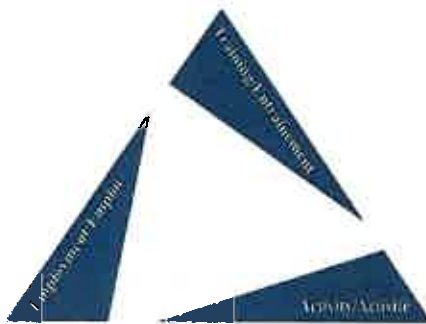


# **Moncton Employment & Training Services, Inc.**



## **2025 Annual Meeting Report**

*Serving the Greater Moncton Area Since 1953*

1250 St. George Blvd Moncton, NB E1E 3S1

[www.metsinc.ca](http://www.metsinc.ca)

# **Moncton Employment & Training Services, Inc.**

## **ANNUAL GENERAL MEETING**

**2025**

## **AGENDA**

1. PRESIDENT'S WELCOME
2. APPROVAL OF AGENDA
3. APPROVAL OF 2024 ANNUAL MEETING MINUTES
4. PRESENTATION OF REPORTS
  - President's Report
  - Executive Director's Report
  - Auditor's Report: Sean Greene – Greene Chartered Professional Accountants
  - Nominating Committee Report
5. CONFIRMATION OF PROCEEDINGS
7. ADJOURNMENT



# **Moncton Employment and Training Services Inc.**

## **Annual General Meeting**

**June 3, 2024, 12:00pm METS Banquet Hall**

### **Attendance – as per attached sign in sheet**

Board Members: Andrea Cowan, Aaron Maclean, Debbie MacDonald, Sheila Bennett, Kathy Sather, Jason Dempsey, Jodi Copeland Ayles. Board Members Absent: Sylvie Dupuis

Management: David Richard, Marc Lebens, Barb Michaud, Julie Doherty, Jay Walsh, Joanne Cormier

Others in attendance: Marc Dupuis, Danielle Leblanc, Connie Garland, Edith Fournier, Jeremy Plume, Joanne Bazin, David Bourgois, Diane Bourgois, Frank Bourgois, Veronique Leblanc, Cody Steeves, Shirley Henry, Norma Wortman, Sophie Castonguay, Rene Boucher, Patti Barton, Laura MacDonald White, Sean Greene, Lisa Deveau, Andrea Best.

Chair: President Sheila Bennett    Recording Secretary: Kathy Sather

### **Call to Order**

Meeting called to order at 12:07pm by President Sheila Bennett. Opening remarks by Sheila Bennett.

### **Approval of Agenda**

Motion to adopt the agenda as circulated made by Andrea, seconded by Jason. Carried.

### **Approval of Minutes from 2023 Annual Meeting**

Motion to adopt the minutes of the June 5, 2023, Minutes of the Annual General Meeting, moved by Aaron, seconded by Andrea. Carried.

### **President's Report – Sheila Bennett**

#### **Executive Director's Report – David Richard**

After completing his report Dave thanked retiring board members Sheila Bennett and Gary Rouse (who was unable to attend the meeting) for their nine years of service and presented Sheila with a thank you gift.

#### **Auditor's Report – Sean Greene of Thiel Greene**

Motion to adopt the auditor's report, moved by Aaron, seconded by Jason. Carried.

#### **Re-Appointment of Auditors**

Motion to re-appoint Thiel Greene as auditors for the 2024 Fiscal Year made by Aaron, seconded by Jason. Carried.

#### **Nominating Committee Report – Jason Dempsey**

Call for nominations - no new nominations were received.

Motion to close nominations moved by Andrea, seconded by Jodi. Carried.

Motion to accept Sylvie Dupuis and Jodi Copeland-Ayles as new board members made by Aaron, seconded by Debbie. Carried.

Motions to accept the Nominating Committee Report made by Andrea, seconded by Jodi. Carried.

#### **Confirmation of Proceedings – Sheila Bennett**

Be it resolved that since June 5, 2023, all unresolved minutes have been approved ratified, sanctioned and confirmed.

#### **Adjournment**

Motion to adjourn made by Andrea at 12:31pm.



## **President's Report**

It is my great privilege to present the President's Report at this year's Annual General Meeting of Moncton Employment and Training Services (METS). As we reflect on the past year, I am reminded of the extraordinary impact that dedicated people can have—both on an organization and on the lives of the individuals we serve.

Founded in 1952, METS continues to fulfill its mandate to provide relevant, valued services to adults with intellectual disabilities through training, personal development, community placement, and employment. At the heart of this work is a shared vision of inclusion, empowerment, and dignity—and that vision is realized through the dedication of our staff, our volunteers, and the leadership at all levels of the organization.

As a Board of Directors, our role is one of governance and stewardship. We are collectively responsible for providing strategic leadership, ensuring accountability, and supporting the organization's long-term sustainability. We work closely with our Executive Director to ensure that METS continues to operate within sound fiscal and operational frameworks while always staying true to our mission.

In the past year, the Board has approved funding for a number of renovations across our facilities to enhance the quality of service and ensure the safety and comfort of our clients. These improvements reflect our ongoing commitment to maintaining welcoming, accessible, and functional environments where individuals can thrive in their training, development, and daily routines.

I have had the privilege of working with individuals with disabilities for the past 20 years, both in the community and in the education system as a Resource teacher. Throughout my career, I have consistently looked to METS as a leader in the field. I proudly refer many of my students to METS after they graduate, knowing they will be welcomed into an environment that provides not only opportunities for employment and skill-building, but also a deep sense of purpose and belonging. METS is a place where individuals are supported in working toward their personal goals and dreams, and where their abilities are recognized, respected, and celebrated.

The work we do as board members is entirely volunteer-based, and I would like to take a moment to emphasize the importance of volunteerism in the non-profit sector. Organizations like METS rely on the passion, time, and expertise of volunteers who step forward to govern, guide, and support. It is through this spirit of service that we are able to thrive, innovate, and respond to the evolving needs of our community.

I want to sincerely thank each member of our Board of Directors. Your ongoing commitment, professionalism, and thoughtful contributions have been vital in ensuring that METS remains a leader in the field of intellectual disability support services. The diverse experience you each bring, strengthens our collective ability to serve METS with integrity and foresight.



Of course, no report would be complete without recognizing the exceptional leadership of our Executive Director, Dave Richard. With years of experience in the field and a deep understanding of the challenges and opportunities facing our sector, Dave continues to steer METS with vision, compassion, and operational excellence. His dedication to person-centered care, staff development, and community partnership has been a cornerstone of our continued success.

As we look to the year ahead, we remain committed to building on our strong foundation. We will continue to work collaboratively to enhance our services, support our staff, and ensure that METS remains a place where adults with intellectual disabilities are not only supported, but celebrated.

Thank you for the opportunity to serve, and for your continued trust and support.

Respectfully submitted,

Andrea Cowan  
President, Board of Directors  
Moncton Employment and Training Services (METS)



## **Executive Director Report**

Welcome to Moncton Employment & Training Services Annual General Meeting for 2025, celebrating 72 years serving the Greater Moncton area.

This has been a very productive and successful year in achieving our goals in program delivery and also expanding our ability to serve more people in the Greater Moncton area. Newly renovated spaces in METS Employment Basics department have helped alleviate a wait list for services and provided a more functional and comfortable space for participants.

With the increase in participants, METS also provided a modest increase in staffing needed for the agency-based programs. These programs have experienced great success in scheduling participants in volunteer placements, limited long-term employment supports, and a variety of community engagement activities.

The demand for services continues to grow, and although METS has made significant changes in its facilities to accommodate Moncton's growing population, the Board and management will need to look closely at options that will meet people's needs in the years to come. As our Mission Statement reads, we would like "To Serve Every Intellectually Disabled Adult Who Wants to be Served in the Greater Moncton Area". Attempting this not only means looking at our agency-based services but how to better facilitate services throughout the community. METS Community Employment Agency continues to provide successful community employment options despite the growing competition for front line positions and stricter employer requirements. Increasing placements within the community will require additional resources and tools to provide our clients the ability to compete in this job market by providing both long-term and short-term supports.

Moncton's growing population has also been a great resource for METS as recruitment for qualified staff has been very successful in the past year. Many of our newly hired staff are newcomers too, not only to this province, but to this country. METS relationship with local colleges, the New Brunswick Community College, and Oulton's College, has been instrumental in providing many of these newcomers the training and expertise needed to work within METS and other similar agencies in our community.

To ensure that staff have the necessary tools to provide quality supports, METS focuses on additional training, with much of it provided in house by METS staff who volunteer to become qualified instructors. My thanks to all the staff who have facilitated training this year that enhances our day-to-day services. This past year training modules included; the Mandt System, Social Role Valorization, First Aid, and Dementia & Intellectual & Developmental Disabilities.

Additional training for METS staff facilitated by other organizations included; Human Resource training, Autism Intervention Practices, Employment Supports, training in augmentative and alternative communication, and an upcoming training session for Registered Behavioural Technicians.



Despite ongoing challenges in meeting the needs of our participants, METS has the potential and financial stability that will allow it to grow and meet the needs of an increasing and diverse clientele. This community and province have shown that it values the services provided at METS and supports its mission. In recent years, our funders have continued to express their confidence in our ability to meet our obligations, and in the value of the work done by our staff. Social Development and avenueNB continue to increase their financial contributions to METS, including a recently announced increase in staff wages, and operational funding for this fiscal year. Our sincerest thanks and gratitude for their ongoing support.

I believe that METS' greatest assets are its staff and our volunteer Board of Directors. These are the people who are entrusted to give the people we support a strong, healthy and valued service. My thanks to all of you for contributing to this organization that has become invaluable to this community, and vital to the people we support.

Sincerely,  
David Richard  
Executive Director

**MONCTON EMPLOYMENT &  
TRAINING SERVICES INC.**

Financial Statements  
For the year ended  
March 31, 2025

*Draft for discussion purposes only*

**MONCTON EMPLOYMENT & TRAINING SERVICES INC.**  
**Index to Financial Statements**

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For the year ended March 31, 2025

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Statement of financial position	1
Statement of changes in net assets	2
Statement of operations	3
Statement of cash flows	4
Notes to the financial statements	5-7
Schedule of other expenses	8

*Draft for discussion purposes only*

1273 Main Street, Suite 300  
PO Box 903  
Moncton, NB  
Canada E1C 8N8

## INDEPENDENT AUDITOR'S REPORT

### To the members of Moncton Employment & Training Services Inc.

#### *Qualified Opinion*

We have audited the financial statements of Moncton Employment & Training Services Inc., which comprise the statement of financial position as at March 31, 2025, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with ASNPO.

#### *Basis for Qualified Opinion*

The organization has recorded a provision for building maintenance to be performed in a future period, which constitutes a departure from ASNPO. Accordingly, expenses for the year are overstated by \$100,000, and consequently, the excess revenues are understated by \$100,000.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

#### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

## INDEPENDENT AUDITOR'S REPORT, continued

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- ◆ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ◆ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- ◆ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- ◆ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- ◆ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**CHARTERED PROFESSIONAL ACCOUNTANTS**

Moncton, NB

June 4, 2025

**MONCTON EMPLOYMENT & TRAINING SERVICES INC.**  
**Statement of Financial Position**

1

As at March 31,	2025	2024	2023
<b>ASSETS</b>			
<b>Current assets</b>			
Cash	\$ 57,461	\$ 71,214	\$ 136,037
Term deposits	403,729	305,045	201,189
Accounts receivable	224,242	200,554	143,904
Inventory	67,822	78,431	54,457
Prepaid expenses	38,675	35,769	34,287
	<b>791,929</b>	<b>684,413</b>	<b>569,874</b>
<b>Capital assets (note 3)</b>	<b>958,771</b>	<b>933,217</b>	<b>944,477</b>
	<b>\$ 1,750,700</b>	<b>\$ 1,617,630</b>	<b>\$ 1,514,351</b>
<b>LIABILITY</b>			
<b>Current liability</b>			
Accounts payable and accrued liabilities (note 4)	\$ 395,799	\$ 370,380	\$ 391,313
<b>NET ASSETS</b>			
Investment in capital assets	958,771	919,989	944,477
Internally restricted	300,000	200,000	80,000
Unrestricted	96,130	127,261	98,561
	<b>1,354,901</b>	<b>1,247,250</b>	<b>1,123,038</b>
	<b>\$ 1,750,700</b>	<b>\$ 1,617,630</b>	<b>\$ 1,514,351</b>

Signed on Behalf of the Board

\_\_\_\_\_ Member

\_\_\_\_\_ Member

See accompanying notes

**MONCTON EMPLOYMENT & TRAINING SERVICES INC.**  
**Statement of Changes in Net Assets**

2

For the year ended March 31,

	Investment in capital assets	Internally restricted	Unrestricted	Total 2025	Total 2024
<b>BALANCE, BEGINNING OF YEAR</b>	\$ 933,217	\$ 200,000	\$ 114,033	\$ 1,247,250	\$ 1,123,038
Excess (deficiency) of revenues over expenditures	(40,489)	-	48,140	7,651	4,212
Purchase of capital assets	100,043	-	(100,043)	-	-
Appropriation from operations	-	100,000	-	100,000	120,000
Proceeds from disposal of capital assets	(34,000)	-	34,000	-	-
<b>BALANCE, END OF YEAR</b>	\$ 958,771	\$ 300,000	\$ 96,130	\$ 1,354,901	\$ 1,247,250

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See accompanying notes

**MONCTON EMPLOYMENT & TRAINING SERVICES INC.**  
**Statement of Operations**

3

For the year ended March 31,	2025	2024	2023
<b>REVENUES</b>			
Community Employment Agency	\$ 624,877	\$ 611,527	\$ 497,809
Moncton Pallet	543,784	467,485	577,068
METS Cafeteria	62,799	54,148	70,407
Donations	2,814	4,986	33,787
Transportation	21,436	53,681	53,823
Employment grants	21,563	37,844	25,289
Miscellaneous	56,843	18,239	36,414
ADAPT			
Grants, Prov of NB	1,880,031	1,718,841	1,521,864
Fees for service	646,482	510,722	380,962
	<b>3,860,629</b>	<b>3,477,473</b>	<b>3,197,423</b>
<b>EXPENDITURES</b>			
Amortization	18,652	50,918	56,340
Interest and bank charges	5,887	6,344	5,577
Other expenses, Schedule 1	3,800,439	3,415,999	3,130,340
	<b>3,852,978</b>	<b>3,473,261</b>	<b>3,192,257</b>
<b>EXCESS OF REVENUES OVER EXPENDITURES FOR THE YEAR</b>	<b>\$ 7,651</b>	<b>\$ 4,212</b>	<b>\$ 5,166</b>

See accompanying notes

**MONCTON EMPLOYMENT & TRAINING SERVICES INC.**  
**Statement of Cash Flows**

4

For the year ended March 31,	2025	2024	2023
<b>OPERATING ACTIVITIES</b>			
Excess of revenues over expenditures for the year	\$ 7,651	\$ 4,212	\$ 5,166
Adjustments for			
Amortization	46,652	50,918	56,340
Gain on disposal of asset	(6,163)		(2,072)
Transfer to internally restricted funds	100,000	120,000	-
	148,140	175,130	59,434
Change in non-cash working capital items			
Accounts receivable	(23,688)	(56,650)	50,026
Inventory	2,609	(15,974)	50,123
Prepaid expenses	(1,506)	(2,882)	(1,387)
Accounts payable and accrued liabilities	25,418	(20,933)	(55,781)
	160,974	78,691	102,415
<b>INVESTING ACTIVITIES</b>			
Proceeds on disposal of asset	34,000	-	15,300
Purchase of capital assets	(100,043)	(39,658)	(12,903)
	(66,043)	(39,658)	2,397
<b>INCREASE IN CASH</b>	<b>84,931</b>	<b>39,033</b>	<b>104,812</b>
<b>CASH, BEGINNING OF YEAR</b>	<b>376,259</b>	<b>337,226</b>	<b>232,414</b>
<b>CASH, END OF YEAR</b>	<b>\$ 461,190</b>	<b>\$ 376,259</b>	<b>\$ 337,226</b>
<b>CASH CONSISTS OF:</b>			
Cash	\$ 57,461	\$ 71,214	\$ 136,037
Term deposits	403,729	305,045	201,189
	\$ 461,190	\$ 376,259	\$ 337,226

See accompanying notes

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For the year ended March 31, 2025

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**1. STATUS AND NATURE OF ACTIVITIES**

Moncton Employment & Training Services Inc. is incorporated, without share capital, under the New Brunswick Companies Act and its principal activities include the provision of training and other services for intellectually disabled adults in Moncton, New Brunswick. The Corporation operates without profit, gain or equity for its members.

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**2. SIGNIFICANT ACCOUNTING POLICIES**

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies are detailed as follows:

**Cash and cash equivalents**

Cash and cash equivalents consist of petty cash, balances in bank accounts, term deposits with a maturity of less than one year and a line of credit.

**Inventory**

Inventories consist primarily of workshop materials and catering supplies. Raw materials are valued at the lower of average cost and replacement cost. Finished goods are valued at the lower of average raw material cost and net realizable value.

**Capital assets**

Land, buildings and equipment are stated at cost. Amortization is provided using the straight-line method at the following annual rates:

Buildings	2.5%
Equipment	10%, 12.5% and 25%
Motor vehicles	10% and 20%

**Revenue recognition**

The Corporation follows the deferral method of accounting for contributions, which include government grants.

Contributions are recorded as revenue in the period to which they relate. Contributions approved but not received at the end of an accounting period are accrued. Where a portion of a contributions relates to a future period, it is deferred and recognized in the subsequent period.

Revenue from fees, contracts and other services is recognized when the services are provided.

**Use of estimates**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the statement of financial position date and the reported amounts of revenues and expenditures during the year. Actual results could differ from those estimates.

For the year ended March 31, 2025

**2. SIGNIFICANT ACCOUNTING POLICIES, continued**

**Financial Instruments**

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets, with actively traded markets, are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost and tested for impairment at each reporting date. Transaction costs on the acquisition, sale or issue of financial instruments are expensed when incurred.

**3. CAPITAL ASSETS**

			2025	2024	2023
	Cost	Accumulated amortization	Net	Net	Net
Land and land improvements	\$ 244,524	\$ -	244,524	\$ 244,524	\$ 244,524
Buildings	1,491,548	787,204	704,344	648,322	643,620
Equipment	258,026	248,121	9,902	12,534	21,537
Motor vehicles	57,411	57,410	1	27,837	34,796
	\$ 2,051,509	\$ 1,092,738	\$ 958,771	\$ 933,217	\$ 944,477

**4. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES**

Government remittances are included in accounts payable and accrued liabilities. The following government remittances were payable at year end:

	2025	2024	2023
HST	\$ 10,547	\$ 22,705	\$ 19,503
Employee deduction	54,156	49,306	48,660
	\$ 64,703	\$ 72,011	\$ 68,163

For the year ended March 31, 2025

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**5. FINANCIAL INSTRUMENTS**

Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assists users of financial statements in assessing the extent of risk related to financial instruments.

(a) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Corporation is exposed to this risk mainly in respect of its receipts of funds from its customers and other related sources, and accounts payable and accrued liabilities.

(b) Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Corporation is exposed to credit risk from customers. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The Corporation has a significant number of customers which minimizes concentration of credit risk.

(c) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The Corporation is not exposed to significant market risk at this time.

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**6. INCOME TAX STATUS**

The Corporation is registered with Canada Revenue Agency as a charitable organization under the Income Tax Act and as such, is not subject to income tax.

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Draft for discussion purposes only

**MONCTON EMPLOYMENT & TRAINING SERVICES INC.**  
**Schedule to the Financial Statements**

8

For the year ended March 31,

**SCHEDULE OF OTHER EXPENSES**

**Schedule 1**

	2025	2024	2023
Vehicle	\$ 11,849	\$ 21,320	\$ 26,611
Conferences and staff training	19,342	15,568	5,266
Employees' stipends and incentives	19,308	32,562	36,729
Heat, light and water	60,631	53,733	53,261
Insurance	33,167	29,388	24,983
Maintenance on building and equipment	76,936	85,810	78,006
Professional fees	10,250	9,950	8,850
Staff salaries and benefits	2,955,099	2,581,950	2,260,457
Telephone	13,109	17,272	19,756
Travel	20,444	16,049	8,460
Bad debts	-	-	4,802
Miscellaneous	1,815	-	-
Rental	32,346	35,737	32,622
Provision for building maintenance	100,000	120,000	80,000
Supplies and materials			
Moncton Pallet	242,694	207,814	325,563
Employment Basics	14,908	5,261	1,558
METS Cafeteria	53,527	57,950	64,593
Office	135,024	125,637	98,823
	<b>\$ 3,800,439</b>	<b>\$ 3,415,999</b>	<b>\$ 3,130,340</b>

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## **NOMINATING COMMITTEE REPORT**

In accordance with the Constitution and By-Laws, all directors are elected for a 3-year term and are eligible to be re-elected for 2 additional terms. It is the recommendation of the Nominating Committee that for the 2025 – 2026 fiscal year, the Board consist of the following Directors:

The following Board Members will be returning, as their term has not yet expired:

**Andrea Cowan**

**Jason Dempsey**

**Aaron McLean**

**Kathy Sather**

**Debbie MacDonald**

**Sylvie Dupuis**

**Jodi Copeland-Ayles**

The following individual has nominated for election to the Board of Directors:

**Andrew Fraser**

Respectfully Submitted,  
Nominating Committee