

**ASPECT 2020-2021**  
**Annual General Meeting Minutes**  
Thursday April 19, 2022  
Held Virtually



**Attendees:**

Laura Midan	Archway Community Services
Tricia Gueulette	Beacon Community Services
Cheryl Dill	Central Vancouver Island Job Opportunities Building Society
Mukhtar Rahemtulla	ERS Scale Inc.
Deborah Bromley	Ethos Career Management Group
Peter Bailey	Free Rein Associates
Aaron Clausen	Island Work Transitions, Inc.
Vongai Mundiya	Kamloops Immigrant Services
Cyndi McIntosh	Kitimat Community Services Society
Katt Britton	Kootenay Career Development Society
Jocelyn Carver	Kootenay Career Development Society
Karen Reid	March of Dimes Canada
Stephen Evans	Mission Community Skills Centre Society
David Lee	MOSAIC
Tanya Carré	NEXUS
Chris Callanan	North Island Employment
Calum Scott	Pacific Community Resources Society
Deb Anderson Eng	Pacific Community Resources Society
Mahmoud Hamouda	Progressive Intercultural Community Services (PICS)
Raj Hundal	Progressive Intercultural Community Services Society
Michael Lamont	South Okanagan Immigrant & Community Services
Martina Mosny	South Okanagan Immigrant & Community Services
Val Meaney	Val Meaney and Associates
Lori Forgeron	Workforce Development Consulting
Kirsty Peterson	YMCA Greater Vancouver

**Staff:** Janet Morris-Reade & Jennifer Nichol - ASPECT

1. **Call to order:** 1:30 pm by Val Meany, President
2. **Approval of the Minutes** from April 7, 2021.

**Motion:** To accept the minutes of the April 7, 2021, ASPECT Annual General Meeting  
First: Raj Hundal  
Second: Peter Bailey  
Carried



### 3. President's Report (Val Meaney)

*I started last year's report by saying – "It's been a year! And what a year it's been! Who would have imagined at this point last year that we would still be talking about Covid-19 let alone still living with it." Here we are a year later and still talking about, and learning to live with, Covid-19.*

*During the past year it felt like we found our groove in working within the parameters of Covid-19. Things that were new the year before, we were experienced with this year. Virtual service delivery, mask wearing, social distancing and staying home when you're not well became more natural for all of us. We now know what to do and it's been a little easier this year. And we might even be feeling a little nervous about eventually taking off our masks. This Pandemic has changed us as individuals, as employees and as Employment Services providers.*

*It has also changed labour markets. There are jobs and a shortage of people to fill them, the great resignation happened to varying degrees across sectors, hybrid work models have become more common, and retirements came earlier for some. It has left us in a job seekers market and our sector has pivoted to change our approach to meeting the needs of employers and job seekers.*

*We have continued to connect with our membership this year through our weekly membership Zoom meetings, our Conference, our webinars, and our Future Skills Research Project. We have shared best practices and had many interesting conversations. We have brought issues to those who fund our work and have consistently advocated on behalf of our sector.*

*We remain optimistic that our Conference will be in person this Fall and that we will see more of a shift to face-to-face engagement with our members in the coming months. While we have all mastered Zoom meetings it will be great to seeing you all in person.*

*ASPECT would not be able to accomplish its work without the dedication of our tireless CEO, Janet Morris-Reade. Her commitment to our work and our members is inspiring.*

*The support and work of the ASPECT Board is also inspiring. Our Board is a dedicated group of volunteers who are passionate about our sector, it's work and our clients. They step up whenever asked and without having to be asked.*

*The coming year will no doubt be filled with new challenges for our sector, and we will respond with the same professional, client focused, innovative manner for which we are known. The year will also be filled with successes as we support our job seekers and employers as they navigate a very different labour market. We will adapt and thrive as we always do.*

*Thank you to all of you for the great work you do every day to impact the lives of people in your communities. I'm hoping next year's report doesn't have to start with mention of the impact of Covid-19. Wouldn't that be nice?*



4. **Treasurer's Report** (Tricia Gueulette)

*ASPECT completed a financial review through the firm Sterling Stanford. This document is available upon request. They found that the financial statement fairly represents the organization's financial position.*

*With the help of pandemic government supports, ASPECT was able to achieve its first surplus year since 2008. We were also able to support our research work through funding from the Future Skills Centre and were able to provide free procurement workshops because of funding from the Ministry of Advanced Education and Skills Training.*

*This support is significant when comparing our budget versus our actual revenue and expenses we saw a 120% increase in revenue and a 48% increase in expenses.*

*Our ASPECT virtual conference and workshops, funding for the Future Skills Centre research, and our events management business made up 73% of our revenue this year.*

*Most of our expenses this year are dedicated to wages and consultants that includes, not only our permanent association staff, but also researchers for the Future Skills project and external accounting supports. You can see, we continue to keep our administration costs low. This year, because of the Future Skills contract, we were able to purchase new computers and hardware that will remain with ASPECT well after the project is complete, replacing aging office technology.*

*From the Statement of Financial Position dated September 30, 2021, the organization has \$739,597 in current assets and current liabilities of \$213,64. The organization has a Canadian Emergency Business loan \$60,000 of which some will be forgiven upon repayment in 2023. Current net assets are \$525,948, which is up from the previous year of \$483,610, resulting in a net surplus of \$42,913.*

*Although we are delighted by this increase in our balance sheet, we will endeavour to find other opportunities to find stable supports for the future.*

**Motion:** To approve Non-consolidated Financial Statements (Unaudited) as of September 30, 2021.

First: Tricia Gueulette

Second: Raj Hundal

Carried

5. **Appointment of the Auditors** (Tricia Gueulette)

**Motion:** To appoint Sterling Stanford as auditors for fiscal 2021-2022

First: Tricia Gueulette

Second: Peter Bailey

Carried



**6. Introduction of the 2020-2021 Board of Directors (Val Meaney)**

Peter Bailey  
Free Rein Associates  
Director & Regional Rep: Fraser Valley

Deborah Bromley  
Ethos Career Management Group  
Director & Regional Rep: Vancouver Island

Lori Forgeron  
Workforce Development Consulting Services North  
Director & Regional Rep: North  
Currently serving as Vice President

Tricia Gueulette  
Beacon Community Services  
Director & Regional Rep: Vancouver Island  
Currently serving as Treasurer

Raj Hundal  
Progressive Intercultural Community Services Society (PICS)  
Director & Regional Rep: Vancouver Coastal & Fraser Valley

Kim Lauritsen  
Community Futures North Okanagan  
Director & Regional Rep: Interior  
Currently serving as Secretary

Valerie Meaney  
Val Meaney and Associates  
Director & Regional Rep: Vancouver Island  
Currently serving as President

**7. Board Member Elections (Val Meaney)**

Val Meaney, President, introduced the slate of nominees for 2021-2023:

Lori Forgeron (returning board member)  
Workforce Development Consulting Services North  
Director & Regional Rep: North

Kim Lauritsen (returning board member)  
Community Futures North Okanagan  
Director & Regional Rep: Interior



Katt Britton (new board member)  
Kootenay Career Development Society  
Regional Rep: Kootenay

Kirsty Peterson (new board member)  
YMCA Great Vancouver  
Regional Rep: Mainland/Southwest

**Motion:** To accept the slate of nominees to stand as directors to the Association of Service Providers for Employability and Career Training.

First: Deborah Bromley  
Second: Jocelyn Carver  
Carried

8. **CEO's Report** (Janet Morris-Reade)

*I'm delighted to provide you with my CEO report this year. The 2020-2021 fiscal year continued the exciting ride that started the year before. The pandemic has undoubtedly challenged our organization but provided us with excellent opportunities to support our vision and mission while achieving many of the goals in our strategic plan.*

*Our weekly member meetings have allowed us to put Advocacy at the front and centre of what we do on behalf of our members. We hosted 46 weekly member meetings in the last fiscal year, giving on-the-ground feedback on programs and policies. We provided valuable feedback directly to government, further deepening ASPECT's relationship with both provincial and federal government politicians and bureaucrats. We continue to promote the message that our members are the experts in program delivery and are the first line of identifying gaps and testing policies.*

*ASPECT has worked hard to be at every table to contribute to the needs of the employment sector. In 2020-2021, we were involved in many of the issues through our work on the boards and committees:*

1. *Affiliation of Multicultural Societies and Service Agencies of BC*
2. *Board Voice*
3. *BC Chamber of Commerce*
4. *BCCDA (BC Career Development Association)*
5. *BC PLAN (BC Prior Learning Action Network)/CAPLA (Canadian Association of Prior Learning Accreditation)*
6. *Career Education Society*
7. *Canadian Coalition of Community-Based Employability Training (CCCBET)*
8. *CERIC/Cannexus*
9. *Canadian Council for Career Development: 3CD*
10. *Canadian Career Development Foundation*
11. *Canadian CED (Community Economic Development) Network*



12. *Provincial Employment Services Network for Youth with Disabilities*
13. *Social Services Sector Roundtable Reference Group*
14. *Social Service Sector Training and Education Plan (SSSTEP) – Advisory Committee*

*Some of the advocacy topics we took forward in 2020-2021 include pandemic support for member organizations including the people and communities they serve, clarification on program policies, procurement cycles and deadlines, program policy challenges, the changing labour market and support for employer services, the need for an overall employment strategy, the importance of community-based services, the impact of virtual services on underrepresented clients, and the challenges of delivering employment services to rural and remote communities.*

*Professional development in 2020-2021 continued to be a high priority. ASPECT worked with our partners to ensure we could address the needs of the sector by providing 33 workshops and webinars to our members and the sector at large. We were able to provide many of these opportunities free of charge to ASPECT members. Some of the topics included Values Based Leadership, Government Procurement Training, Employer Recruitment, and Mental Health support for frontline workers.*

*In November 2020, we hosted our first virtual annual conference that attracted over 200 delegates offering 26 sessions of learning. The online format allowed delegates to “attend” sessions that were scheduled at the same time through watching recordings after the conference. This would never happen for an in-person conference and is one of the unique opportunities that the pandemic has afforded us.*

*With a grant from the Future Skills Centre, we ventured again into the research world with our project called Competency of Career Development Practitioners for Virtual Services. This study allowed us to hire two academic consultants, hire two research students, rally a learning consortium made of 9 member organizations, conduct an online survey to 186 respondents, host 9 focus groups, with 68 key informants, to produce two academic papers and presentations for ASPECT Conference and the Cannexus conference.*

*None of this would matter if we didn't make efforts to tell you about it. In the 2020-2021 fiscal year, we published 47 editions of *Aspectives* and sent out 21 Member updates. Within that, I have published 42 CEO blogs.*

*As your CEO, I would love to do more. The challenges to ASPECT are the same for many advocacy organizations; our priority remains to provide value to our members while financially sustaining the organization.*

*I would like to share my deepest gratitude to the ASPECT board of directors for their support throughout the year and now. They have shown up for member meetings, brainstormed ideas, supported me, and worked well together to put the needs of the collective ASPECT members before their own. Special thanks to Val Meany, ASPECT president, for her calm and insightful guidance. As we navigate these dynamic times, I am delighted that we will have the same board members to keep us moving forward with the addition of two more.*



*I want to thank our ASPECT operations manager, Jennifer Nichol, for her unwavering dedication to ASPECT and our work. She has been ensuring that ASPECT members are supported while we implement new ideas and programs. Her innovation and resilience are awe-inspiring.*

*I would also like to thank Lya Iglesias, our events manager. Lya's event management prowess and creativity surprise me as she navigates through the changing world of both online and in-person events. She transitioned all our client conferences from in-person to online affairs and is now working with our clients to convert back to in-person events.*

*Finally, I would like to thank the ASPECT members. You have participated in our action committees, webinars, and virtual calls and reached out to me individually. I value your kudos and constructive feedback, which continues to inform the work I do on your behalf and most importantly, the work you do on behalf of your clients.*

9. **Adjournment** (Val Meaney)

Val Meaney thanked the ASPECT staff and board members for their work. She also thanked the ASPECT members for their commitment to ASPECT and the sector.

**Motion:** That the ASPECT 2019-2020 Annual General Meeting be adjourned at 1:56 pm

Moved: Stephen Evans

Carried