



HUMANIST CANADA

Annual General Meeting

Sunday May 5, 2024

2 – 3 PM ET

Zoom

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AGENDA

1. Meeting Called to Order 2:00 pm
Humanist Canada President, **Martin Frith**
 - a. Confirmation of Quorum, Names and submitted proxies (5% of membership)
 - b. Assignment of Meeting Chairperson & Minute Taker **[Motion 1a & 1b]**
 - c. Explanation for the voting for motions.
2. Approval of Agenda **[Motion 2]**
3. Approval of Minutes from 2023 AGM **[Motion 3]**
4. President's Report - **Martin Frith**
5. Financial Reports
 - i. Presentation of Financial Statements, **Kriens-Larose, LLP**
Chartered Professional Accountants.
 - ii. Motion for acceptance of the 2022 Financial Report **[Motion 4]**
 - iii. Appointment of independent reviewer for the fiscal year 2024 **[Motion 5]**
6. Ceremonies and Officiants Committee Ontario (HCCOP) Report – **Michele Humphrey**
7. Humanities Program Report – **Bettianne Hedges**
8. Social Media Report – **Luis-Enrique Arrazola**
9. Fundraising Committee – **Lee Burton by Video**
10. National Chaplaincy Report – **Nic Bruzzone**
11. Nomination Committee – **Alex Howard**
 - i. Nomination Report
 - ii. Elections **[Motion 6]**
12. Podcast Introduction – **Jarrod Clegg**
13. Other Business
 - i. Governance Update
 - ii. Items of discussion from the membership
14. Motion to Adjourn 2024 AGM – **[Motion 7]**

3:00 pm – 3:50 pm Town Hall Meeting

3:50 pm – 4:00 pm Closing Remarks



MINUTES

ANNUAL GENERAL MEETING
SUNDAY JUNE 4, 2023
2:00 – 3:00 PM EST

1. Meeting was called to order at 2:06 pm by Humanist Canada President, Martin Frith.
 - a. A quorum was confirmed by Ric Glowienka who reported that there were 68 in attendance on the zoom platform and 34 proxies in hand.
 - b. Ric Glowienka moved the assignment of Martin Frith as Meeting Chairperson (Motion 1a) & Bettianne Hedges as Minute Taker (Motion 1b). Both motions were seconded by Rosemarie Sears and carried.
 - c. Martin Frith explained the voting for motions via zoom polls.
2. A motion to approve the agenda as distributed was made by Sassan Sanei and seconded by Rosemarie Sears. Carried.
3. A motion to approve the Minutes from 2022 AGM as distributed was made by Ric Glowienka and seconded by Jim McDonald. Carried.
4. Martin Frith read his President's Report.
5. Martin Frith recognized the service of Ruth Henrich as a long-term volunteer and former Executive Director. Ruth was awarded the first Humanist Canada Award of Merit for Outstanding Dedication and Service.
6. Martin Frith introduced Bettianne Hedges as Executive Director.
7. Financial Reports
 - i. Jack Adams presented the Financial Statements as distributed.
 - ii. Jack Adams made a motion to accept the Financial Statements as presented. The motion was seconded by Bradley Evoy and was carried.
 - iii. Jack Adams made a motion to appoint an independent reviewer for the fiscal year 2023. The motion was seconded by Bradley Evoy and was carried.
8. Ceremonies and Officiants Committee Ontario (COCO) Report – Ruth Henrich
9. Humanities Program Report – Anna Popovitch
10. Social Media Committee – Anna Popovitch
11. National Chaplaincy Report – Marie-Claire Khadji
12. A motion was made by Sassan Sanei to accept the nomination of Lee Burton, Maureen Bulbrook, Bryan Causarano and Alex Howard and the re-election of Jack Adams to the

2023 Board of Humanist Canada. The motion was seconded by Bradley Evoy and was carried.

13. Other Business

- i. Martin Frith reported on the transition of the board from an operational model to a full governance model.
- ii. Items of discussion from the membership - None

14. A motion to adjourn was made by Sassan Sanei. The motion was seconded by Chris Ewen and carried. The business meeting ended at 3:10PM.

A Town Hall format was used to solicit feedback from the participants regarding the direction of Humanist Canada. Martin Frith closed the meeting with a summary of the results.

Minutes recorded by Bettianne Hedges, Executive Director.

To be approved at the AGM on Sunday May 5, 2024

Martin Frith, President

THE HUMANIST ASSOCIATION OF CANADA

FINANCIAL INFORMATION

DECEMBER 31, 2023

UNAUDITED

THE HUMANIST ASSOCIATION OF CANADA
FINANCIAL INFORMATION
DECEMBER 31, 2023
UNAUDITED

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COMPILATION ENGAGEMENT REPORT

To Members of The Humanist Association of Canada

On the basis of information provided by management, we have compiled the statement of financial position of The Humanist Association of Canada as at December 31, 2023, and the statement of changes in net assets and statement of operations for the year then ended, and Note 1, which describes the basis of accounting applied in the preparation of the compiled financial information, and note 2.

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, *Compilation Engagements*, which requires us to comply with relevant ethical requirements. Our responsibility to assist management in the preparation of the financial information.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information.

Readers are cautioned that these statements may not be appropriate for their purposes.

KRIENS~LAROSE, LLP

KRIENS~LAROSE, LLP

**Chartered Professional Accountants
Licensed Public Accountants**

Toronto, Ontario
April 15, 2024

THE HUMANIST ASSOCIATION OF CANADA
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2023
UNAUDITED

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	2023	2022
	\$	\$
ASSETS		
CURRENT		
Cash	82,524	51,687
HST receivable	6,250	5,123
Accounts receivable	4,000	5,000
Investments	5,000	5,000
Prepaid expenses	-	1,197
	97,774	68,007
LIABILITIES		
CURRENT		
Accounts payable	14,446	16,017
Government remittance payable	-	205
	14,446	16,222
NET ASSETS		
UNRESTRICTED NET ASSETS	59,308	27,790
RESTRICTED NET ASSETS	24,020	23,995
	83,328	51,785
	97,774	68,007

APPROVED ON BEHALF OF THE BOARD:

 _____, President, Martin Frith

DocuSigned by:
 _____, Treasurer, Jack Adams
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THE HUMANIST ASSOCIATION OF CANADA
STATEMENT OF CHANGES IN NET ASSETS
 FOR THE YEAR ENDED DECEMBER 31, 2023
 UNAUDITED

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	Unrestricted Net Assets \$	Restricted Net Assets \$	2023 Total \$	2022 Total \$
Balance, beginning of year	27,790	23,995	51,785	55,066
Excess (deficiency) of revenues over expenses for the year	31,518	25	31,543	(3,281)
Balance, end of year	59,308	24,020	83,328	51,785

THE HUMANIST ASSOCIATION OF CANADA
STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED DECEMBER 31, 2023
 UNAUDITED

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	2023	2022
	\$	\$
REVENUES		
Officiant fees	56,270	45,808
Memberships	43,740	31,590
Donations	30,766	44,056
Grant	26,332	26,021
Interest and other	1,481	814
Restricted donations	25	120
	158,614	148,409
EXPENSES		
Wages	36,633	56,714
Administration	22,961	8,799
Social media	20,606	20,812
Software subscriptions	12,701	20,054
Professional fees	7,128	14,404
Website	5,420	3,761
Office	5,017	2,029
Bank charges	3,667	2,556
Officiant	2,047	1,821
Board	1,829	1,080
Telephone	1,820	1,869
Insurance	1,784	1,634
Events	1,640	1,316
Conference	1,390	8,192
Dues and subscriptions	1,360	110
Occupancy	801	862
Program	267	2,107
Fundraising campaigns	-	1,819
Affiliation	-	1,751
	127,071	151,690
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	31,543	(3,281)

THE HUMANIST ASSOCIATION OF CANADA
NOTES TO THE FINANCIAL INFORMATION
DECEMBER 31, 2023

1. PURPOSE OF THE ASSOCIATION

Humanist Canada promotes education and awareness of Humanism. The Association is a resource for secular groups and causes across Canada. The Association supports the advancement of scientific, academic, medical and human rights efforts

2. BASIS OF ACCOUNTING

The basis of accounting to be applied in the preparation of the financial information is on the historical cost basis, reflecting cash transactions with the addition of:

- Accounts receivable less an allowance for doubtful accounts.
- Accounts payable.

**Desiree Chan**

Desiree is a Humanist Canada officiant. Professionally, she is currently the Chief of Staff at Satellos, a publicly traded biotechnology company dedicated to developing life-improving medicines to treat degenerative muscle diseases.

Desiree has more than 16 years of experience working directly with executives and their leadership teams, leading projects focused on operations, acquisition and integration, and growth of the organization.

Prior to joining Satellos, Desiree worked at Shopify, where she supported the Global Marketing and the Logistics leadership teams. She previously worked in philanthropy, raising money for Canadian Stage, the University of Toronto, and the Victoria Symphony. Desiree is a classically trained pianist and holds a Bachelor of Music from the University of British Columbia.

**Martin Frith (Standing for re-election)**

Martin has served two terms as President of Humanist Canada in addition to holding previous roles as Board Member, Treasurer and Vice-President. He is a licensed Humanist Officiant and Humanist Canada Chaplain.

Martin is a Clinical Fellow in the American Association for Marriage and Family Therapy and a member of the Ontario Association for Marriage and Family Therapy and the Canadian Association for Marriage and Family Therapy.

Martin has maintained a private practice as an individual and couple therapist for over 30 years. As a recreational pursuit, Martin has completed seven marathons, numerous triathlons, and recently obtained a motorcycle rider's license. He resides in Toronto with his husband of 30 years, Ken, and two cats.

Martin is a champion of Humanist Canada's movement towards a governance model Board and has worked tirelessly to position Humanist Canada for future growth and sustainability. It's been a pleasure serving you as President and a next term will be focused on succession planning for the Board leading to a new President.

**Louis O'Reilly**

Based in Saskatoon, SK, Louis O'Reilly is a serial entrepreneur with over 30 years of experience building businesses and non-profits from start-up to national success. He is the co-owner and tech guru behind the influencer marketing powerhouses Songfluencer, Genni, and Preffy. He is also owner of On Ramp, an award-winning entertainment company that works with gold and platinum selling artists in Canada and the United States.

Married with 5 kids, Louis has served on several national and provincial boards of directors and is eager to lend his vision, passion, and experience to grow Humanist Canada.

Louis envisions Humanist Canada as more than an organization or community; it is a movement, a gathering place for like-minded individuals, from diverse backgrounds, to gain collective strength and be powerful agents of change. By partnering together within this supportive and strategic framework, Louis believes Humanist Canada can amplify individual efforts, pool resources, and turn humanists' shared vision into an impactful reality.

**Sassan Sanei (Standing for re-election)**

Sassan Sanei is a dedicated advocate for individual autonomy and freedom of choice, particularly in matters of personal expression and belief. He joined Humanist Canada in 2014, driven by his commitment to fostering a secular Canadian society, guided by science, reason, and compassion. In particular, to promote and protect the separation of religion from public policy.

He is a licensed Humanist Officiant and actively promotes the importance of ceremonies in people's lives, offering couples the opportunity to design their own ceremonies, free from religious constraints. Fluent in multiple languages, he incorporates diverse cultural traditions, enriching each ceremony with unique and meaningful elements chosen by the couple. Sassan has served on a variety of Humanist Canada committees, a committee of Humanist International as well as a trainer in our Officiant Program.

Strategic Priorities 2022-2025

The 2022-2025 Strategic Priorities are the roadmap to guide Humanist Canada over the next 24 months to reflect the changing needs of the organization.

Developed to empower our board, inspire our members, volunteers, staff and Affiliates, the plan builds on the progress made to date in delivering expanded member services and increased programming to Humanist Canada members and the wider community.

The plan is premised on the fact future growth cannot be managed without increased fundraising, paid professional staff and a board focused on good governance.



Goal

**A desired result
that we want to
achieve**



2022 statement

**How we'll know we
have achieved our
goals**



How we plan to do it

**A specific
measurable action
to attain a goal**

Strategic Priorities

2022-2025



Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6
Develop a sustaining Fundraising Program	Enhance governance structures to reflect the changing needs of the organization.	Increase the diversity of programming offered by the Humanities Program.	Develop a comprehensive member services plan to increase opportunities for member engagement.	Grow our national Humanist Community.	Enhance Humanist Canada's Humanism in Action Initiatives
By the end of 2025...	By the end of 2025...	By the end of 2025...	By the end of 2025...	By the end of 2025...	By the end of 2025...
<p>Increase our monthly donors from 8 to 100.</p> <p>Increase our annual fundraising to support a balanced budget and an Executive Director Position.</p> <p>Establish a professionally run, multi-year fundraising/capital campaign strategy.</p> <p>Establish a planned giving program for bequests, stock donations, insurance, etc.</p> <p>Establish an annual campaign calendar</p>	<p>We will have new governance documents /manual for the Board.</p> <p>Revised HC bylaws to reflect our changing structure.</p> <p>Establish Employee Manual for new and existing staff and contractors.</p> <p>Establish a Policy & Procedure Manual for all organization practices.</p> <p>Transition Board from an operational focus to a Governance Focus.</p>	<p>HC will provide a wider range of programs in addition to our Webinar Series.</p> <p>HC will increase the attendance of programs and grow new audiences.</p>	<p>Our membership will surpass 1000 members.</p> <p>Our membership will be more diverse and more representative across the country.</p> <p>We will establish some standardized process to engage and retain new and existing members.</p>	<p>HC will have fully rolled out our Affiliate program including Chapter agreements and clear benefits for all current and future Affiliates,</p> <p>HC will have Chapter Guidelines included in our revised bylaws as recommended by our legal counsel.</p> <p>Grow our Chapter Program nationally.</p>	<p>The Officiant Program will have a net increase of Officiants.</p> <p>The National Chaplaincy Program will accredit the first Humanist Chaplain serving in the CAF and recruit additional candidates.</p> <p>HC will become more engaged in key campaigns.</p> <ul style="list-style-type: none"> • One School System • Morgentaler Scholarship • September 30th National Day for Truth & Reconciliation <p>HC will embrace a DEI (Diversity, Equity and Inclusion) lens in all of our activities.</p>
How we plan to do it	How we plan to do it	How we plan to do it	How we plan to do it	How we plan to do it	How we plan to do it
<p>Develop the case and story for Humanist Canada fundraising.</p> <p>Inform and educate HC membership of financial needs on a regular basis through newsletters, appeals and Town Halls.</p> <p>Increase our annual fundraising to \$30,000 in Yr 1.</p> <p>Establish a fundraising/capital campaign committee with external professionals.</p> <p>Utilizing fundraising software such as Charity Can</p> <p>Identify potential donors and begin cultivating donor relationship</p> <p>Complete two fundraising campaigns in year 1.</p>	<p>Hire Governance Consultants to assess and advise HC on appropriate Charitable Governance.</p> <p>Establish a Bylaw committee to review current by-laws and propose revised by-laws.</p> <p>Develop a process for by-law consultation with Board and members.</p> <p>All current and new committees will have a Terms of Reference (TOR)</p>	<p>Increase the number and diversity of programs offered.</p> <p>Establish new content areas such as arts and author series, book club, etc, to appeal to a more extensive range of members.</p> <p>Increase volunteer leadership to fulfill the increase programming.</p> <p>Establish a Humanities Program Advisory Committee to assist the program director in shaping the programming.</p>	<p>Segment our member database to provide more focused engagement for new members and other member groups</p> <p>Better utilize our system workflows for engaging members.</p> <p>Establish member on-boarding and exit procedures to improve our member retention rate.</p> <p>Join a "membership" organization to help HC develop informed best practices for growing and retaining our membership.</p> <p>Improve member services delivery through the analysis of member survey data.</p>	<p>Review and finalize Affiliate Agreements and have current Affiliate's sign agreements.</p> <p>Reach out to lapsed Affiliates to sign and promote to new Affiliates.</p> <p>Identify opportunities for growing the Affiliate Program.</p>	<p>HC will deliver two Officiant trainings in 2022.</p> <p>The National Chaplaincy Program will launch its first training in 2022.</p> <p>The Officiant Program will recruit candidates in under-served areas in Ontario.</p> <p>Board will establish committees to oversee key campaigns.</p> <p>HC will formalize a DEI Committee with TOR to guide a DEI culture within the Organization.</p>

Humanist Canada – Strategic Work Plan for 2023/2024

Strategic Goal #1: Develop a sustaining Fundraising Program.

Objective: what to achieve in 2023	Accountability	Measure of Success
1. Establish a Standing Fundraising Committee.	Treasurer	Committee in place with a Chair by end of April 2023 and Terms of Reference approved by May 29, 2023. Committee meets at a minimum 4 time over the course of the year. A Plan Giving initiative is developed.
2. Execute two Fundraising Campaigns – one regarding monthly donor increase and the second for the annual campaign.	Treasurer	Increase monthly donors to 30. Raise \$20,000 through annual campaign.

Strategic Goal #2: Enhance governance structures to reflect the changing needs of the organization.

Objective: what to achieve in 2023	Accountability	Measure of Success
1. Revised by-laws approved by the Membership.	President	By-laws approved by Membership at a June 4, 2023 AGM.
2. Board Committee Structure and an Organizational Structure in place.	President & Committee Chairs	Committee structure is in place with Terms of References for each Committee by September 30, 2023. Organizational structure in place and communicated to stakeholders by September 30, 2023.
3. Establish an anti-harassment policy.	President and Board Member - Donna Harris	Policy approved by the Board at the April 2023 Board Meeting.

Strategic Goal #3: Increase the diversity of programming offered by the Humanities Program.

Objective: what to achieve in 2023	Accountability	Measure of Success
1. Launch podcasts; deliver an on-line course on intersectionality; develop a vision for youth engagement/programming.	Program Director	Podcasts launched summer/fall of 2023; course on intersectionality launched in September of 2023; the vision developed in the Fall 2023.
2. Humanity Program Advisory Committee in place.	Program Director	Committee in place with Terms of References approved by April 2023.

Strategic Goal #4: Develop a comprehensive member services plan to increase opportunities for member engagement.

Objective: what to achieve in 2023	Accountability	Measure of Success
1. Standardize a plan and develop standardized processes to engage and retain members.	Board Member – Donna Harris with support from Program Director	Develop standardized On-boarding process including a survey to Members to be administered by September 30, 2023. Engagement and Retention Plan developed by end of October 2023.
2. Analyze current renewal process and determine why a percentage of the membership do not renew.	Board Member – Donna Harris with support from President	Reducing the churn rate by 50% at year end.

Strategic Goal #5: Grow our National Humanist Community

Objective: what to achieve in 2023	Accountability	Measure of Success
1. Establish functioning Local Chapter networks.	President, Program Director plus consider recruiting Board Member interested in this aspect of work	Have a functioning Community Platform by July 30, 2023. Process in place for establishing the Local Chapters by July 30, 2023. Five local Groups by year end.

Strategic Goal #6: Enhance Humanist Canada’s Humanism in Action Initiatives.

Objective: what to achieve in 2023	Accountability	Measure of Success
1. Establishing a DE&I policy.	Board Member – Donna Harris	The Policy is in place and approved by September 30, 2023.
2. To Raise Humanist Canada’s Relevance and profile to the general public.	Program Director	Collect date in Ontario for BCHA’s initiative on End of Prayer campaign.



Ways you can support Humanist Canada

Donate

Humanist Canada relies on the support of our members and friends. Donations to Humanist Canada are directly used to promote humanist issues, work towards social justice, support local humanist communities, and increase humanism's visibility to the public. [Click here](#) or go to www.humanistcanada.ca to make a gift today.

Become a Monthly Giver

Become a monthly donor. This special group of members gives generously every month to Humanist Canada, helping to sustain our programs.

Other Ways to Donate

There are many additional ways to donate to Humanist Canada, such as employer matching gifts, the United

Way and designating Humanist Canada, gifts of stock, and gift memberships. Check with your employer to see if they offer a matching gift program.

Planned Giving

With your planned gift, you can leave a legacy for Humanist Canada and the generations ahead. Various options are available, including bequests or naming Humanist Canada as your insurance beneficiary.

Join or Start a Local Chapter

Humanist Canada is expanding its local chapters across the country. If there is no local chapter or affiliate group near you, consider starting one. Humanist Canada can help you find local members and provide helpful resources for starting a local chapter.

Volunteer

Give your time. By working with others in our community, either within a committee or using your specific skills on a project, we can develop and strengthen our Humanist Canada community together.

Follow Humanist Canada on Social Media

Humanist Canada is active on social media. Follow us to get news and updates from Humanist Canada.

[Instagram](#) • [Facebook](#) • [YouTube](#)