

Business and Professional Women (BPW) Ontario

Annual Book of Reports 2023 – 2024

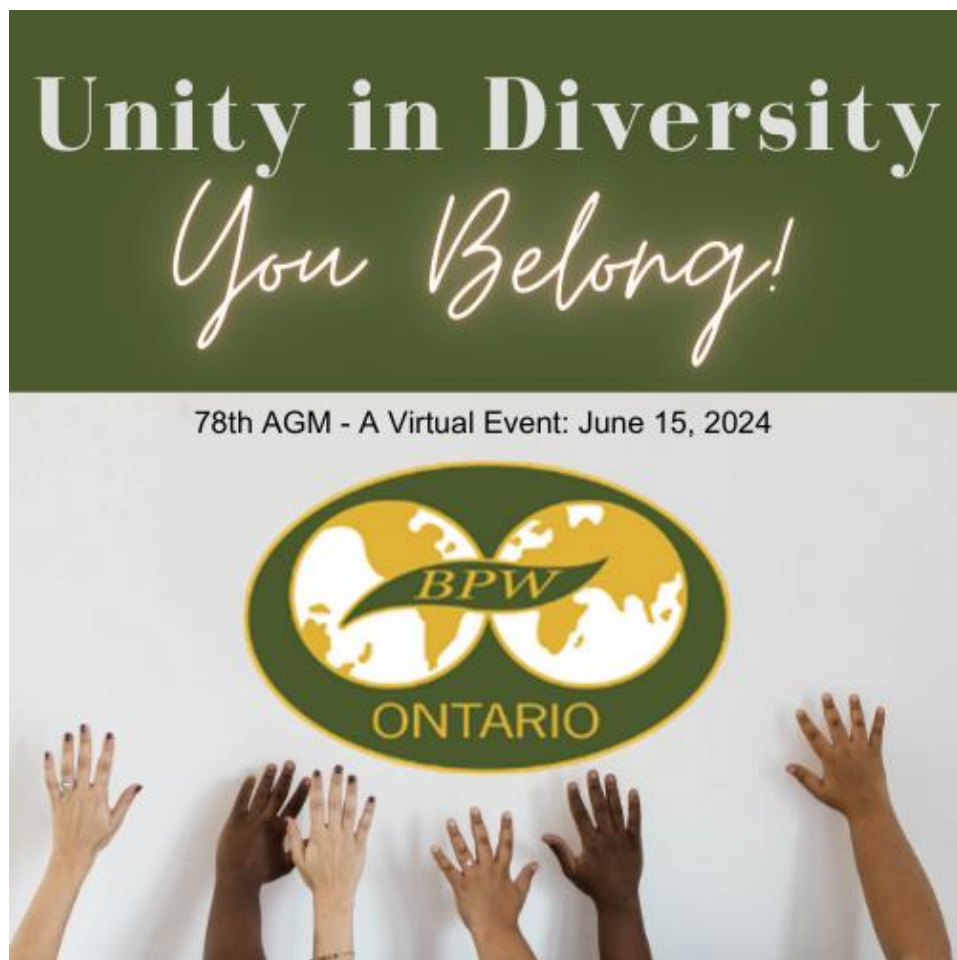




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Executive Officers

Board Member Name:	Marlene McKinnon	
Board Position:	President	
Committee Chair (if applicable):	Strategic Planning	
Committee Members (if applicable):	Board Members	
<p>How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):</p> <ul style="list-style-type: none"> Through resolutions being presented, support of Women Strengthening Women and communication of provincial and federal issues affecting women. 		
<p>Key accomplishments, events, and activities:</p> <ul style="list-style-type: none"> Marketing Task Force under the leadership of Jennifer May-Anderson and assistance of Sharon Doran, Editor launched the revitalized website on a new platform. Women Strengthening Women under the leadership of Shahina Suleman continued with mentors and mentees. Semi Annual BPW Ontario Joint Board and Club Presidents meetings were conducted and reported on. In October I did a tour of Southern Ontario clubs attending a BPW London meeting, a meeting in Barrie, a dinner with a board member and a district meeting in Kitchener that drew members from the Golden Horseshoe. Attending virtually BPWC board meetings 		
<p>Challenges faced:</p> <ul style="list-style-type: none"> Our challenges being faced are a reduction in members and the loss of their clubs – Cambridge, St. Catharines and Ottawa. 		
<p>Represented BPW Ontario at:</p> <ul style="list-style-type: none"> 		
<p>Suggestions/Comments:</p> <ul style="list-style-type: none"> Increasing connection with membership through attendance at events and meetings. Strongly encourage members to use involvement in committees and board positions to increase skill sets. Encourage member/club participation in BPWO events such as speakers series and mentoring of executive positions. 		

Name:	Heather Ellis	
Position:	Immediate Past President	
Committee Chair (if applicable):	Immediate Past-President	
Committee Members (if applicable):	N/A	

How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click [HERE](#) for details):

- Promoted the following SDGs through discussions with members at all levels of BPW:
- SDG 1: No Poverty
- SDG 3: Good Health and Well-Being
- SDG 5: Gender Equality
- SDG 10: Reduce Inequalities
- SDG 16: Peace, Justice, and Strong Institutions

Key accomplishments, events, and activities:

- Supported President, First Vice-President, Standing Committee Chairs as needed and able throughout the year.
- Attended various BPW Ontario Speaker Series (one from the Grand Canyon).
- Attended various Women Strengthening Women Workshops/Webinars.
- Attended BPW Barrie's Local Commendation Event in May 2024.
- Attended BPW Bowmanville's Anti Human Trafficking September meeting to educate their members and guests about the issue and one of BPW Canada's priority initiatives.
- Attended BPW Canada's Reproductive Rights and Justice Committee meetings Klatch sessions as was able to.

Struggles faced:

- Wanted to do more to support all members of the Board. However, personal circumstances have reduced my ability to achieve this.
- Responding to emails in a timely manner.
- Delayed replies to and from Board members.


Represented BPW Ontario at:


- All-Party Government Committee on Human Trafficking – Parliament Hill, Feb. 15, 2023
- National Human Trafficking Day Breakfast at Queens Park: Feb. 22, 2023


Suggestions/Comments:


- **Need to simplify how BPW operates – this is negatively impacting the Board and clubs.**
- When speaking with some members across the province, it is apparent that following points are hurting BPW:
 1. Volunteer fatigue
 2. Lack of a clear understanding of what BPW is and does at all levels
 3. Need to make sure that clubs' Executives are supported: Suggest having quarterly meetings with members holding specific Board positions to share successes and challenges.
 4. Members taking on positions so the position is filled but may not be their strength or skill set leads to frustration and potentially losing members who have a lot to share (as they are able).
 5. Support members holding positions at levels higher than their club level and work to reduce negatively impacting local club's ability to operate effectively – need to find ways to achieve supporting member's personal/professional growth while keeping local clubs strong.


6. Need to develop succession planning strategies which all clubs would benefit from.


Board Member Name:	Anne Harvey	
Position:	First Vice-President	
Committee Chair (if applicable):	Membership	
Committee Members (if applicable):		
<p>How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):</p> <ul style="list-style-type: none"> • During the year, while attending events and meetings, I tried to promote the SDGs by talking about them whenever applicable. • After hearing Carolyn Savage at the Speaker Series in February 2024 I made a personal goal to include the SDGs in more meetings. To that end, I have booked Carolyn to speak at the AGM on June 15 to speak again on the SDGs. 		
<p>Key accomplishments, events, and activities:</p> <ul style="list-style-type: none"> • Started developing a Membership Drive that I will launch at the AGM in June. • Spending time getting to know the membership across the province. 		
<p>Challenges faced:</p> <ul style="list-style-type: none"> • Lacking a permanent Secretary for the Ontario Board was a challenge. Thankfully, we have found Kyla Wynia and she is fantastic. • I have found the low membership to be a challenge on all levels. There are less people to do the work and it seems everyone is tired. Attendance at the Speaker Series was low and quite discouraging. 		
<p>Represented BPW Ontario at:</p> <ul style="list-style-type: none"> • Attended the Speaker Series meetings as host. • Attended BPW Canada virtual Membership meetings. • September 23, 2023 – attended BPW Canada's Town Hall meeting • November 23, 2023 – attended Sault Ste. Marie meeting virtually • December 12, 2023 – attended North Toronto's Christmas Dinner • January 16, 2024 – attended London meeting virtually • February 27, 2024 – attended Bowmanville meeting in-person • March 8, 2024 – attended International Women's Day event hosted by BPW Hastings and Prince Edward and United Nations Quinte. 		
<p>Suggestions/Comments:</p> <ul style="list-style-type: none"> • 		

Name:	Shahina Suleman	
Position:	Vice President BPW Ontario – Board Personal Development/Leadership	
Committee Chair (if applicable):	Women Strengthening Women	
Committee Members:	Norma Yau Chantal Fraser Robin Tugender Laura McLennan Heather Ellis	
Ongoing Activities: Monthly Committee Meetings: Ensure all members attend. Foster full engagement and active participation from all members. Outreach and Information Sharing: Disseminate information about Women Strengthening Women (WSW) to both internal and external stakeholders. Include WSW updates and information in the newsletter. Individual Outreach: Contacted club presidents and members individually to share details about the mentoring program.		
Represented BPW Ontario at: Networking events with community organizations		
Goals for My Term: <ul style="list-style-type: none">• To have 10, one-on-one relationships• To create learning courses (lunch and learn bite-size learning) for mentors and mentees• To set up a meeting and have a conversation with BPW Canada about the possibility of taking the mentoring program to a wider reach.• To develop a plan for the next steps for the mentoring program• To search for self-paced, e-learning, micro-learning courses that will be of interest to members and share with members via the Mentor City portal. To create a “library” of courses for all members to access. To make BPW Ontario a “learning organization”• To formulate a succession plan for my position as committee chair.• To measure the return on investment (ROI) – use the Mentor City tool to measure the impact of the program.• To investigate sponsorship and accessing funding to keep WSW self-financed.		
Suggestions/Comments: The continued focus and attention of the mentoring committee is to have 10 matches. This is the big goal for the committee in 2023/2024.		

Board Member Name:	Kelsy King-Gill	
Board Position:	Young BPW Vice President	
Committee Chair (if applicable):	n/a	
Committee Members (if applicable):	n/a	
<p>How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):</p> <ul style="list-style-type: none"> Not a focus at this time. More concerned with the specific needs of Young BPW, including mentorship, networking, and self-development, and connecting with potential speakers who are close in age to the young members but also have achieved a certain level of success to be able to speak to different areas. 		
<p>Key accomplishments, events, and activities:</p> <ul style="list-style-type: none"> Met with various Young BPW members and learned about their needs and what they would like to see come out of BPW Connect with potential young, empowering female speakers, to schedule virtual events 		
<p>Challenges faced:</p> <ul style="list-style-type: none"> Getting commitment from potential speakers and associated scheduling conflicts 		
<p>Represented BPW Ontario at:</p> <ul style="list-style-type: none"> N/A 		
<p>Suggestions/Comments:</p> <ul style="list-style-type: none"> N/A 		

Board Member Name:	Kyla Wynia	
Board Position:	Secretary	
Committee Chair (if applicable):	N/A	
Committee Members (if applicable):	N/A	
<p>How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):</p> <ul style="list-style-type: none"> Working with RRAJ to ensure gender equality in health 		
<p>Key accomplishments, events, and activities:</p> <ul style="list-style-type: none"> Joined RRAJ Committee and participated in events 		
<p>Challenges faced:</p> <ul style="list-style-type: none"> Learning the new role as secretary and all the responsibilities encompassed 		
<p>Represented BPW Ontario at:</p> <ul style="list-style-type: none"> N/A 		
<p>Suggestions/Comments:</p> <ul style="list-style-type: none"> N/A 		

Board Member Name:	Joanne LeBreton	
Board Position:	Treasurer	
Committee Chair (if applicable):	Finance	
Committee Members (if applicable):	Karin Gorgerat, Norma Yau	
<p>How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):</p> <ul style="list-style-type: none"> • With my BPW Greater Sudbury colleagues, we've spent a lot of time in the past year trying to attract new members to our club. • We've focused on diversity and bringing in guests and speakers who are actively promoting gender equality, good health and well being. • We've also supported local women's shelters/organizations with donations and sponsorships. These organizations provide women with a safe place to live and also with tools to return to health and independence. 		
<p>Key accomplishments, events, and activities:</p> <ul style="list-style-type: none"> • Financial statements are kept up to date throughout the year • All current year insurance invoices were paid • All expenses were paid on time • Independent review of financial statements 		
<p>Challenges faced:</p> <ul style="list-style-type: none"> • Tracking membership throughout the year; delays in getting information to editor and/or comparing with BPW Canada lists. 		
<p>Represented BPW Ontario at:</p> <ul style="list-style-type: none"> • BPW Greater Sudbury Board meetings and BPW Ontario Board meetings 		
<p>Suggestions/Comments:</p> <ul style="list-style-type: none"> • Adding a membership person to track membership or changing the way I log them when they come in. Some improvements to consider to this process. 		

Board Member Name:	Sharon Doran	
Board Position:	Editor	
Committee Chair (if applicable):	Newsletter / Book of Reports	
Committee Members (if applicable):	n/a	

How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click [HERE](#) for details):

- Goal #3 – Good Health and Well Being: I have taken charge of my own diet and exercise regime, achieving a healthy BMI.
- Goal #11 – Sustainable Cities and Communities: I have created a natural, organic, and bio-diverse garden surrounding my home that is a haven for birds, rabbits, chipmunks, squirrels, and pollinators. It consumes large quantities of CO2 while creating life-supporting oxygen. It also provides my family with a variety of seasonal fresh produce.
- Goal #12 – Responsible Consumption and Production: I make a concrete effort to purchase from local farmers, producers, and sellers, whenever possible.
- Goal #15 - Life on Land: I volunteer weekly with a local Trap-Neuter-Release organization that cares for local feral cats, ensuring they are healthy/vetted, fed and watered daily, and that they stop the cycle of reproduction. As a result, Barrie's SPCA has not had to euthanize a cat in several years.
- Goal #17 – Partnership for the Goals: I am a proud member of BPW, a group actively engaged in supporting many of the SDGs on the local, provincial, national, regional and international levels. I am also a volunteer with Dress for Success Orillia and Barrie, an organization that provides assistance to women and non-binary individuals at critical life transitions of employment or re-employment.

Key accomplishments, events, and activities:

- Create and distribute monthly newsletter on 15th of each month
- Support BPWO virtual AGM
- Worked with Marketing Task Force and Lakeside Web to launch new BPWO website
- Learned WordPress to maintain new website
- Sorted through and organized over 1GB of historical BPWO files
- Uploaded only the current/active files needed
- Moved older/inactive files to www.sync.com
- Update BPWO online TeamUp calendar with events (previously on Google Calendar)

Challenges faced:

- Large number of historical BPWO documents on old website to be organized and a new storage site found (www.sync.com)
- Some resistance to new file storage but few requests to access old files


Represented BPW Ontario at:

- BPW Barrie Meetings


Suggestions/Comments:

- BPWO should focus solely on **provincial matters** and encourage BPWC to focus on national themes that benefit all clubs (membership, mentoring, marketing, insurance, sexual exploitation, gender wage gap)
- Eliminate DD role and include club presidents at all BPWO Board meetings (not just twice per year)

District Directors

Board Member Name	Barbara Hore	
Board Position	District Director, Golden Horseshoe and Southwest Districts	
Committee Chair (if applicable)	BPW Ontario Conference/AGM 2025	
Committee Members (if applicable)	N/A	
How did you promote the Sustainable Development Goals (SDG's)? I encouraged club executives to promote programs and resolutions around the following SDGs: <ul style="list-style-type: none">• SDG 3: Good Health and Well-Being• SDG 4: Quality Education• SDG 5: Gender Equity		
Key accomplishments, events, and activities: <u>Club Visits</u> I made several club visits this year, including four to the Cambridge Club, three to Kitchener, four to Niagara Falls, and four to the London Club. <u>Golden Horseshoe and Southwest Districts Meeting</u> On October 21, 2023, I organized and chaired a successful District Meeting in Kitchener with a good representation of clubs throughout the Golden Horseshoe and Southwest Districts. <u>2025 BPW Ontario AGM</u> I have confirmed the date and venue for the 2025 BPW Ontario AGM. The event will be held at the Brampton Golf Club on Saturday, September 13, 2025. This AGM is being hosted by BPW Brampton. A save-the-date flyer is ready to present for next month's virtual BPW Ontario AGM.		
Challenges faced? <ol style="list-style-type: none">1. Membership retention and growth continue to be challenges.2. Throughout my visits, I continue to encourage club leadership succession. In smaller clubs, I'm encouraging members not to burn out, as smaller club presidents continue to take on too many roles.3. The clubs still lack transparency on club dues, travel pools, etc. It might be helpful to create an international, national, provincial, and district fee transparency document and share this information with all clubs across Canada.		
Represented BPW Ontario: North Toronto Fundraiser: May 2023; Kitchener Social: July 2023; Cambridge Luncheon: July 2023; Niagara Falls Luncheon: August 2023; London Club Radical Wellness Conference: March 2024.		
Suggestions/Comments: Create a communication calendar to avoid information overload for members. There are so many repeatable flyers and notices. While trying to keep our members informed, there are days that members receive information from several national and provincial committees. I recommend that national and provincial organizations collaborate and select one day per month to provide updates to members from their respective organizations and committees within their organizations.		

Standing Committee Chairs

Board Member Name:	Nancy Broerse	
Board Position:	Standing Committee Chair	
Committee Chair (if applicable):	Projects and Programs	
Committee Members (if applicable):	n/a	

How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click [HERE](#) for details):
Each member submits a growing list of how we work with the SDGs...these are all listed on our website for all to see and to be inspired by. Added to that, I engaged Carolyn Savage from BPW New Zealand and BPW International to speak in SDGs both for our club and in February 2024 for the Speaker Series. SDGs is a particular specialty of hers.

Key accomplishments, events, and activities:

- For the season of 2023-2024, I created a series of excellent speakers and one round table:
- October 27, 2023: Leigh Beauchamp-Day, a female engineer paying tribute to another significant woman engineer
- November 20, 2023: Dr. Sharon Abbey, speaking on THINGS MY MOTHER DIDN'T TELL ME
- January 15, 2024: Charmaine Grace, speaking on BOUNDARIES
- February 19, 2024: Carolyn Savage, BPW New Zealand & International, speaking on SDGs
- March 25, 2024: Gilian Verworn, speaking on Hypnosis and Stress
- November 9, 2023: created a ROUND TABLE with six accomplished women discussing AGEISM. The ROUND TABLE was very successful and engaging. The panellists that I chose, as were the monthly speakers, were all accomplished women who were advocates for women and successful in their various careers. They thoroughly enjoyed their discussions.
- \$500 Bursary created by BPW NF for senior girls looking at STEM careers at the Regional Science & Engineering Fair. BPW NF judged the senior girls and were invited back several days later to present our bursary & certificate to the winner and much to our delight, the OVERALL WINNER of that age/grade division happened to also be the young lady that we BPW ladies chose. She wants to be an engineer and has requested to be invited to more of our meetings. I am now encouraging her to join as a Y-BPW member and she is eager.

Challenges faced:


- NOTE this report was submitted in email format; Editor copy/pasted text into correct Word (.docx) format.

Represented BPW Ontario at:

- Attended and represented BPW at the Niagara District Council or Women (BPW NF is a member). 2023-2024 BPW
- Attended Niagara District Science & Engineering Fair 2024 as a judge for senior girls with projects showing interest and skills in the STEM industry BPW NF created a \$500.00 bursary to be awarded to and to encourage senior girls with projects and interest in STEM industry
- I represented BPW at numerous networking meetings via zoom and met more business owners.
- I also participated and discussed BPW on an internet radio show for a full hour run by Maria Rekrut
- I hosted a table at a Business Networking event- a full day representing BPW- held a draw- everyone receiving a free ticket for the draw filled a sign-up list that we can now add to our invitation mailing. Also we handed out BPW NF brochures and talked about our advocacy work.

Suggestions/Comments:

- n/a


Board Member Name:	Jennifer May-Anderson	
Board Position:	Standing Committee Chair	
Committee Chair (if applicable):	Emblems	
Committee Members (if applicable):	n/a	
How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details): <ul style="list-style-type: none"> There were no activities 		
Key accomplishments, events, and activities: <ul style="list-style-type: none"> There were no activities (see inventory below) 		
Challenges faced: <p>Every effort was made to reduce the inventory of emblems at the most recent in-person conference and convention. Many sales were made. What remains is what didn't sell at those in-person events.</p> <p>There was only one request (for two 10-year pins) in the past year.</p> <p>Unless there are a new members who would like any of these items, it would seem that anyone who wants the items has them.</p> <p>The costs of shipping any items other than the service pins and BPW Ontario oval pin are prohibitive. The items are either bulky, heavy, or both.</p> <p>I do not know where the pins are ordered, or if there is a minimum quantity to order. The prices to order these items may have gone up since they were last ordered.</p> <p>The double wall tumbler with straw is easily damaged and, as can be seen in the inventory, because it comes in three pieces, it is easy for pieces to become lost.</p> <p>The flip phone cases are out of date and do not fit any current phones.</p> <p>The waterproof cell phone cases have proved to unpopular.</p> <p>There seem to be three categories of items:</p> <ol style="list-style-type: none"> 1. BPW pins (easily and affordably mailed) 2. Items that may be of interest to members but that are costly to mail 3. Items that are not desirable/not selling well <p>The BPW Ontario board should have a discussion and decide what to do regarding the different categories of items.</p> <p>The emblems items are currently stored in two large totes in my home.</p> <ul style="list-style-type: none"> 		
Represented BPW Ontario at: <ul style="list-style-type: none"> There were no activities 		
Suggestions/Comments: <ul style="list-style-type: none"> This role should be added to another board role. There is not enough activity. 		


- BPW Ontario board should have a discussion regarding what emblems items make sense from a cost, shipping, and desirability perspective.


BPW Ontario Emblems


Inventory Report for April 30, 2024 Fiscal Year End

Item	Retail Price	Unit Cost to BPW	Number	Total Cost to BPW	Notes
Tote Bag	\$30.00	\$19.83	15	\$297.45	35 purchased by BPWO in 2019
Reusable Straw in Case	\$10.00	\$8.34	31	\$258.54	50 purchased by BPWO in 2019
Note Book	\$10.00	\$6.92	29	\$200.68	50 purchased by BPWO in 2019
Insulated Travel Mug	\$20.00	\$26.05	15	\$390.75	25 purchased by BPWO in 2019
Silicone Wristband	\$1.00	\$0.73	5	\$3.65	BPWO purchased in 2016 or before
Double Wall Tumbler w/straw	\$5.00	\$4.49	8	\$35.92	BPWO purchased in 2016 or before (we have 11 cups, 8 straws, and 10 lids)
Single-Port USB Car Charger	\$2.00	\$1.96	18	\$35.28	BPWO purchased in 2016 or before
Waterproof Cell Phone Pouch	\$3.00	\$2.50	57	\$142.50	BPWO purchased in 2017
Flip Phone Case	\$1.00	\$3.70	4	\$14.80	BPWO purchased in 2014 or before
Green/Gold Oval Ontario Pin	\$5.00	\$4.64	52	\$241.28	unknown when purchased
5-Year Service Bar	\$5.00	\$2.88	0	\$0.00	none in inventory
10-Year Service Bar	\$5.00	\$2.88	2	\$5.76	unknown when purchased
15-Year Service Bar	\$5.00	\$2.88	4	\$11.52	unknown when purchased
Past President Pin	\$8.00	\$2.53	16	\$40.48	unknown when purchased
District Director Pin	\$8.00	\$2.53	4	\$10.12	unknown when purchased
				\$1,688.73	These costs all were incurred in 2019 or prior

Board Member Name:	Jennifer May-Anderson	
Board Position:	Standing Committee Chair	
Committee Chair (if applicable):	Publicity and Public Relations	
Committee Members (if applicable):	Marlene McKinnon, Heather Ellis, Norma Yau, Sharon Doran, Shahina Suleman	
How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):		
<ul style="list-style-type: none"> n/a 		
Key accomplishments, events, and activities:		
<ul style="list-style-type: none"> Communications Plan completed Commemorative Dates List completed 		
Challenges faced:		
<ul style="list-style-type: none"> n/a 		
Represented BPW Ontario at:		
<ul style="list-style-type: none"> n/a 		
Suggestions/Comments:		
<ul style="list-style-type: none"> the Editor position be replaced by a Vice President Communications (who chairs the Communications Committee) and that this position be tasked with coordinating the communications activities of BPW Ontario. The Communications Committee would be made up of the following positions: <ul style="list-style-type: none"> Website Lead E-News Lead Social Media Lead Media Relations Lead (formerly Publicity and Public Relations Chair) 		

Board Member Name:	Elaine Mortensen	
Board Position:	Standing Committee Chair	
Committee Chair (if applicable):	Insurance	
Committee Members (if applicable):	n/a	
How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):		
<ul style="list-style-type: none"> 		
Key accomplishments, events, and activities:		
<ul style="list-style-type: none"> Completed Renewal of Director's and Officer's Insurance contract – June 2023 Completed Renewals of Commercial and Liability Insurance contract -March 2024 		
Challenges faced:		
<ul style="list-style-type: none"> Limited options for insurance coverage. Fees are high with few options. 		
Represented BPW Ontario at: AGM		
<ul style="list-style-type: none"> 		
Suggestions/Comments:		
<ul style="list-style-type: none"> Research options for insurance coverage through BPW Canada as all BPW members should be covered and it may save costs 		

Board Member Name:	Norma Yau	
Board Position:	Parliamentarian	
Committee Chair (if applicable):	n/a	
Committee Members (if applicable):	n/a	
<p>How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):</p> <ul style="list-style-type: none"> SDG #16 – my role is to ensure order and fairness in discussions, debate and voting which in turn mostly leads to peace, justice and strong institutions 		
<p>Key accomplishments, events, and activities:</p> <ul style="list-style-type: none"> 2023 BPW Ontario AGM Parliamentarian role 2023 BPW Canada AGM Parliamentarian role With the assistance of Natasha D'Souza, setting up and running the voting platform, Poll Everywhere and ensuring all delegates and voters were trained and prepared to vote properly and efficiently With the assistance of Karin Gorgerat, writing a script for the Credentials Chair to ensure proper information and processes are described during AGM, conference and convention proceedings – thank you to Valerie Mayers-Griffith for the suggestion/request Start of Parliamentarian training program at provincial level (request will be sent out to BPW Canada members spring 2024) 		
<p>Challenges faced:</p> <ul style="list-style-type: none"> Ensuring there more than one BPW Ontario member available for Parliamentarian role 		
<p>Represented BPW Ontario at:</p> <ul style="list-style-type: none"> n/a 		
<p>Suggestions/Comments:</p> <ul style="list-style-type: none"> Sign up for Parliamentarian training. It does not necessarily mean you will be come a Parliamentarian, but it could also assist with your debate skills 		

Name:	Heather Ellis	
Position:	Standing Committee Chair	
Committee Chair (if applicable):	Resolutions, By-laws, and Commendations	
Committee Members (if applicable):	Resolutions Writing Committee: Mina Di Domenico, Norma Yau, Pauline Platt, Jocelyne Desautels, Rianna Ramesar	
<p>How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):</p> <ul style="list-style-type: none"> Resolutions focused on the following SDGs: SDG 1: No Poverty SDG 3: Good Health and Well-Being SDG 5: Gender Equality SDG 10: Reduce Inequalities SDG 16: Peace, Justice, and Strong Institutions 		
<p>Key accomplishments, events, and activities:</p> <ul style="list-style-type: none"> Previous resolution on breast cancer screening passed by Ontario government. 		

- Created and sent the 2023 brief to all relevant ministries and the opposition critics responsible for those ministries.
- Created the BPW Ontario Resolutions Writing Committee and held the first meeting (Oct. 30th).
- Piloted new Resolutions template and feedback form. – Kudos to Mina Di Domenico for creating these documents for BPW Ontario and BPW Canada.
- Received resolutions, commendation, and proposed by-law amendment from BPW Brampton, BPW London, BPW Niagara Falls, and North Toronto BPW
- Created package for the Resolution Review Meeting – held a few additional meetings to address members' scheduling conflicts.
- Created and circulated the draft resolutions package (via BPW Ontario Editor: Sharon Doran)
- Collated various clubs feedback and shared this information with the submitting clubs.
- Revised the draft Resolutions Package with the accepted friendly amendments to be distributed to all members via the newsletter and on the website under AGM documents.
- Continue to work with BPW Greater Sudbury as they review their by-laws.
- Attended BPW Canada's National Advocacy Committee meetings as was able to.
- Met with BPW Canada Resolutions Chair to discuss how to streamline the process and share best practices.

Struggles faced:

- Resolutions and advocacy related emails being sent only to the resolutions@bpwontario.com email. This is critical to properly track information in one location.
- Not knowing who all the club resolutions chairs are.
- Need to work on following up with the relevant ministries listed in the brief to arrange meetings and build relationships with the bureaucrats.
- Old resolutions format used on some of the submissions – learning opportunity to help all clubs see how this new process is less labour intensive.
- Need information sharing of how members are advocating at all levels of government. This can help BPW Ontario's Resolution Committee create clear guidelines of all steps needed to build the relationship with governments to achieve our aims and objectives. As I make this statement, I understand there are many of us who have the vast knowledge and experience to create these guidelines – we need to share this treasure chest to empower all members.
- Encourage BPW Ontario chairs to have their material in a folder which they can quickly access to share with a member who is struggling to find resources OR have the material stored in the cloud and share the link with committee members.

Represented BPW Ontario at:


- All-Party Government Committee on Human Trafficking – Parliament Hill, Feb. 15, 2023
- National Human Trafficking Day Breakfast at Queens Park: Feb. 22, 2023

Suggestions/Comments:

- The committee is working to demystify and simplify the resolutions and by-law writing process.
- Review and simplify by-laws and regulations – use BPW International's information to help facilitate this task.
- Review job descriptions in by-laws – some positions need to be split to reduce the workload and responsibilities.
- Make sure the clubs have this information to reduce the time their resolutions chair needs to search for procedural information and answers.
- Meet with all clubs and review the process – STRESS needs to send feedback to the resolutions chair who will distribute one email to the submitting clubs.
- Submissions/revisions must be sent ONLY to the resolutions@bpwontario.com in order to ensure all the data is collected in one place. Emails sent only to my personal emails will not be replied to.
- Find out who the club resolutions chairs are to make sure they have the information and support as needed.
- Encourage all members interested in advocacy and resolutions to contact me to see how they can become part of the process – many minds make for engaging discussions which support the whole resolutions and advocacy part of BPW.

- Clubs need to submit their ideas for resolutions to me to ensure resolutions can be worked on collaboratively should similar topics be suggested. We will be holding resolutions writing committee meetings routinely based on the schedules of the members.
- A thorough review of the By-laws needs to be completed. Please let me know if you are interested in being part of the review committee



Task Force Committee Chairs

Name:	Heather Ellis	
Position:	Task Force Committee Chair	
Committee Chair (if applicable):	Nominations	
Committee Members (if applicable):	N/A	
How did you promote the Sustainable Development Goals (SDG's)? (Ctrl + click HERE for details):		
<ul style="list-style-type: none"> • N/A 		
Key accomplishments, events, and activities:		
<ul style="list-style-type: none"> • Received a recommendation of members to approach for Board positions for the next term: 2025 - 2027 		
Struggles faced:		
<ul style="list-style-type: none"> • Thinking about members to approach to consider being on the Board. • Understand this could negatively impact clubs with small memberships. 		
Represented BPW Ontario at:		
<ul style="list-style-type: none"> • N/A 		
Suggestions/Comments:		
<ul style="list-style-type: none"> • Need to simplify how BPW operates – this is negatively impacting the Board and clubs. • Need to strike a Nominations Committee and encourage clubs to recommend members from their clubs or across the province the clubs believe will support the new president and grow BPW Ontario. • Reach out to all club presidents once the new roster is updated. • Attend each clubs' meeting (virtually or in person) to request their support in creating a strong, cohesive, and collaborative Board. 		

BPW Ontario Club Reports

Southwestern Ontario District

District Clubs: Cambridge, Kitchener-Waterloo, London

Club Name:	BPW Cambridge	
President Name:	Lin Buxton	
First Vice-President Name:	n/a	
Treasurer Name:	n/a	
Secretary Name:	n/a	
Resolutions/By-Laws Chair Name:	Jodi Williams	
Membership Chair Name:	n/a	
# of members April 30, 2024:	9	
# of members April 30, 2023:	11	
Change to membership #:	-2	

Sustainable Development Goals (SDG's) addressed (ctrl + click [HERE](#) for details):

- We held a Human Trafficking workshop.
- Human Trafficking awareness posters were distributed in the community throughout the year.
- At our Christmas Social, we collected items and made a financial donation to The Cambridge Food Bank.
- We recognized National Day for Truth and Reconciliation on social media.

Key club accomplishments, events, and activities:


- Our Social Media Chair Laur Hill regularly updated our website and social media platforms throughout the year.
- Members attended some Niagara Falls club meetings, online and in person.
- We recognized BPW International Day on social media.
- By invitation, president attended Connie Cody's Cambridge MP Conservative Campaign Kickoff.
- We contributed news and pictures to the BPW Ontario newsletter.
- We held an emotional and congratulatory farewell social in celebration of our 79-year anniversary! Past and present Cambridge members as well as members from Niagara Falls, Kitchener-Waterloo, and Barb Hore of Brampton, District Director were in attendance.
- We are currently updating our club's history to the City of Cambridge archives.


Challenges faced:

- Competition in recruiting and maintaining memberships; other groups/women's clubs/Chamber of Commerce have mentorship programs, speakers on women's issues, leadership, and networking opportunities.
- Dinner meeting venue expensive for members.
- Membership fees and insurance are high, no revenue for the club.
- Website, email address and Zoom expenses.
- Life Member fees expense.
- Time restraints.

Upcoming events/activities:



- N/A – **BPW Cambridge has ceased activities as of May 2024**

Club Name:	BPW Kitchener Waterloo	
President Name:	Elaine Mortensen	
First Vice-President Name:	n/a	
Treasurer Name:	Mary Dollar	
Secretary Name:	n/a	
Resolutions/By-Laws Chair Name:	Elaine Mortensen	
Membership Chair Name:	n/a	
# of members April 30, 2024:	8	
# of members April 30, 2023:	6	
Change to membership #:	+2	
Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):		
<ul style="list-style-type: none"> Awareness of car pooling when possible. Speakers from community services addressing poverty, in equities, First Nations, SASC etc. 		
Key club accomplishments, events, and activities:		
<ul style="list-style-type: none"> Group supported KW Sexual Assault Support Centre Annual Fund-Raising Gala-November Raised over \$1300 for donation to Marillac Place (women's shelter)- December June Social and December Social held in member's homes. Women's Day- Celebrated by attending an event at WLU celebrating the ground breaking work of Dr. Anne Innis Dagg, zoologist and advocate for gender equality in STEM fields. 		
Challenges faced:		
<ul style="list-style-type: none"> Increasing membership, filling Executive positions and finding a suitable meeting space 		
Upcoming events/activities:		
<ul style="list-style-type: none"> Dr. Anne Dagg was scheduled to be at our May /24 meeting, but she passed away April 1/2024. We will honour her as her daughter, Mary Dagg, will speak on her behalf. Meetings are held the fourth Monday each month Jan-May and Sep- Nov. 		
Suggestions/comments:		
<ul style="list-style-type: none"> n/a 		

Club Name:	London	
President Name:	Dani Bartlett	
First Vice-President Name:	Tammie Ross	
Treasurer Name:	Norma Yau	
Secretary Name:	Anastasia Kulaga	
Resolutions/By-Laws Chair Name:	Tammie Ross	
Membership Chair Name:	Doris Hall	
# of members April 30, 2024:	30	
# of members April 30, 2023:	27	
Change to membership #:	+3	
Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details): <ul style="list-style-type: none"> 		
Key club accomplishments, events, and activities: <p>Our theme, 'Nevertheless, She Persisted,' truly resonated this year as we worked as a collective to unite women through our shared efforts.</p> <p>We stood together, supporting each other in sisterhood, not just through our personal challenges but also in our professional endeavours.</p> <p>We had the privilege of connecting with a diverse range of inspiring speakers and engaging in personal development sessions. These sessions, which covered topics ranging from leadership and career advancement to mental health and personal well-being, not only challenged our understanding of the world but also empowered us to strive for personal growth.</p> <p>We also hosted our very first Women's Wellness Day, designed to promote personal Wellness as a way to heal ourselves and take on the collective challenges Women face in our community.</p> <p>We indeed did; check out the London club's impressive Resolutions and Commendations.</p>		
Challenges faced: <ul style="list-style-type: none"> n/a 		
Upcoming events/activities: <ul style="list-style-type: none"> Social fundraiser on June 18, 2024 at 6:00 pm 		
Suggestions/comments: <ul style="list-style-type: none"> n/a 		


Central Ontario District


District Club: BPW Barrie

Club Name:	BPW Barrie	 
President Name:	Geneviève Lagacé-Gore	
First Vice-President Name:	n/a	
Treasurer Name:	Sharon Doran	
Secretary Name:	Catherine Tsouvaltsidis	
Resolutions/By-Laws Chair Name:	n/a	
Membership Chair Name:	Sharon Doran	
# of members April 30, 2024:	17	
# of members April 30, 2023:	13	
Change to membership #:	+4	
Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):		
<ul style="list-style-type: none">N/A		
Key club accomplishments, events, and activities:		
<ul style="list-style-type: none">Our programming this year varied in topics and brought many guests to our monthly meetings. We're excited that we were able to grow by 4 members this past year.We held a W.O.R.K Workshop program that was well attended. Our speaker was Jan Bailey from Ovation – Communicating Confidently with yourself!BPW Barrie member Aruna Papp spoke to our group about her work as an advocate and educator on the issues facing immigrant women in Canada and culturally rooted gender-based violence.1st annual 'Local Commendation' event where we honoured 4 women in our community.		
Challenges faced:		
<ul style="list-style-type: none">Find ways to engage younger and more diverse women in our initiatives and advocacy.		
Upcoming events/activities:		
<ul style="list-style-type: none">Summer socials and a June Women's W.O.R.K program on stress management and emotional resilience in the workplace.		
Suggestions/comments:		
<ul style="list-style-type: none">More assistance with social media posts to engage our community online rather than by email.		

Golden Horseshoe/Halton-Peel District

District Clubs: Brampton, Niagara Falls, St. Catharines (no report provided; ceased activities May 2024)

Club Name:	BPW Brampton	
President Name:	Linda Ford	
First Vice-President Name:	Angela McKinnon	
Treasurer Name:	Pat Dowling	
Secretary Name:	Barb Hore	
Resolutions/By-Laws Chair Name:	Mina Di Domenico	
Membership Chair Name:	Barb Hore	
# of members April 30, 2024:	36	
# of members April 30, 2023:	36	
Change to membership #:	0	
<p>Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):</p> <ul style="list-style-type: none">• No Poverty by engaging our community partners and fundraising for them• Zero Hunger – engaging with community Food Bank and Outreach• Good Health and well being – through our speaker series. Two Doctors on speaker series• Quality Education through our Bursary Program and engaging with colleges and students• Partnerships for the goals – through our relationships with community partners and organizations and supporting them.		
<p>Key club accomplishments, events, and activities:</p> <ul style="list-style-type: none">• Attendance has been solid; speakers have been wonderful both in person and by Zoom. We are all adapting to the new normal of a very virtual world.• Our 77th Anniversary as a Club continues to be a measurable milestone.• We were very lucky to have Mina Di Domenico continue to take on our Resolutions Chair position Brampton has developed 3 Provincial Resolutions and 1 National Resolution• Resolutions are the absolute foundation of our club and the important advocacy work we do to affect change for women locally and globally.• Thought fundraising efforts are always challenging – particularly now – we have continued to work towards raising funds for our community partners		
<p>Challenges faced:</p> <ul style="list-style-type: none">• Membership Retention• Attracting New Members• Attracting High Level Speakers• Euchre Event postponed due to lack of ticket sales		
<p>Upcoming events/activities:</p> <ul style="list-style-type: none">• June Social/High Tea on May 4th• BPW 26th Annual Charity Golf Tournament – May 17th• Elections and AGM on May 21st		
<p>Suggestions/comments:</p>		

<ul style="list-style-type: none"> Continue to focus on Membership to ensure the sustainability of the clubs 		
Club Name:	BPW Niagara Falls	
President Name:	Jocelyne Desautels	
First Vice-President Name:	n/a	
Treasurer Name:	Nancy Broerse	
Secretary Names:	Recording: Charmaine Grace; Corresponding: Jocelyne Desautels	
Resolutions/By-Laws Chair Name:	n/a	
Membership Chair Name:	Charmaine Grace	
# of members April 30, 2024:	9	
# of members April 30, 2023:	8	
Change to membership #:	+1	
<p>Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):</p> <ul style="list-style-type: none"> GOAL 3: Good Health and Well-being GOAL 4: Quality Education GOAL 5: Gender Equality GOAL 17: Partnerships to achieve the Goal: Membership paid by BPW Niagara Falls for Niagara District Council of Women http://ndcw.ca/ — WOMEN SUPPORTING WOMEN – LAUGH, LISTEN, LEARN! September 27, 2023 GOAL 3: Good Health and Well-being GOAL 4: Quality Education, Self-Hypnosis GOAL 3: Good Health and Well-being GOAL 5: Gender Equality: Human Trafficking GOAL 3: Good Health and Well-being GOAL 5: Gender Equality GOAL 4: Quality Education — Mentorship GOAL 3: Good Health and Well-being GOAL 4: Quality Education — Getting Organized GOAL 3: Good Health and Well-being GOAL 4: Quality Education GOAL 12 Responsible Consumption GOAL 15: Life on Land — Native Plants in the Garden 		
<p>Key club accomplishments, events, and activities:</p> <ul style="list-style-type: none"> May 19, 2023 – Fundraiser Bingo, raised \$10,000.00 for Community Crew Lunch for Kids \$500.00 donation to winner of Niagara Regional Science & Engineering Fair July 2023 In Person BPW members get-together August 2023 In Person Social in restaurant, 'Who needs an excuse for Lunch?' December 2023 In Person Holiday Party with club members. February 2024 Annual Candle Lighting Ceremony held virtually Continued to increase our social media presence on multiple platforms Successfully continued all our regular monthly meetings, our Social Weekly Chats and our Executive Meetings on Zoom from November until May. Successfully using Messenger Chat as our ongoing daily contact and support Inviting all other club members to our monthly meetings and attending many other clubs' meetings online on Zoom. Several members renewed their membership to BPW Canada Online Club and attended their meetings virtually. 		
<p>Challenges faced:</p> <ul style="list-style-type: none"> Difficulties encouraging young people to join 		
<p>Upcoming events/activities:</p> <ul style="list-style-type: none"> Women Supporting Women, Laugh, Listen, Learn September 25, 2024 — Designer Bag Bingo Fundraiser for Community Crew Lunch for Kids October 18, 2024 		

Suggestions/comments:


- We're open to suggestions for attracting new members.

GTA District

District Clubs: Bowmanville, North Toronto

Club Name:	Bowmanville
President Name:	Carrie Andrews
First Vice-President Name:	Tina Jordan
Treasurer Name:	Val Mayers-Griffith
Secretary Name:	Open
Resolutions/By-Laws Chair Name:	Open
Membership Chair Name:	Open
# of members April 30, 2024:	13
# of members April 30, 2023:	14
Change to membership #:	-1
<p>Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):</p> <ul style="list-style-type: none"> • SD Goal #5 Gender Equality: Program Speakers' Topics – Karley Church Ted Talk – What Sex Trafficking Really Is; Claire McCracken speaker about OneChild's Youth Advisory Squad Program, 10 year old Amber spoke about her experience with gender inequality in school • 	
<p>Key club accomplishments, events, and activities:</p> <ul style="list-style-type: none"> • Held a fundraising dinner in November with a focus on raising awareness of Sex Trafficking in Durham Region. 	
<p>Challenges faced:</p> <ul style="list-style-type: none"> • Members not wanting to step into leadership roles. 	
<p>Upcoming events/activities:</p> <ul style="list-style-type: none"> • Hosting BPW Canada Anti-Human Trafficking Committee Webinar #2 	
<p>Suggestions/comments:</p> <ul style="list-style-type: none"> • Hold an annual membership drive with key messages: who we are, what we do and invitation to all people who support gender equality to join 	




Club Name:	North Toronto	
President Name:	Pauline Platt	
First Vice-President Name:	Valerie Clarke	
Treasurer Name:	Sharon Nicholls	
Secretary Name:	Maide Yazar	
Resolutions/By-Laws Chair Name:	Hatice Yazar	
Membership Chair Name:	n/a	
# of members April 30, 2024:	16	
# of members April 30, 2023:	12	
Change to membership #:	+4 (new students)	
Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):		
<ul style="list-style-type: none"> Moderated Anti Human Trafficking Webinar April 7th, 2024 Donation to Thunder Women's Healing Lodge SDG #5 		
Key club accomplishments, events, and activities:		
<ul style="list-style-type: none"> Fundraiser for Thunder Women's Healing Lodge Created Resolutions for both Ontario and Canada New branding of website, facebook and Instagram Christmas Dinner 		
Challenges faced:		
<ul style="list-style-type: none"> Trying to keep membership interested and attending meetings 		
Upcoming events/activities:		
<ul style="list-style-type: none"> Maybe summer bbq 		
Suggestions/comments:		
<ul style="list-style-type: none"> n/a 		

Southeastern District

District Clubs: Hastings & Prince Edward, Ottawa (ceased operations in 2023)

Club Name:	BPW Hastings & Prince Edward
President Name:	Toby Toth
First Vice-President Name:	Heather Ellis
Treasurer Name:	Anne Harvey
Secretary Name:	Anne Harvey
Resolutions/By-Laws Chair Name:	Heather Ellis
Membership Chair Name:	None
# of members April 30, 2024:	16
# of members April 30, 2023:	19
Change to membership #:	-3



Sustainable Development Goals (SDG's) addressed (ctrl + click [HERE](#) for details):

- 3: Good Health and Wellbeing
- 5: Gender Inequality
- 10: Reduce Inequality
- 16: Peace, Justice, and Strong Communities

Key club accomplishments, events, and activities:

- Oct. 17, 2023: Thriving in an Age of Uncertainty – in partnership with Quinte West Chamber of Commerce, WORK, Centre for Workforce Development, Quinte Women in Business, and Small Business Centre
- Oct. 19, 2023: Some of members participated in the Royal LePage Night Light Walk to support one of our local shelters
- Nov. 28, 2023: Embracing Body Positivity
- Mar. 8, 2024: Bold and Brilliant Gala – Women's Day Celebration – Partnership with UNAC – Quinte Branch
- Apr. 24, 2024: Leading with Inclusivity

Challenges faced:


- Trying to find events, activities which meet the needs of the membership but also encourage the local community to come out
- Tried holding general meetings are different days with limited success
- Connecting with new members – lack of retention of new members


Upcoming events/activities:

- May 30, 2024: EmpowerHer: Discover the Power of BPW
- May 31, 2024: Brazen 2024: all day event which aims to showcase, inspire, and connect entrepreneurs and working professionals from Quinte West and surrounding area. – sponsored
- June 2024: Hold our annual program planning and strategic plan meeting

Northern Ontario District

District Clubs: Sault Ste. Marie, Greater Sudbury

Club Name:	Sault Ste Marie	
President Name:	Emily Noble	
First Vice-President Name:	N/A	
Treasurer Name:	Marlene McKinnon	
Secretary Name:	N/A	
Resolutions/By-Laws Chair Name:	n/A	
Membership Chair Name:	N/A	
# of members April 30, 2024:	7	
# of members April 30, 2023:	7	
Change to membership #:	0	
Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):		
<ul style="list-style-type: none">#4 Quality Education- We support 3 Bursaries at the Local College and University		
Key club accomplishments, events, and activities:		
<ul style="list-style-type: none">Met with Provincial VP virtually		
Challenges faced:		
<ul style="list-style-type: none">Membership, Continued health issues with in the community		
Upcoming events/activities:		
<ul style="list-style-type: none">May Annual Meeting- Planning for 75th Anniversary in 2025		
Suggestions/comments:		
<ul style="list-style-type: none">		

Club Name:	BPW Greater Sudbury	
President Name:	Anne Gauthier	
First Vice-President Name:	Celine Tremblay	
Treasurer Name:	Lindsey Kilgour	
Secretary Name:	Anne Thibert	
Resolutions/By-Laws Chair Name:	Rebecca Ducharme	
Membership Chair Name:	Angele Dmytruk	
# of members April 30, 2024:	17 (7 new, 10 renewals)	
# of members April 30, 2023:	12	
Change to membership #:	+5	
Sustainable Development Goals (SDG's) addressed (ctrl + click HERE for details):		
•		
Key club accomplishments, events, and activities:		
<ul style="list-style-type: none">Increased social events resulting in membership growthCreation/Reignited several sub committees in an effort to increase community involvement and club activitiesOur Boodle Box campaign in November was our most successful year to date! We were able to secure various donations from local vendors to fill boxes for women at the Cedar Place Shelter. In addition, we raised \$600 in funds to donate to the shelter.In January, Theresa Nyabeze, P. Eng. Presented to our group and spoke to her background and her journey to Sudbury from Zimbabwe and the nuances of migrating and thriving in our community.In February, Capreol's very own Tammy Durand from ABCs and Rice spoke to us from Cambodia. Her organization provides free education, nutrition and healthcare to impoverished children in Siem Reap. www.abcrice.orgIn March, we hosted author Victoria Kannen who spoke about gender equality and the experiences shared with her as she wrote her book <i>Gendered Bodies and Public Scrutiny</i>.We hosted Chef Tammy Maki on April 17th. She is a proud Nakota Sioux/Saulteaux Ojibwe Kew from White Bear First Nation in Saskatchewan, and is a Certified Red Seal Journeyman Pastry Chef and Baker. She presented us with hand-painted chocolates and led us through a tasting eventEvery year, BPW Greater Sudbury provides a \$500 bursary to a young woman in a skilled trade. Our President and First Vice- President attended the Cambrian Collage awards ceremony in March to provide the recipient with the award.		
Challenges faced:		
<ul style="list-style-type: none">We have been working on growing our membership. Following an increase in members this past year, we now have the ability to engage and plan more activities, and to revive our BPW Gala, which is now slated for 2025.		
Upcoming events/activities:		
<ul style="list-style-type: none">Planning for the 2025 BPW Gala is underwayA summer social will be planned for the end of June 2024New incoming President Celine Tremblay		
Suggestions/comments:		

- We are looking forward to getting started with the new website!

BPW Canada Convention / AGM 2024



<https://bpwcanada.com/national-agm-convention-2024/>