

## **EXECUTIVE DIRECTOR'S REPORT**

*2021-22 Fiscal Year*

2021-22 was a different year for CPF NWT. There were many challenges operationally, but will still managed to host a number of successful events and activities.

### **Challenges:**

- **Human Resources:** As you are aware, we managed to hire a staff person who resided in Yellowknife for most of the 2020-21 fiscal year. A little less than a year into their contract, they resigned to take on a new full-time position. CPF NWT immediately launched a hiring campaign:
  - Received 20+ applications.
  - Thanked the majority of them for their applications as they were either not qualified, were not wanting to relocated (they wanted to work virtually), or wanted to relocated (from various places around the world with us sponsoring their visa applications).
  - Interviewed three (3) individuals and offered the position to a candidate who after a week of not responding to us, declined the position as her current employer increased her hours.

By then, it was summer and a decision was made to wait until the fall before we launched another hiring campaign. The fall campaign was more or less the same as the spring one:

- Received approximately fifteen (15) applications.
- Once again, we thanked the majority of them for their applications as they were either not qualified, were not wanting to relocated, or wanted to relocated with our support and commitment.
- Attempted to interview three (3) candidates – one (1) took more than two weeks to respond to our messages and then cancelled the interview 20 minutes before the interview. The second one was trying their best to fit working for CPF into their already overly busy schedule and the third was not a good fit.

The decision was then made to hold off hiring until the future of CPF NWT could be determined.

We were able to hire someone on contract through the CPF Alberta office for six (6) months who did successfully organize a couple of very well received programs.

- **Programming:** Given the human resource issues listed above, delivering programming was a big challenge. Many opportunities were organized, but the either had to be cancelled due to lack of registration/participation or the number of participants were very low. Some of the successes that we had included:
  - a French matinee movie for families;
  - a series of five (5) virtual cooking classes;
  - two (2) summer French Fun Hours with Parks Canada;
  - a flowering arranging class;
  - a “parcours” to the Ice Caves followed by hot chocolate and smores;
  - “Spectacle de Noel” for teachers to use in their classes; and
  - Linguistic Duality Day speakers for junior and senior high students.

There was also success in making CPF Network programming available to CPF students, families and schools. This included, but was not limited to:

- Virtual French Tutoring Program.
- Concours d’art virtuelle.
- “Where are they now?” project which added two (2) Yellowknife-based French immersion graduates to our project.

- *Volunteers:* Identifying volunteers to assist with programming and governance has been a challenge. Three (3) of the current board members – the president, vice president and treasurer – have been in their positions for more than four (4) years now. Of the remaining three (3), two (2) joined the board about three (3) years ago and the last one was appointed last year. Other than these six (6), CPF NWT has been unable to identify other volunteers to assist and support the branch. There are a handful of other members who have been around to provide advice, referrals and recommendations, but who are not interested in or who cannot sit on the board of directors for a variety of other reasons.
- *Finances:* It has taken almost two (2) years to bring the branch financial situation back to where it needs to be. Thanks to Candas Resch (CPF Alberta's retired Finance Coordinator) and Sylviane Pichardie, the current CPF Network Finance Director, the bank account was transferred to RBC, online banking was implemented, the 2019/20 finances were re-built using bank and credit card statements (plus a few invoices and receipts), and 2019/20, 2020/21 and 2021/22 financial reviews were successfully completed. Thanks also to Caroline Lafontaine – our Canadian Heritage officer – for assisting and guiding the branch through this difficult time. As the financial report stated, CPF NWT is current with all of its reports – financial and activity – to Canadian Heritage and the CPF Network.

### **Moving Forward:**

There still remains many challenges moving forward as you have heard during the AGM. Some of the questions that we need to keep in mind are:

- How do we ensure that the NWT is represented at the national level moving forward?
- How do we ensure that the NWT's requirements and support are being maintained as part of the partnership with CPF Alberta?
- How do we ensure that the money identified for the NWT from Canadian Heritage is spent in and on the students, families and programs in the NWT?
- Will the re-constructed chapters still receive the same level of support that all other CPF chapters receive from their branch offices?
- Will CPF membership in the NWT still be encouraged and supported?
- Who will provide the parental and community voice for French second language education to the schools, school boards and the GNWT?

These are just some of the questions that have been raised and which we working on answering. The current contribution agreement with Canadian Heritage runs out on March 31, 2023 and we will continue to work with NWT volunteers to ensure that all of the outcomes and reports are met and submitted as required. The CPF NWT, CPF NWT and CPF National boards of directors are working to put in place a structure that will work the best for this situation, while developing a template for the future in case it is needed for other parts of Canada and our network.

CPF Alberta has submitted a funding application to Canadian Heritage which includes an application for funds specifically earmarked for the NWT. We will work with our re-established chapter(s), partners and Canadian Heritage to ensure that programming and supports are in place for the four (4) pillars:

- Increasing FSL Youth Access and Participation
- Building Member, Volunteer and Donor Engagement
- Advocating for Universal Access to Programs
- Building Leadership Expertise



Michael Tryon, Executive Director