

## October 30<sup>th</sup> and November 4<sup>th</sup> and 5<sup>th</sup>, 2024, Board Meetings – Summary Report to Members

The purpose for these Board meetings was to confirm the new Board following the Annual Meeting of Members (AMM) and election, and to consider exam fee controls, volunteer and elected leader succession, financial policies, reserve allocations, current financial results, and year-end statements and auditor report for the employee pension. The Board also discussed strategic direction for the Family Medicine Forum (FMF) and reflected on the AMM. Updates on membership classes were held in camera.

### Member-focused initiatives

**Advocacy:** Recent successes, including Advocacy Day on Parliament Hill, were reported on; [see the update](#).

**Emergency medicine exam fee:** Members need to be supported as they transition to practice. The Board is actively aware of, and putting measures in place, to ensure the Examination of Added Competence in Emergency Medicine fee increases by no more than a cost of living adjustment (COLA) until staff have completed their work exploring savings and efficiencies, while preserving exam integrity. Up to \$700K of reserves is set aside to cover costs that exceed revenues collected to administer the September 2025 exam. Do you have an opinion on exam subsidies? [Send us a note](#), we'll be in touch.

**The President's calendar:** At each Board meeting, the agenda book includes a list of activities attended by the CFPC's leadership, spanning advocacy to partner support to Board committee work. Moving forward the list will be included at the end of the meeting summary ([see page 3](#)). The November Board meeting marked the transition from Mike Green to Carrie Bernard as President and Chair of the Board. C. Bernard will continue M. Green's practice of posting key event attendance on social media. [Follow the CFPC President and join the conversation on X \(formerly Twitter\), @carriedbernard](#).

**Engaging unhappy members:** If this is you, [reach out](#)! Mike Allan is actively seeking to meet dissatisfied members. There is change brewing, and it is possible the issues you are experiencing are being addressed. It is equally possible that we do not know about the issues and would benefit from hearing your experience so we can collaborate to improve. Your constructive feedback and solutions-focused ideas will help the CFPC thrive. Please consider spreading this message to fellow members you know who may be feeling dissatisfied, as we strive for better, together.

**Social media:** While the CFPC is active on some social platforms, misinformation is difficult to manage. Social media is a valuable collection of opinion, and the CFPC reaches out to members expressing frustration, to understand the situation, and find common ground or a solution. Please consider information that is shared with a critical eye, and don't hesitate to [contact us](#) for clarification.

### AMM reflections

Thank you to the members who could attend (recording and agenda book [available online](#)). All motions were approved. Here's a brief summary of the question and answer period and Board reflection:

- The CFPC is on target to balance the budget in 2025/26. Cutting costs to meet revenues will become an unsustainable approach. There is significant cost to running a professional organization, and members will soon need to consider a membership fee adjustment to sustain critical activities. Other revenue sources are being explored, in addition to new approaches to member categories and associated value. Member input will be sought regarding the potential to introduce different fee

levels for different service levels. The CFPC represents our professional home, and we need members to help it prosper.

- *Canadian Family Physician (CFP)* is one of the services provided to members at no additional cost. It is funded by advertising revenues and produced with a planned deficit. The CFPC is pursuing publication fees as an additional source of revenue to support *CFP*.
- The CFPC will not be continuing the Besrouer Centre for Global Family Medicine. This difficult decision followed significant consultation over many years, and the present fiscal situation provided more urgency to critically consider the Centre's annual average cost of \$500K–750K. The CFPC will continue to pursue international efforts in a reduced capacity.
- Consultation for the next strategic plan will start soon, the short-term priorities are in place until 2027 latest, and the consultation time to achieve the next strategic plan will take more than a year to complete. Members are encouraged to submit their advice and ideas to [amm@cpfc.ca](mailto:amm@cpfc.ca).
- Some members reported difficulty participating in the Board Director election. This year's efforts to improve the bylaw-mandated proxy process and reduce email volume while maintaining high security standards were successful, but led to some members finding the system design too onerous to cast their vote. This feedback is being addressed for 2025.
- There is potential for change at the 2025 AMM, provided the member class [issue](#) is resolved. Efforts need to begin now to engage members who will actively support future-focused change.

Save the date: The 2025 AMM is taking place Wednesday, October 29th at 7:00 p.m. (ET)!

### Board planning

The Board considered their work plan and development opportunities for 2025.

### CEO key performance indicators (KPIs) measurement

The Board is responsible for CEO performance and, as reported in September, a [set of KPIs](#) has been established. In November, the Board further considered the approach to CEO evaluation.

### Future of the Family Medicine Forum (FMF)

FMF 2024 in Vancouver exceeded registration projections. To make sure the event continues to celebrate family medicine connections and learning, the FMF Committee engaged several interest holders, including members of the Board and those who attend FMF, in a series of strategic planning activities. The Board considered the report in November. Look out for new stream categories and other enhancements coming in fall 2025!

### Board and committee succession planning

**Committee chair succession:** Congratulations to the chairs beginning terms as of the AMM, and thank you to the chairs completing their terms ([the list is available on the CFPC website](#)).

**The Board's 2025/26 Honorary Secretary-Treasurer office nominee:** On recommendation of the Nominating Committee, the Board approved [Helen Cuddihy](#). This nomination completes the officer positions that will be presented to members during the 2025 election, with [Sarah Funnell](#) as the nominee for the Office of President Elect. More information on Board succession is available on [the CFPC's nominations page](#), which will be updated for the 2025 election before February 1, 2025.

### Continued collaboration on international medical graduate (IMG) pathways to practice

The Board approved use of strategic initiatives reserves to build internal capacity and momentum. Depending on how the next few years progress, parts of this initiative may evolve to annual operations included in the budget.

Mentorship is another area that the CFPC hopes to strengthen with this work, furthering the goal that individuals are set up for success with writing the exam and in practice.

### Recommendations from the Finance and Audit Committee

The Board approved year-end statements (May 31, 2024) and the audit report from Deloitte LLP for the CFPC's Employee Pension Plan.

The six-month financial reporting was also received.

### The next CFPC Board meeting takes place February 12, 2025.

The CEO and Board are committed to an open culture, focused on listening to critical opinion. This is an area of importance that requires attention and investment, and we welcome your feedback. What else would you like to see in this report? [Let us know.](#)

### Appendix: Meetings attended by the CFPC leadership

- September 17: CMA Apology to Indigenous Peoples
- September 19–21: PEER North, Yellowknife
- September 22: WONCA North America, Phoenix, Arizona
- September 22–25: American Academy of Family Physicians (AAFP) Congress of Delegates, Phoenix, Arizona
- September 23–24: Medical Council of Canada Annual Meeting, Ottawa
- September 25: Health Canada meeting – Engagement Group on Physician Health Workforce, Ottawa
- September 25: OCFP AMM, virtual
- September 26: OCFP Policy Forum, President's Installation, Toronto
- September 26–29: Federation of Medical Women of Canada 100th Anniversary 2024 Educational Conference and AGM, Ottawa
- September 27: Section of Researchers Council Meeting, Toronto
- October 4: Comprehensive Governance Review Project Team, virtual
- October 17: International Conference on Physician Health (ICPH), Halifax
- October 18: NSCFP Family Medicine Conference, Halifax
- October 18: 13th Annual PEIP (Practical Evidence for Informed Practice) Conference, Edmonton
- October 19–20: NLCFP Family Medicine Conference, St. John's
- October 21–22: 2024 CFPC Advocacy Day and Reception, Ottawa
- October 24: Finance and Audit Committee, virtual
- October 29: Health Workforce Canada (HWC) meeting, Montreal
- October 30 to November 1: Royal College International Conference on Residency Education, Ottawa