-social health outcomes and foundational career management skills – all key indicators of increased employability
- Improves labour market outcomes among participants.

In 2023, we had 21 participants complete IM&M and 62% of participant have obtained employment or returned to school.

Regina Work Prep was also instrumental in the newest National IMM+ promotional video, which featured many of our clients and staff. We have had numerous success stories, and the dedication and expertise of our staff have been pivotal in advancing the lives of many individuals in this program.

Quotes from the IM&M Group participants:

“I know now that I have more to offer than I thought”

“This class I highly recommend for anyone to build self-esteem”

“This is only second day and already I feel others would benefit GREATLY from the IM&M program they are great instructors”

“This is the second module and it has met my expectations and more”

Youth on Their Way to Work (YOWW) - Submitted by Kim Merasty, Team Lead

In this fiscal year (April 2023 – March 2024), we completed the contract with the Government of Canada's Youth Employment and Skills Strategy. The program is committed to assist youth on their employment journey to overcome multiple barriers and develop the skills and knowledge base necessary to make a successful transition to the workforce or return to school.

YOWW is successful due to the individualized experience that meets the participants' needs. All youth have access to Group Based Employability Skills development, customized case management, a paid Quality Employment Opportunity (QEO), and various other employment and participant supports (i.e. work readiness skills, certificate training, mental health supports, computer training, nutritional supports, cultural competency training, transportation assistance, etc.).

Group Based Employability Skills (GBES)

Over the year, we held 3 GBES groups, with each group consisting of 10 – 12 participants and with an extension of the contract, we were also able to hold 2 mini groups, consisting of 7-8 participants each. All youth are paid the provincial minimum wage for time attended and engage in various activities to assist them in overcoming obstacles in their employment journey.



"I immensely thank the wonderful team working exhaustively to facilitate us, guiding and supporting us step by step, and building up the confidence by providing the certifications, awareness, and knowledge." – YOWW Participant

There were a total of 48 participants served through the year and 29 of those youth entered into a QEO

Quality Employment Opportunities (QEO)

As youth become ready to enter the workforce, they individually work with the Job Developer to partner with a local employer for a paid QEO. Employers who partner with YOWW for QEO's agree to work with the youth for 520 hours and if the individual is deemed qualified for a position after the QEO, they may be hired. Employers agree to pay the participants the starting wage for the position and are subsidized up to the current minimum wage and any MERC's (Mandatory Employment Related Costs) for the duration of the QEO.

Virtual Reality – Submitted by Nadeema Omar, Team Lead

Work Prep provides users the opportunity to explore, learn and discover a variety of career options through immersive Virtual Reality. This program allows the users of the VR system to experience the sights, and sounds of their chosen career path without leaving the Career Practitioner's office. In addition to the Career exploration simulations we also subscribe to BodySwaps. The BodySwaps program allows users to learn new soft skills through immersion in VR.

Bodyswaps soft skills training modules have become an indispensable component of our service delivery across all program areas here at Regina Work Preparation Centre. As we had initially planned at the end of the last contract, our staff now provide Bodyswaps training to both groups and individual clients as required. The most widely used module is the Employability one, which gives participants the chance to prepare for and practice job interviews. Combined with in-person interview training, these modules have had a positive impact on our clients, with over 60% of participants reporting increased confidence in their interview performance.



A total of 238 individuals accessed VR for career exploration or for soft skills development.

- 196 participants used VR technology for career exploration.
- 98 individuals accessed Bodyswaps.
- 100% of participants have an increased understanding of the SK labour market.
- 100% of Employers, Educators and Career Practitioners have an increased understanding of VR as a tool to connect job seekers to the labor market.

Made in Saskatchewan Virtual Reality – Submitted by Nadeema Omar, Team Lead

With the support of the Ministry of Immigration and Career Training, Work Prep coordinated the Made In Saskatchewan Virtual Reality Project with the partnership and support of Employment and Education Centre (Brockville, ON). The project completed the design and development of six immersive virtual reality simulations by a Saskatchewan tech company. The simulations include: continuing care aid, cook, medical laboratory technologist, front desk agent, housekeeping/room attendant, and truck driver. These simulations will be added to the CareerLabs VR Platform that is currently used by service providers in Saskatchewan and across Canada as a career decision making tool.

Computer Resource Centre (CRC) – Submitted by Shayla Stephenson, Team Lead

Our Computer Resource Centre offers free public access to computers and other electronic technologies for job search and career exploration. In addition to the technology, we provide a knowledgeable and resourceful staff, a job board, and various resources to help you develop and enhance your self-marketing tools.

Our users range from those who have never used a computer to those who are tech-savvy, and from first-time job seekers to seasoned professionals. The common thread among all users is the need to access computers for work-related purposes.

3,599 clients accessed CRC this contract

Priority Services: 206
191 Resumes
41 Cover Letters
5 interview Preparation
53 Community Resources/Services

*“I have never been so happy and satisfied in a place like this place. Arpita helped me a lot.
Thank you.”*

6,861 individuals signed into envoy for appointments in VR, EP, JL, YOWW, IM&M or CRC

27 sign in/ appointments per working day.

Computer Training for Worker’s Compensation Board – Submitted by Nadeema Omar, Team Lead

Clients are referred to Work Prep by their Vocational Rehabilitation Specialists at WCB. They then undergo a computer skills assessment that can be done at the office or at home. Once this is completed our facilitator develops a personalized plan for the client to increase their computer skills and confidence. Each plan is a combination of instructor-led and self-directed work. Clients gain skills in everything from email and internet basics to advanced Microsoft Excel applications.

There were 15 WCB clients served last year.

Impact

Self Directed			
Computer Resource Centre	2021-2022	2022-2023	2023-2024
Total CRC Access	1784	2397	3453
Total Opened Files	581	601	551
Total Group Participants	110	82	56
Total Employment & Participant Supports	306	246	169
Total Certificate Training	178	237	202

Results			
	2021-2022	2022-2023	2023-2024
Employed and/or Return to School	130/581 22%	160/601 27%	143/551 26%
Enrolled in Alternate Employment Programs	71/581 12%	153/601 25%	165/551 30%
Job Ready and/or Complete	85/581 15%	117/601 19%	154/551 28%
Referred Out	2/581 ↓ 1%	0/601 ↓ 1%	1/551 ↓ 1%
Active Files	180/581 31%	N/A	7/551
Discontinued Personal/ Health Reasons & Moving	11/581 2%	41/601 20%	21/551 4%
Disengaged/ Unable to Contact	102 18%	123/601 20%	56/551 10%

Progress across Employability Dimensions

Job Readiness

Identified and addressed challenges such as Childcare, Identification, Housing, Financial Management, Transportation, Community Supports and Communication, Participant Supports

- 544/551 or 99% of Individuals made progress in job readiness

Career Decision Making

Obtaining and Understanding Labour Market Information, Identification of Skills, Abilities, Interests and Competencies

- 474/520 or 91% of individuals made progress in career decision making

Skills Enhancement

Identification of Transferable Skills, Building Workforce Essential Skills, Certificate Training, Skills Training, Upgrading, Funding for Education/Training

- 130/175 or 74% of individuals made progress in skill enhancement

Job Search

Resume, Cover Letter, Interview Prep/Practice, Job Search Techniques & Tools, Online Applications and Assessment, Networking, Job Matching

- 327/354 or 92% of individuals made progress in their job search

Career Growth

Having the skills and attitudes to plan for career movement/change: increase hours of employment; change type of employment; identify and apply for positions with current employer; identify skills required to advance career

- 406/462 or 88% of individuals made progress in career growth

Acknowledgements

The Work Prep Staff and Board of Directors extend a sincere thank you to our funders, partner organizations, and employer partners for their exceptional support this year.

Major Funders:



Grant/Project Funders:



Anonymous donor

2022-2023 AGM minutes



Regina Work Preparation Centre

Minutes Annual General Meeting

5:00 p.m. – 6:00 p.m.
September 28, 2023 via Hybrid

Present: Jim Grundy, Nikhil Bhattacharyya, Jocelin Martin, Michelle Geres, Joyce Racette, Frankie Jordan, Charity Kay, Kyle Mitchell, Nicole Graham, Shelly Christian (Interim Executive Director), Lisa Boryski (Executive Assistant)

Guests, Sheila Filion (Virtus Group), Adam Krammer, Tim Owens, Scott Davidson Melva MacDonald, Mandeep Shergill, Sajida Parveen, Rupal Joshi, Ashley Belsey, Cindy Leggott, Kim Merasty, Larissa Kwasnitza, Tracy Tomlinson, Shayla Stephenson,

1. Land Acknowledgement

J. Grundy read the RWPC Land Acknowledgement

2. Call to Order and Opening Remarks

J. Grundy called the meeting to order and introduced our new board members: Tim Owens, Scott Davidson and Adam Krammer. Following, the chair invited everyone to introduce themselves.

3. Approval of AGM Agenda – September 28, 2023

M/S: T. Owens/S.Davidson move to accept the agenda as presented.	CARRIED
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4. Approval of June 22, 2022 AGM Minutes

M/S: /N. Bhattacharyya/S.Davidson move to accept the June 22, 2022 AGM Minutes as presented.	CARRIED
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5. Chair's Repot

M/S: T. Owens/M.Geres move to accept the Chair's Report as presented.	CARRIED
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6. Executive Director's Report:

M/S: N.Bhattacharyya/A. Krammer move to accept the Executive Director's report as presented.	CARRIED
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7. Financial Audit Report:

J. Martin introduced Sheila Filion (Virtus Group) and explained that she (Jocelin) will not be able to vote or make motions for any financial documents as she has accepted employment with Virtus Group – and it would be a conflict of Interest.

M/S: T.Owens/J.Racette move to accept the Financial Audit report as presented.	CARRIED
--	---------

8. Appointment of Auditor:

M/S: M.Geres/S.Davidson move to continue with Virtus Group as the Auditor for the 2023 Audit	CARRIED
--	---------

9. Equity, Diversity and Inclusion (EDI) Committee Report

J. Racette shared that the committee is working on obtaining new members, which has been a challenge, but the committee will continue to do great work and have a positive impact.

M/S: M. Geres/J.Martin move to accept the EDI Committee report as presented.	CARRIED
--	---------

10. Governance Committee Board & Election of Board Members

The committee has built a recruitment package, and have successfully recruited three new members. The Governance Policy has been updated, with the other policies being updated in the future. The Share Point site is being over hauled. The three new members are: Scott Davidson, Tim Owens and Adam Krammer.

M/S: J. Martins/N. Bhattacharyya move to accept the Governance Committee report as presented and to approve the addition of three new Board Directors: Adam Krammer, Scott Davidson and Tim Owens.	CARRIED
--	---------

11. Executive Committee

The Executive Committee was busy with hiring a new ED in December of 2022, which unfortunately, early in the term we found it was not a fit for him or the agency. Now the committee is busy working with the Interim Executive Director (Shelly Christian) who hired an Accountant to join the team (Doug Swedberg) who is assisting in correcting financial errors that took place, as well as working on rebuilding staff moral after a tough year.

M/S: M.Geres/A.Krammer move to accept the Executive Committee report as presented.	CARRIED
--	---------

The 2021-2022 Board is:

Jim Grundy	Chair
Michele Geres	Vice-Chair
Jocelin Martin	Treasurer
Nikhil Bhattacharyya	Member at Large
Scott Davidson	Member at Large
Tim Owens	Member at Large
Adam Krammer	Member at Large
Charity Kay	Member at Large
Kyle Mitchell	Member at Large
Joyce Racette	Member at Large

M/S T. Owens/S.Davidson move to elect the 2022-2023 Board of Directors and Officers as presented.	CARRIED
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12. Adjournment

M/S: M.Geres moved to adjourn the June 2023 AGM	CARRIED
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