

I have to admit – writing this report was the most difficult part of prepping for today's AGM. We've had such an incredible year, and I've had the opportunity to work with some very talented people – I wasn't sure how to fit it all into two pages. I'd like to thank the dedicated volunteers I've worked with over the past year to build on Melody and Peter's legacy:

John, Alicia, Mary, Kelly, our standing committee members and the numerous volunteers – your time and talent made this year what it was!

This past year:

As an executive we agreed to focus our efforts on engaging members and providing meaningful professional development and networking opportunities.

We began attending HR Orientation every two weeks. Working together with the Membership & Nominating Committee, a representative of the CPMEA attended an HR orientation session for CPMs. In the past, CPMs were released to an early lunch while other employee groups met with their members. Now we meet for about 30 minutes, introducing CPMs to what it means to be a member of our association, the importance of networking in our institution, and to answer questions. A big thank you to the Membership & Nominating Committee – for helping us put together a new welcome letter, an orientation presentation and for tag teaming the orientation sessions: Mary Stearns, Desiree Archer, Eva Najemnikova, Smita Shah.

With regret we cancelled our annual breakfast (in light of the labor disruption) but are committed to hosting this important networking event in early 2016.

With the Programs Committee we hosted 3 lunch & learns and 2 certification sessions over the past year. We tried something new – we left registration open until about 2 days before the event and adjusted the room requirements as needed. The result? Attendance of no less than 55 people at each session, vs. the standard 20-25 we used to accommodate. Sessions we offered include:

- Using Social Media to Enhance Professional Networks – we will be offering this again at the request of the membership
- Introduction to Lean
- Useful Tips to Boost Productivity using Lotus Notes
- Another session June 18th – health & fitness delivered by a York alum – more about that later this week (watch your inbox)

We also hosted two Lean@York White Belt Certification Sessions for CPM members – led by our resident Black Belt Maina Levin, I'm happy to say that over 25 members achieved their white belt certification, with more to come in the Fall.

Thank you to the membership for sharing with us topics you'd like to learn more about! Keep the ideas coming and we'll continue to offer what you've requested. A huge thank you to the Programs Committee for all of their work in bringing these sessions to you: Carolyn Fasick, Marina deBona, Antonia Kaltsounis, Karen Warner.

The CPMEA Executive met with Gary Brewer and Rob Castle on May 1st, to discuss some of the topics raised to us from the membership. Themes included:

- CPM Job Evaluation Process
- Communication flow
- A complaints procedure for CPMs
- Benefits – ways to improve services for CPMs

We also raised research that the Employment Policy & Advisory Committee is completing around Telework, which, when it is completed, will be submitted to Vice-President Brewer and Interim AVP Human Resources Donna Smith for consideration.

We encourage you to continue to share with us topics of interest you'd like raised at the executive level. We will continue to share information on a regular basis with Vice-President Brewer and Acting AVP Donna Smith that is of interest to, and can benefit, all CPMs.

Thank you to the Employment Policy & Advisory committee for their contribution this year: Annette Boodram, Jodie Glean, Jacqueline Brathwaite and Anna Morgani.

In light of the successful survey the CPMEA conducted in 2012, we are well into planning for a new survey. We hope to have this out in early 2016 – results are important because they tell us where to focus our efforts in support of each of you, and if we've been successful in moving some of the indicators from the last survey.

For the remainder of 2015 the Executive will be focusing on business continuity plans – ensuring that processes are documented and SOPs are in place for all of our activities. The goal is to significantly cut down on the amount of time it takes to onboard new volunteers to the executive and the standing committees – to make it easier to volunteer and easier to build on past successes.

That's it for this year. I hope that you'll continue to forward your suggestions and topics of interest.

Thank you.