

For member decision

Agenda item	6b – 2024-2025 Member Fees
Purpose	To consider a membership fee increase that will partly address current fiscal shortfalls to enable the CFPC to maintain important standard setting activities and member services.
Decision(s) to consider	<i>THAT the member fees be increased by 7%, and rounded up to the nearest \$5 increment, as of 1 July 2024.</i>
Votes required	Simple majority
Meeting date	November 1, 2023
Presenter(s)	Dr. Carrie Bernard, CFPC Honorary Secretary-Treasurer, Finance and Audit Committee Chair Mrs. Theresa Maguire-Garber, Executive Director, Corporate Services

Background

- As per the CFPC by-laws, the Board annually determines changes to the national membership fee by a majority vote. The Board’s decision is then presented for ratification by a simple majority of the membership eligible to vote at the annual meeting of members (AMM).
- The CFPC last raised fees 6 years ago on July 1, 2017. Important standard setting and member service functions continue to be delivered despite resources not having kept pace with growth in both membership and the cost of living.
- In 2022, CFPC members approved an update to the CFPC membership and fee structure that simplified member classes with an intent to ensure equity in fees. However, a proposed fee increase at the 2022 AMM was deferred for one year in recognition that members faced a particularly difficult practice and fiscal context in the transition out of the acute phase of the COVID-19 pandemic.
- In follow-up this year, the Finance and Audit Committee recommended, and the Board has approved a 7% increase for ratification, with the following rationale:
 - Since the last fee increase in 2017, an increase in membership has equally increased draws on CFPC resources, given that current membership fees do not cover the costs associated.
 - The gap between fees and cumulative annual inflation has reached 17.6%.
 - To maintain services, the CFPC has been absorbing these impacts while continuing to expand programs and offerings to support members.
 - This includes targeted programs and practice supports at no cost, and responsive engagement to member needs.
 - This has also included expansion of advocacy efforts in response to member requests, notably the recently launched [Crisis in Family Medicine](#) campaign. This campaign highlights that family physicians are the foundation of Canada’s health care system, and they can no longer be expected to prop up a broken system that is abandoning them. The [campaign’s landing page](#) includes actions that family doctors and other medical professionals, patients, and elected officials can do to help raise awareness about the crisis. It also includes links to solutions provided by the CFPC, such as the [Prescription for Primary Care](#), and [Family Practice Reform Policy](#).
 - Together with the need to maintain core functions, such as standards for certification and accreditation as well as continuing professional development, the current membership fee schedule does not cover the cost of work being done in service of CFPC members. As a result, to manage the financial health of the organization while keeping membership fees static, the CFPC has:
 - Deferred projects, ensuring that established goals could be accomplished within available resources.

- Reduced the amount of own-source revenue needed for projects by applying for government/external funding where available.
- Used an unplanned surplus of \$8.2M realized during the 2020-2021 fiscal year to address deficit positions experienced over the past five years to maintain service levels for members that would otherwise have been lost. This surplus originated due to factors arising from COVID - there was not a steep decline in membership revenue as anticipated, and a number of projects were put on hold. Without this unexpected surplus, the CFPC's cumulative net deficit of \$3M would have exceeded \$11M due to member fees remaining static.
- The proposed increase will be applied to members fees within the new member classes as follows:
 - Practising class fee will be \$880 (up \$57 from \$823)
 - First year in practice class fee, 50% of the practising fee, will be \$440 (up \$15 from \$425)
 - Associate class fee will be \$110 (up \$8 from \$102)

Note: Fees do not apply to learners (medical students and resident), and those who are members but no longer in practise (and therefore do not need to report CPD).
- A breakdown of how member fees will be spent is included as attachment 1.

Current status

- The Board unanimously supported the increase at their meeting on October 5, and recommends that members ratify this decision.

Other options considered

- To manage this deficit position during the deferral of the past year, various programs were defunded, paused, or suspended.
- Should member fees remain stagnant, further reductions in service levels will need to be considered.
- The proposed fee increase represents a compromise from the cumulative shortfall of 17.6% that has developed since the last approved fee increase.
- Even with this increase, further refinements to CFPC operations will be made to optimize deployment of resources, and reserve funding will still be required for the 2024-2025 fiscal year.
- The long-term goal is to reduce continuing reliance on reserves to zero in line with best practices of non-profit organizations, with reserves being used only for:
 - Unique one-time opportunities that require limited funding.
 - Sudden unexpected negative financial impacts that can rely on contingency reserves in the short run, while business model adjustments are made to adapt to the changes.
- As listed above in the Background section, the CFPC has applied several techniques in lieu of member fee increases to managing the deficits, however these are only temporary solutions. The continued work and effectiveness of the CFPC to support standards and credentials while advocating for, supporting, and serving members, is at growing risk if revenues do not keep pace with the cost of living.

Risks

- The CFPC must increase member dues to ensure continued effectiveness in:
 - upholding the highest standards of accreditation and standards that back credentials (CCFP, FCFP)
 - growing advocacy for family physicians across Canada, and
 - advancement of the specialty of family medicine notably through practice supports, continuing professional development, and research, honours, and awards.
- If this fee increase is not ratified, CFPC will be required to defer projects and operate with further deficit budgets. Resources will eventually become unstable, and member service and value will decrease.

Benefits (if motion approved)

- The positive effects on CFPC's financial health will include:
 - The increase in member fees will reduce the anticipated deficit to \$4.7M, which the CFPC is confident can be managed through a combination of temporary reserve usage, additional fees for services, and continued cost containment. Without the member fee increase, the CFPC is not confident that the increased deficit of \$6M can be managed without service reductions.
 - Existing unrestricted reserves can be focused to best serve the College's forward momentum and generate value for members.
- Through collective support of members, the programs and activities that CFPC members value will be maintained and enhanced:
 - **High standards and quality:** The CFPC is the sole national organization dedicated to family doctors, advancing the specialty of family medicine in Canada. CCFP, FCFP, and Certificates of Added Competencies (CAC) are credentials respected by the public and an assurance of high standards and quality that is backed through continuing operations in residency accreditation, certification, examination, and continuing professional development.
 - **More than just continuing professional development credits:** The CFPC offers a range of services and support for members including:
 - Grants and awards through the Foundation for Advancing Family Medicine.
 - Professional support is provided for members who may be teachers, researchers, and those who have a special practice interest or domain of care.
 - Products of interest to members related to banking, home, and auto insurance.
 - Access to CFPC's [Family Medicine Library service](#) and assistance with conducting a literature or article search.
 - Info Digest, the CFPC's weekly email distributed to keep you informed on current events in family medicine, the CFPC, and Chapters.
 - Access to the Member Portal.
 - Access to the *Canadian Family Physician* (CFP) journal's [CFP blogs](#) and [CFP Podcast](#).
 - Access to Mainpro+® services and support (continuing professional development), [including Linking Learning](#) exercises, [Pearls](#), and the [Professional Learning Plan](#).
 - **The CFPC is in your corner, especially during times of crisis:** The College also brings your collective voice, representing our 43,000 members, to the highest levels of governments to advance family medicine. The CFPC Board, volunteers, and staff are exclusively devoted to advancing member interests and advocating for the issues that affect family doctors in Canada. Continuing advocacy at all levels of government is proactive, persistent, and essential for the future of the profession.
 - **The CFPC is demanding urgent action and bold investments into the health care system:** We continue to maintain standards and are also actively advocating for health system transformation and practice reform to address the severe health human resources crisis. Member fees support these vital activities.

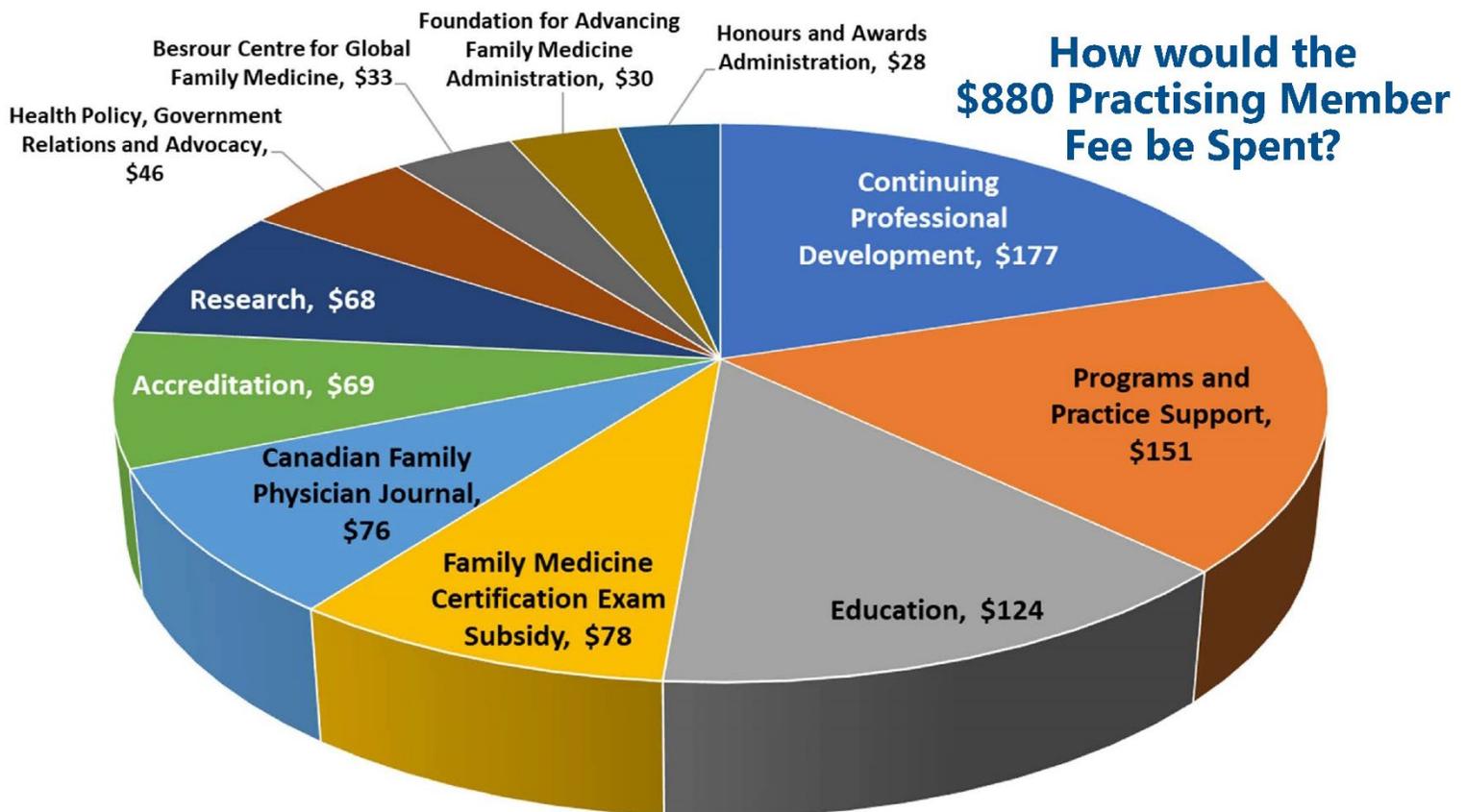
Recommended next steps

- All members are encouraged to consider the materials included on these matters.
- Voting members will have the opportunity to cast their ballots via the Lumi platform on November 1, 2023, or, if unable to attend the meeting, may appoint a proxy as part of the registration process for the meeting by October 31, 2023 at 8:00 a.m. (ET).

Attachment(s)

- [Attachment 1: Breakdown of member fees](#)

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What is included in each of those pieces of the membership fee pie (previous slide)

Pie Piece	Description
Continuing Professional Development (CPD)	Includes CPD Tracking, Professional Learning Plan, Certification of Continuing Professional Development Offerings
Programs and Practice Support	Includes Tools for Practice, CFPCLearn, Clinical Practice Guidelines, Educational Webinars, Member Interest Groups, Other Publications
Education	Medical Student and Resident Outreach and Support, Family Medicine Interest Groups (FMIGs), Section of Teachers, Education committees, Educational design development, Education Evaluation Research Unit (EERU)
Family Medicine Certification Examination Subsidy	Twenty Five Percent Subsidy applied to the Full Cost of the Family Medicine Certification Examination resulting in a reduced fee for Candidates
<i>Canadian Family Physician Journal</i>	The only peer-reviewed family medicine focused research journal in Canada
Accreditation	Accreditation of the 17 +2 Medical Schools for Consistent Standards across Canada
Research	Research related to Patient's Medical Home, Section of Researchers Council, Policy informing research support, CFPC Member Surveys
Health Policy and Government Relations Advocacy	Patient's Medical Home development and advocacy, federal and provincial government advocacy, policy development and dissemination, Indigenous health
Besroure Centre for Global Family Medicine	Advancing family medicine globally through research, education and training, and advocating for primary care
Foundation for Advancing Family Medicine Administration	Supporting the staff and operating costs of the Foundation for Advancing Family Medicine to enable development activities for generating grant programs such as COVID-19 Pandemic Response and Impact Grant (Co-RIG), Workplace Integrated Demonstration (WID) Grants, the Honours and Awards program, and strategic partnerships.
Honours and Awards Administration	Supporting the staff and operating costs of the Honours and Awards program enabling an annual investment of \$500k+ to support recognition of excellence, scholarships, honours and grants to CFPC members