



Strength in Community, Cooperation & Solidarity

35th Anniversary AGM
Online - September 26, 2023



**OCIC 35th Anniversary AGM:
'Strength in Community, Collaboration & Solidarity'
September 26, 2023**

PARTICIPANT PACKAGE

Welcome

During the 35th anniversary year of the Ontario Council for International Cooperation (OCIC) we are filled with gratitude for the efforts of so many towards a more equitable and sustainable world for all. We look forward to many opportunities to amplify and celebrate the accomplishments of the Council and our broader community, and to work together with a renewed sense of purpose to redefine what we can best achieve together for many more years to come.

On September 26 we'll meet virtually for our AGM. Hosted by OCIC's Board of Directors and staff, this online gathering will include presentations on the governance, finance and operational aspects of our collective work, election of new Board Directors, ratification of new members, and recognition of key contributors this year.

Brandon Lee, Director General, Grants and Contributions Transformations Bureau, will then provide an overview & update on the [Grants and Contributions Transformation](#) at Global Affairs Canada.

Land Acknowledgement

OCIC recognizes and honours the Indigenous peoples who have historically, and do presently, live and work on the traditional, both treaty and unceded territories that we operate on. These include the Huron Wendat and Petun First Nations, the Seneca, the Haudenosaunee, the Anishinaabe, the Mississaugas of the Credit River First Nation, and many others. We acknowledge that our staff, Board, volunteers, members and broader community operate on the treaty and unceded territories of these and numerous other Indigenous peoples and nations.

As we reflect on our role within a settler-colonial context, we acknowledge the importance of naming the Indigenous peoples and nations on whose lands we live, work and play, and understand the importance of framing our engagement in the international cooperation sector and beyond through the lens of reconciliation and decolonization. We recognize that we have a responsibility to stand in solidarity with Indigenous peoples who have and continue to fight for social justice on their own lands.

Code of Conduct

OCIC is committed to creating a safe and inclusive space. We ask all participants to commit to the following Code of Conduct, inspired by those of the Inter-Council Network (ICN) and Amnesty Canada, and adapted for OCIC's content and approach to this event.

- 1 RESPECT**, I COMMIT to being respectful to all participants regardless of language, race, national or ethnic origin, age, sex, gender, sexual orientation, marital status, ability, and any other identity or belief, throughout this event. I understand that any discrimination or harassment will not be tolerated.
- 2 INCLUSION**, I COMMIT to creating space for all to contribute and participate, to give prominence to the voices and stories of those who might be systemically excluded, and to make space for those that are more appropriately positioned to contribute.
- 3 HUMILITY**, I COMMIT to participating with a spirit of openness to learn and a recognition of the broad diversity of participants. I recognize that creating space for lived experiences to inform this space is necessary and that hearing others' stories is a privilege.
- 4 SAFETY**, I COMMIT to ensuring the physical, emotional, mental, sexual and spiritual safety of all participants in the sessions, and reporting any incidents of harassment and discrimination to the organizers.
- 5 SOLIDARITY**, I COMMIT to seeking common ground and inspiration to support collective action.
- 6 PATIENCE**, I COMMIT to being patient with technology, organizers, and each other. I recognize that everyone is on their own journey of learning.
- 7 OPENNESS**, I COMMIT to bringing an open heart and an open mind to my involvement in this event. I commit to being open to caring for others and myself, including taking space to decompress and realign my energy if needed.

Zoom Engagement

OCIC's AGM will be held on Zoom in regular Meeting mode, allowing participants to engage with video and to interact in the chat box. For best user experience we encourage you to connect by computer rather than on a phone.

Zoom Meeting Link or Meeting IDs

Join the Zoom meetings by clicking the meeting URL or entering the meeting ID into the Zoom Web Portal, your desktop app, or mobile app. The links and meeting ID will be shared with you via a Zoom reminder email prior to the events. Please sign in 10 minutes before the session is scheduled to begin so that we can start in a timely manner.

Video & Audio Connection

Video connection is not required to participate. Feel free to turn your camera on or off by selecting "Stop Video" in the bottom left of your meeting screen.

Please remain on mute during the session unless prompted otherwise by the host. You can mute and unmute yourself and access other audio settings in the bottom left of your zoom meeting screen.

Display Name

For security and reporting purposes please ensure that your display name matches your registration details. Once you've entered the room we encourage you to add your pronouns and organizational affiliation by clicking on the participant list to the right, selecting "more" and selecting "rename."

Closed Captioning

Closed captioning will be available and can be accessed via the "Live Transcript" button, fourth from the right. Sessions will have interactive poll questions which will automatically pop up on your screen. Make sure to scroll down to ensure you are reaching all the questions in the poll before you press submit.

OCIC staff will provide tech support on Zoom, as needed. Please feel free to send a private message in Zoom to request assistance.

Proposed Agenda

Welcome
Land Acknowledgement
Approval of the Proposed 2022 AGM Agenda
Approval of the OCIC 2022 AGM Minutes
President's Report
Presentation of Audited Financial Statements
Approval of 2023-2024 Auditor
Governance Committee Report
Ratification of New Members
Presentation & Election of Candidates to the Board of Directors
Executive Director & Program Reports
Fund for Innovation and Transformation (FIT) & Spur Change Program Reports
Approval of Candidates Elected to the Board of Directors
Volunteer & Member Recognition
Business Arising
Adjournment of Business Meeting

Overview & Update on the [Grants and Contributions Transformation](#) at Global Affairs Canada
with Brandon Lee - Director General, Grants and Contributions Transformations Bureau

OCIC 2022 Annual General Meeting Minutes

Held virtually on Zoom - September 22, 2022 - 10:00 a.m. - 12:30 p.m.

Welcome & Introductions

- 1.1 Welcome from Kimberly Gibbons, OCIC Executive Director. Kim gave opening remarks and reviewed the technical details and Code of Conduct for the meeting.
- 1.2 Martina De Ruyte, OCIC Board Director, offered a Land Acknowledgement
- 1.3 Jessica Ferne, OCIC Board President, welcomed the membership to OCIC's 2021 Virtual AGM, called the business meeting to order, and explained the voting procedure.
- 1.4 Voting members did a test motion and poll using the Poll Everywhere voting platform. Moved by Luke Stocking (Development and Peace, Caritas Canada) and seconded by Isabelle Hachette (World Accord).
- 1.5 Quorum was met, allowing us to proceed.

Business Meeting

2.1 Approval of the Proposed 2021 AGM Agenda (Jessica Ferne)

- i. Motion to approve the proposed 2022 AGM Agenda moved by Isabelle Hachette (World Accord).
Seconded by Maria Meloche (Jane Goodall Institute of Canada). **Motion carried.***

2.2 Approval of 2021 AGM Minutes (Jessica Ferne)

- i. The minutes from the 2021 AGM were presented to the membership.*
- ii. Motion to approve the 2021 AGM minutes as presented moved by Tina Sweeney (CUSO International).
Seconded by Luke Stocking (Development and Peace, Caritas Canada). **Motion carried.***

2.3 President's Report (Jessica Ferne)

- i. Jessica Ferne provided an overview of the work of the Board and its Committees this year.*

Highlights included:

- a. New staff were hired to work in public engagement, gender equality work, communications
- b. Board Directors made time to connect with OCIC members over the summer for the purposes of strengthening volunteer work, board recruitment and board retention.
- c. We have had a high retention of members, and new members have joined in the past year despite the impacts of the pandemic on our sector.
- d. Executive Committee
 - i. Connected with each member of the Board to determine how we can make participation in the Board a valuable volunteer opportunity for members of the Council. Some of these insights including internal capacity building have been implemented, or will be in the coming year.

- e. Finance Committee
 - i. The Committee reviewed budgets and financial items prepared by management throughout the year, and reviewed a significant three-year cost extension proposal for Global Affairs Canada.
 - ii. They also led a review of our Finance and Financial Controls, Reserve Fund Calculations and Policy, and supported our Annual Audit.
- f. Membership and Nominations
 - i. The Committee reviewed and recommended for approval 2 new organizational members and 25 new associate members.
 - ii. The Committee implemented a board survey for two key objectives: cultural and demographic diversity, as well as board expertise to inform Board recruitment, capacity building and influence programming. The survey helped to identify skill gaps or opportunities to bring on Board members to influence programming; and desire to engage younger members to strengthen the sustainability of OCIC through an intergenerational makeup.
- g. Personnel Committee (Kristin Douglas, OCIC Board Director, Committee Chair)
 - i. The Personnel Committee supported the recruitment and hiring of new staff, and conducted 360 reviews, as well as exit interviews with staff after their departure.
 - ii. OCIC closed our office at the CSI Spadina building and staff continued working from home. We continue to have a hot desk at CSI for occasional use.
 - iii. Thanks to our accountant Eric Plato's research we invested in an Employee and Family Assistance Program, as well as in a group RRSP plan through Homewood Health. ii).
- h. Governance Committee: (Aysha Dawood, OCIC Board Director, Committee Chair)
 - i. The Governance Committee is developing a new consolidated Anti-Oppression and Anti-Racism Policy and worked with the Personnel Committee and a consultant on the Policy. It has been a reflective moment for everyone to think through how to implement an Anti-Oppression and Anti-Racism culture.
 - ii. Staff have been working on making policies more accessible on the OCIC website. We encourage our members and community to review and to adapt OCIC policies to meet their own organizational needs.

2.4 Presentation of Audited Financial Statements and Approval of 2021-2022 Auditor (Courtney Mollenhauer)

- i. Courtney Mollenhauer, OCIC Board Treasurer, provided highlights of the audited financial statements for the 2021-2022 fiscal year (as at March 31, 2022). This was OCIC's fifth year using Pennylegion/Chung LLP as its auditor. The auditor found no concerns during the audit and endorsed the financial health of the organization.

A question was asked about the continuation of government grants. Kimberly Gibbons, OCIC Executive Director, shared that OCIC submitted a 3-year cost extension proposal to Global Affairs Canada to continue the work we're doing now with some changes, including funding a new full time staff person to focus on learning and evaluation. OCIC continues to look into fund diversification opportunities.

ii. Motion to approve Pennylegion/Chung LLP as auditors for the 2022-2023 financial year moved by Luke Stocking (Development and Peace, Caritas Canada). Seconded by Heather Smith (Rayjon Share Care). **Motion carried.**

2.5 Ratification of New Members (Bella Lam)

i. Bella Lam, OCIC Board Director, introduced 2 new Organizational members, and 25 new individual Associate members to be ratified.

ii. Motion to ratify Human Concern International as an Organizational Member, moved by Tina Sweeney (Cuso International). Seconded by Heather Smith (Rayjon Share Care). **Motion carried.**

ii. Motion to ratify Children's Awareness as an Organizational Member, moved by Mark Loewenberger (CPAR) and Isabelle Hachette (World Accord). **Motion carried.**

iii. Motion to ratify the full list of individual associate members moved by Luke Stocking (Development and Peace, Caritas Canada). Seconded by Tina Sweeney (Cuso International). **Motion carried.**

2.6 Presentation & Election of Candidates to OCIC Board of Directors (Dr. Vida Shehada)

i. Vida Shehada, OCIC Board Director, explained the OCIC Bylaws regarding the composition of the Board of Directors and presented the current Board of Directors in-term, including:

Organizational Members:

- Nabil Ali (IDRF)
- Kristin Douglas (World Accord)
- Bella Lam (Jane Goodall Institute)
- Ruth Taylor (Heart-Links)

Associate Members:

- Aysha Dawood

ii. Vida Shehada presented the four nominations for four possible Organizational Member seats, including:

- Martina De Ruyte (World Renew)
- Courtney Mollenhauer (Transforming Faces)
- Charanya Thiyanavadivel (Results Canada)
- Jacquelyn Wright (Canadian Feed the Children)
-

And three nominations for three available Associate Member seats:

- Molly Grove
- Christina Muia
- Alice Ng Bouwma

Each of the candidates shared their credentials and motivation for becoming members of the OCIC Board of Directors.

iv. Vida Shehada noted that since no other nominations were received prior to the deadline and that all candidates had been endorsed by two or more OCIC members in good standing, the Board put forward a recommendation to acclaim and ratify the full slate of Organizational Member and Associate Member candidates.

v. *Motion to acclaim and ratify the slate of seven candidates for the four available Organizational Members seats and three available Associate Member seats moved by Isabelle Hachette (World Accord). Seconded by Jennifer Teixeira (CAP Network). **Motion carried.***

2.7 Executive Director's Report (Kimberly Gibbons)

i. Kimberly Gibbons provided an overview of OCIC's vision, principles, theory of change and strategic directions, and presented a summary of OCIC results in 2021-2022.

ii. Highlights included:

a. Capacity building:

- Building Intersectional Gender Capacity: As part of the Gender Equality (GE) Hub, we offered five gender equality-related capacity building opportunities throughout the year.
- 'Centering Reconciliation & Decolonization in the International Cooperation Sector': In September 2021, OCIC hosted our AGM & Symposium, 'Centering Reconciliation and Decolonization in the International Cooperation Sector'
- Strengthening Financial Management for NGOs through a two-part virtual 'Risk Management' program
- 'Re-Imagining International Solidarity' Workshop, with feminist policy expert Gloria Novovic, focused on power, positionality, and how decentering ourselves in international development work is key for forming equitable, trust-based relationships with partners.
- 'Adaptive Leadership in a Changing World' Workshop, with certified coach, faculty member of the Schulich Executive Education Centre and former non-profit Executive, Marla Konrad
- Supporting CSOs from Coast to Coast to Coast through ICN, Spur Change and FIT

b. Increasing multi-stakeholder dialogue:

- As part of the Gender Equality (GE) Hub, two of the five gender equality-related capacity building opportunities offered this year amplified 'Voices from the Grassroots'
- Heather Smith, Executive Director (Rayjon Share Care of Sarnia), shared their experience and value in participating in OCIC's Tapestry podcast series, "Exploring the Future of International Cooperation & Global Solidarity". She shared the power of podcasts to amplify different narratives, with a focus on creating space for partners to share their own stories and in their own languages.

c. Influence and inspire:

- Youth Policy Hub (YPH) with youth-focused capacity-building sessions, how to be involved in the sector and grant writing, which increased their level of awareness of intersectionality and gender equality.
- Engaging Canadians throughout International Development Week through Global Citizens Forum: "'Localization' Matters"; Panel discussion on career journeys in the international

cooperation sector in collaboration with Humber College, St. Pauls University College at the University of Waterloo and Centennial College; and Innovation Lab on 'Dignified Storytelling'.

2.8 Approval & Ratification of Candidates elected to the OCIC Board of Directors (Dr. Vida Shehada)

i. Vida Shehada returned to share the results of the vote. The slate of candidates for the four available organizational members and three available associate member board positions was acclaimed and ratified.

ii. *Motion to delete the digital tracking of election results within 30 days moved by Esperanza Monsalve (YMCA GTA). Seconded by Su Mcleod (PWRDF). **Motion carried.***

2.9 Volunteer/Staff/Board Recognitions (Kristen Douglas, Ruth Taylor, Lisa Swainston)

i. Kristen Douglas thanked and recognized outgoing OCIC Board Directors John Abraham, Jessica Ferne and Vida Shehada.

ii. Ruth Taylor, OCIC Board Director, thanked OCIC members, partners, and volunteers for their exceptional work this year, and in this AGM.

iii. Lisa Swainston, OCIC Director of Operations, expressed gratitude to OCIC staff, including summer staff.

2.10 Business Arising

i. No issues raised.

2.11 Adjournment of Business Meeting (Jessica Ferne)

i. *Motion to adjourn the business meeting moved by Esperanza Monsalve (YMCA GTA). **Meeting adjourned.***

Audited Financial Statements

ONTARIO COUNCIL FOR INTERNATIONAL COOPERATION

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2023

	2023	2022
ASSETS		
Current assets		
Cash	\$ 123,540	\$ 168,273
Term deposits (note 3)	40,685	40,467
Amounts receivable	22,770	11,323
Prepaid expenses and deposits	<u>8,626</u>	<u>1,846</u>
	<u>\$ 195,621</u>	<u>\$ 221,909</u>
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 36,933	\$ 24,352
Deferred contributions (note 5)	<u>13,018</u>	<u>77,901</u>
	<u>49,951</u>	<u>102,253</u>
Net assets		
Internally restricted (note 6)	57,000	57,000
Unrestricted	<u>88,670</u>	<u>62,656</u>
	<u>145,670</u>	<u>119,656</u>
	<u>\$ 195,621</u>	<u>\$ 221,909</u>

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

FOR THE YEAR ENDED MARCH 31, 2023

	2023	2022
REVENUE		
Government grants (note 7)	\$ 594,916	\$ 622,101
Membership fees	30,156	30,083
Professional services	21,426	10,972
Donations	1,550	2,586
Investment income	<u>816</u>	<u>982</u>
	<u>648,864</u>	<u>666,724</u>
EXPENSES (note 8)		
Program		
Global Affairs Canada	526,759	524,383
Employment and Social Development of Canada - SDG	19,912	26,587
City of Toronto	-	7,790
Administration	<u>76,179</u>	<u>84,748</u>
	<u>622,850</u>	<u>643,508</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	26,014	23,216
Net assets, beginning of year	<u>119,656</u>	<u>96,440</u>
NET ASSETS, END OF YEAR	<u>\$ 145,670</u>	<u>\$ 119,656</u>

New Members to be Ratified

Organizational Members

Cooperative Development Foundation of Canada

The [Co-operative Development Foundation of Canada](#) (CDF Canada), founded in 1947, is a global social impact partner that collaborates with communities to build their capacity to achieve sustainable economic and social development, leveraging the advantages of the co-operative business model.

Governed by our co-operative principles and in collaboration with an extensive network of partnerships with governments, research institutes, CBOs, women's rights organizations, and rural financial institutions, CDF Canada applies an evidence-based approach to build community-owned co-operatives to bring prosperity and self-reliance to people and communities across Asia, Africa, Eastern Europe and Latin America. Our work focuses on food security, community and economic development, financial inclusion, local leadership capacity building, climate change adaptation and resilience, and gender equality aligning with the UN's SDGs.

To learn about volunteering with CDF Canada, visit: <https://cdfcanada.coop/volunteer/>

HelpAge Canada

[HelpAge Canada \(HAC\)](#), is a founding member of the global network HelpAge International (HAI). For over 45 years, HelpAge Canada has worked with local partners throughout the world. With 180 members across over 90 countries, the HelpAge Global Network is a truly international movement for change. Our vision is a world in which all older persons lead secure, healthy, active, and dignified lives. HelpAge Canada supports community-based initiatives through its partnerships across Canada and abroad to improve the lives of older persons and their communities. We empower older people who are vulnerable, isolated or lonely by developing innovative programs and collaborations to foster a world in which all persons age with dignity.

International Programme Activities:

HelpAge Canada's international programme is small but growing fast, with the potential to expand through its large international network members and with the priorities of our key donors (both private and government). Key activities include partnerships with NGOs/Government and Civil Society and awareness of the rights of elderly. HAC looks to the leadership of longer established NGO networks such as OCIC to learn, engage and partner on opportunities supporting the elderly during humanitarian crises abroad.

National Programme Activities:

HelpAge Canada supports older Canadians from coast to coast to coast, particularly those who face social and economic barriers. We help in four key areas: Seniors Can! Grants, Digital Literacy, Men's

Sheds and Age-Friendly Transportation. Through these programs, we support low income or marginalized older Canadians with: Access to technology; Delivering digital skill building programs; Enabling local recreation and support programs through grants; Providing accessibility and communication equipment; Accessing support services; Researching, promoting and supporting the development of age-friendly transportation; Emergency relief funding.

Plan International Canada

[Plan International Canada](#) strives for a just world that advances children's rights and equality for girls. We aim to create a world where children, especially girls, learn, lead, decide and thrive. We work towards our mission through a variety of programs and initiatives, including access to quality education, healthcare, clean water, and economic opportunities. Our organization is committed to addressing gender inequality and empowering girls and young women to reach their full potential.

Through advocacy efforts, fundraising campaigns, and partnerships, we hope to create positive and lasting change for vulnerable children and communities, both in Canada and around the world. Our work is driven by a belief in the inherent rights and potential of every child, and we aim to make a meaningful impact on the lives of those we serve.

Raising The Village

A world without ultra-poverty is the vision that drives [Raising The Village](#) (RTV). Operating at the intersection of community-driven development and data-informed impact, RTV partners with last-mile farming communities in Sub-Saharan Africa over 24 months to address ultra-poverty through a multi-dimensional program model. RTV's approach focuses on increasing household income and production from as little as \$0.75/day to > \$2.00/day within 24 months by driving agricultural incomes, fuelling new income-generating opportunities, creating an enabling environment for communities to participate, and ensuring the sustainability of impact and progress. With an emphasis on women, youth, and vulnerable households, each dimension of RTV programming works together to build household incomes year after year as communities transition from subsistence farming to income generation, breaking the chronic cycle of ultra-poverty.

WaterAid Canada

WaterAid's vision is of a world where everyone, everywhere has safe and sustainable water, sanitation and hygiene (WASH). [WaterAid Canada](#) is the Canadian member of the global WaterAid Federation, building on a presence in Canada for over 35 years. Through partnerships, coalitions and global reach, WaterAid Canada seeks to inspire, enable, empower and influence Canadians to reach everyone, everywhere with sustainable WASH services for health, gender equality and climate resilience.

Individual Associate Members

Ufuoma Sandra Affun	Pida Popal
McKinley Charles	Sarah Poulouse
Maria Ciarlandini	Regine Quilas
Christine Delormier	K.R.
Rukevwe Etikini	Randrara Rakoto
Cassandra Griffin	Beverley Rodrigues
Nir Hagigi	Adnan Said
Mykola Holovetskyi	Rishan Sathasivam
Md Mehedee Islam	Lian Marie Sayno
Preetha James	Aimee Tymkin
Sarvathanan Jegatheesan	Tamara Udugama
Racheal Kalaba	Dru Wanjiru
Iqbal Khan	Brian Waters
Alejandro Murcia	Menaka Yerramilli De Rege

Board Directors In-Term Organizational Members

Martina Coraci, World Renew

Martina Coraci works as a Grant Writer at World Renew, contributing to the design and development of project proposals, reporting, and strategic planning for her team during the COVID-19 pandemic. She also is the Co-Chair of World Renew's Anti-Racism and Reconciliation Team, working to promote racial justice and equity in her organization. Martina has worked in International development for the past ten years, including five years with Plan International Canada in fundraising, public engagement and in a gender technical role, a year with World Vision Canada as a Program Officer developing grant proposals, and four years at World Renew as a Grant Writer. She holds a Bachelors of Arts in International Development and Political Science from the University of Guelph, an International Development Postgraduate Certificate (formerly IPMP) from Humber College, and is currently pursuing a Masters in Gender and Social Justice at McMaster.

Martina's passions include human rights and social justice issues – particularly around gender and racial injustices – and a deep conviction for active participation in global movements. Her expertise includes program design and development, as well as partnership building and collaboration with consortium INGOs, local implementing partners, and institutional donors. She has experience in gender

transformative programming, risk management, anti-oppression analysis, strategic planning, communications and public engagement, and human resource management. She has helped to develop gender policies and strategies for Plan International, World Renew and OCIC. Throughout all these experiences, she has focused on designing and developing strong, impactful, gender-transformative community development programs to reach the most vulnerable and marginalized people in the developing world.

Courtney Mollenhauer, Transforming Faces

Courtney Mollenhauer is the Program Director at Transforming Faces, a long-time OCIC member organization and children's health NGO focused on comprehensive care for children born with cleft lip and palate. She oversees Transforming Faces' international programs in 11 countries and has extensive experience in partnership development, project design, monitoring and evaluation, public engagement and charity governance. Courtney has an undergraduate degree in International Development from the University of Guelph, and a graduate certificate in International Project Management from Humber College. She has worked with health, education and advocacy non-profit organizations in Canada, South Africa and Vietnam with a focus on underserved communities. Courtney joined OCIC's Board of Directors in 2020 and currently serves as Treasurer and Chair of the Finance & Sustainability Committee.

Charanya Thiyanavadivel, Results Canada

With over 7 years of strategic marketing communications experience and a passion for civic engagement and empowerment, Charanya Thiyanavadivel brings with her a unique perspective on the nexus between business and social impact. She is currently the Communications Manager for Canadian Feed The Children. She also serves as Group Leader for the Scarborough Group of Results Canada, through which she has gained extensive experience with public and parliamentary advocacy and youth engagement, and a Board member for the Metro Toronto Movement for Literacy, in which she chairs the advocacy committee.

Charanya is dedicated to taking a holistic, innovative, and human-centered approach to ending gender-based violence, making quality education more accessible, and alleviating extreme poverty. Leveraging her passions for writing, learning design, and creative storytelling, she has collaborated with organizations like UN Women, International Organization for Migration, and World Literacy Foundation to develop content and programming that reach global audiences. With her expertise in product development and marketing, she has also led projects geared towards rehabilitating child trafficking survivors, increasing workplace inclusion, and providing clean water in both her local community and abroad.

Over the past year serving on the board, Charanya has become very familiar with OCIC's programming, mandate, and ways of engaging. She is an OCIC Youth Policy-Makers Hub alumni, a 2021-22 Inter-Council Network Delegate, and was a virtual OCIC delegate to the 66th Commission on the Status of Women. As OCIC has been a pillar of information, inspiration, and opportunity in her global social justice journey, Charanya is excited to continue serving on the board and paying it forward by translating her first-hand experience into strategic initiatives that amplify unheard voices and transform the way Canadians from all walks of life participate in global citizenship and sustainable development.

Jacquelyn Wright, Canadian Feed The Children

Jacquelyn Wright, President and CEO of Canadian Feed The Children (CFTC), is really enjoying her time serving on the Board of Directors of OCIC. Jacquelyn states that; “I would like to continue on the Board of OCIC as I truly believe in collaboration within our sector and Canadian Feed The Children has greatly benefited from being a member. I would like to continue to give back and get more involved with the members and the goals of the organization. As an experienced leader in the INGO community, I believe I have reached the point in my career where I can provide added value in the area of partnership, governance, government relations and access to stakeholders. CFTC is uniquely placed in that we work both internationally with partner local NGOs and communities, as well as with Indigenous Nations and communities in Canada.”

Jacquelyn brings a depth and breadth of international development and humanitarian experience to the role of President & CEO for CFTC, after dedicating nearly 35 years to her career. Jackie, as she is known to many, has been the CEO for the past five years, where she supports a Board of Directors and manages the strategic and governance processes of the organization. A keen advocate for women and children throughout the world, upholding their human rights and working towards diversity, equity and inclusion. Jackie is passionate about reconciliation, anti-racism, anti-oppression and protecting and upholding Indigenous Peoples rights in Canada and globally, and supporting Indigenous communities and nations in the area of food security and food sovereignty.

As CARE Canada’s Vice President, Partnerships for Global Change, Jackie built a diversified program portfolio by strengthening strategic partnerships and growing revenue through evidence-based best practices, innovation, and future-ready programming. Prior to that, as Vice President, International Programs, she led CARE Canada’s development and humanitarian programming in 35 countries and strategically positioned CARE with key stakeholders, including the Government of Canada and the academic and civil society communities.

Prior to joining CARE in 2013, Jackie spent more than 25 years in humanitarian response and international development with the Canadian Red Cross and with the International Committee of the Red Cross (ICRC) and International Federation of Red Cross and Red Crescent Societies (IFRC) internationally. She served as the Canadian Red Cross country representative in Indonesia for nearly four years, where she oversaw country operations and humanitarian and disaster risk reduction programming.

Throughout her multi-faceted career, Jackie has managed emergency relief and development programs in some of the most challenging conflict and post-conflict regions, including Sudan, Uganda, following the Rwandan genocide, Sierra Leone and Somalia. She also worked for the Red Cross in Canada in a variety of positions based in Calgary, Winnipeg and at headquarters in Ottawa. Strongly committed to the study and practice of leadership, Jackie has a Master’s Degree in Leadership and Training from Royal Roads University in Victoria, BC, where she is past co-chair of the Advisory Council of the School of Humanitarian Studies.

Associate Members

Molly Grove

Molly is passionate about building partnerships, sharing best practices, and developing tools and processes that bring projects and initiatives to life. She has engaged with OCIC for many years including as a member of the GE Hub, and is excited to bring her experience to the Board, support members and amplify OCIC's work.

Molly began her work in the international development sector by planning conferences and volunteering with Oxfam and EWB. Over the last decade she has gained valuable experience working with a wide variety of high-impact NGOs and governmental bodies including Aga Khan Foundation Canada, Journalists for Human Rights, Grand Challenges Canada, Global Affairs Canada, and overseas with an education project in Tanzania. With Global Affairs Canada she gained expertise with the Feminist International Assistance Policy, result-based management and GAC funding modalities. At Grand Challenges Canada (GCC) she supported multiple grant-making teams across the Global Health Innovation platform. She developed the in-house multi-stage application review process from the ground up and supported projects through all aspects of the funding life cycle. As a Gender Equality Officer at a trades college in Mwanza, Tanzania, Molly provided operational oversight, led monitoring and research initiatives, and engaged with key stakeholders.

Throughout these positions she has honed her expertise in gender equality, education, project management and MEAL. Molly is currently working with Salanga, a values-based company providing tools, training and technology services in MEAL to organizations around the world, as the Manager for Global Impact with a focus on GAC funded projects.

Beyond professional roles, Molly's values, approach and drive are informed by her life experiences - living on a sailboat in the Caribbean for a year at age 10, swimming at a national level, volunteering in her community and traveling. Molly is always keen to learn, collaborate and creatively seek solutions. Molly holds a Masters from the Norman Paterson School of International Affairs at Carleton University (focused on program management and gender) and a Bachelors in Peace, Conflict and Justice and International Relations, with a minor in African Studies from the University of Toronto.

Christina Muia

Whilst growing up in Kenya, Christina Muia witnessed a clear gap between the haves and have-nots. From those early years to her adulthood in Canada, Christina has been passionate about poverty alleviation. This has led her to work and volunteer with the United Nations and several Canadian international non-profits on women empowerment, youth employment, food security, sustainable agriculture and climate change projects. Her experiences sparked interest in how youth from marginalized and poor communities are involved in poverty reduction, which was explored in her Masters thesis and led to co-founding BiaSHEara, a multifaceted enterprise that showcased stories of Canadian women entrepreneurs of East African descent and engaged youth volunteers to support documentary production.

Christina has worked and volunteered with five Canadian international development organizations: World Renew (OCIC member), Mennonite Economic Development Associates, TakingITGlobal (OCIC member), Canadian Samaritans for Africa, and Paradigm Shift Project. She has also served as a Board advisor for the Canadian Samaritans for Africa. As a part of her Board commitment to OCIC, Christina is serving on the Finance and Sustainability Committee, has served as a co-chair on the Membership and Nominations Committee, and been a Secretary to the Board. Christina was also involved with the OCIC Youth Policy-Makers Hub. Christina is excited to continue serving on the Board to contribute to anti-oppression and anti-racism policies and work, and to contribute to shaping the future of international development work in Ontario.

Christina has a Masters in Strategic Foresight and Innovation from OCAD University, and a Bachelor of Arts Honors degree in Agricultural Economics and Environmental Studies from the University of Guelph. Christina is currently working with Skills for Change as a Manager of Social Enterprise where she manages programs to diversify non-profit funding to better serve immigrants, refugees and underrepresented communities.

Alice Ng Bouwma

Alice is keen to continue serving on the OCIC Board of Directors where she contributes her 15 years of experience in financial sustainability/management and fund diversification of government and foundation/private sector funding relationships. Alice has extensive experience in cultivating government and academic relationships and partnerships with various stakeholders including the Government of Canada, private foundations/corporations, and academic institutions in Canada and internationally. Alice provides leadership in enhancing business technology systems and directing cross-functional teams in fund acquisition and project management of climate adaptation and gender equality programming. Alice's efforts to increase efficiencies to automate business processes and project management results in increase in revenue for programming from institutional donors and philanthropy. She has experience in organizational efforts, within her local community and in the international cooperation sector, in anti-racist and anti-oppressive practices that allow BIPOC groups to self advocate and self represent. Alice also has skills in gender equality and intersectionality - program approaches and analysis.

Alice is at the Canadian Red Cross as a Senior Project Manager & Appeal Lead to provide strategic guidance to the Philanthropy leadership team across Canada to determine project requirements, resources, timelines, and deliverables, and determine the optimal way to achieve desired results. Previously, for 14 years she was a Grants Program Manager at World Renew providing leadership in enhancing international cooperation programs and directing cross-functional teams in fund acquisition and project management of climate adaptation and gender equality programs. Alice has a Master of Science in Rural Planning & International Development, from the University of Guelph where she was a scholarship recipient of the Social Sciences and Humanities Research Council of Canada. Alice also holds a BA (Honours) in Environmental Studies & Development, from the University of Waterloo.

Alice is actively involved in her community leading a marketing and capital campaign to raise \$4M amongst alumni and philanthropic donors for a local school. She provides leadership and direction to the school's long-range plan, goals, and policies, while promoting team development and conflict resolution between teachers, principal, and staff. Alice facilitates learning amongst participants across Canada to build relationships with Indigenous communities and promote Diversity Inclusion Belonging Diversity, and support decolonization and localization.

Candidates to the Board of Directors

Organizational Members

Hyang Cho, Good Neighbours Canada

Hyang Cho is a seasoned professional with over 14 years of experience in the humanitarian-development sector, specializing in the successful implementation of community-oriented projects in education and the social economy. As the Executive Director of Good Neighbors Canada, she has consistently empowered individuals and facilitated community transformation, demonstrating her unwavering commitment to making a positive impact on vulnerable populations both locally and globally.

Her educational background includes a master's degree in Global Political Economy from Sussex University, where she conducted in-depth research on the consequences of economic colonization on social structures in sub-Saharan Africa. This academic foundation has equipped her with a profound understanding of complex global issues, further strengthening her dedication to international development.

Hyang Cho's professional journey spans various roles and industries, each contributing to her comprehensive skill set:

- She initiated her career at a Korean government Economic Research Institute, where she gained valuable insights into energy economics policies' implications and co-authored a significant LNG pricing policy paper.
- During her tenure at Good Neighbors International, spanning over a decade, she demonstrated an unwavering commitment to sustainable community development, particularly in the Dominican Republic. Her work placed a strong emphasis on social enterprise and the empowerment of women. Furthermore, she provided consultancy services to Korea International Cooperation Agency, contributing to Korean International Aid practices in Haiti by offering strategic partnership advice.
- Hyang Cho's transition into the aerospace industry in Canada showcased her financial acumen and strategic planning capabilities as she took on the role of a finance manager. She successfully managed budgets exceeding \$100 million, underscoring her ability to efficiently oversee financial matters.

- Hyang Cho's leadership shone through as she accepted the challenge of expanding Good Neighbors Canada by establishing offices in London, Ontario, and Toronto. Her visionary approach and adept networking skills significantly advanced the organization's humanitarian mission.
- Eager to contribute her expertise, Hyang Cho is enthusiastic about joining the Ontario Council for International Cooperation (OCIC). Her particular passion lies in supporting new members' seamless integration into OCIC, ensuring they maximize the benefits of the organization's resources and network. Her involvement with OCIC has created opportunities for Good Neighbors Canada to secure interns, volunteers, and funding while fostering collaboration with similar organizations.

Hyang Cho's dedication to creating positive change and her extensive experience in the humanitarian-development sector make her an invaluable addition to OCIC, aligning with the organization's mission of promoting international development and global education in Ontario.

Kristin Douglas, World Accord

Kristin Douglas is a committed, enthusiastic professional with more than ten years of experience in the non-profit sector and five years of experience in international development. She is currently the Executive Director at World Accord, was the previous Executive Director at Ethiopaid Canada, and has held management positions at Plan Canada, Cystic Fibrosis Canada, and the Welcome Centre Shelter for Women & Families. She graduated with a BA in Philosophy, Minor in Social Justice, and an MSc in Human Rights & International Politics, which has led her down a career path in which she is focused on positions that give back to the local and global communities that are supported by the organizations that she works for. Kristin specializes in fund development, fund diversification, relationship management and community engagement and is currently the President of the OCIC Board of Directors.

Bella Lam, Jane Goodall Institute of Canada

Bella (she/her/elle) has over 20 years of experience in international cooperation and community development, amplifying the work of local partners across regions of Latin America, South Asia, and Sub-Saharan Africa. She is currently the CEO at the Jane Goodall Institute (JGI) of Canada, leading a team to address the convergence of three crises: climate change, biodiversity loss, and environmental inequity. Bella has in-depth experience with community-centered conservation focusing on ecologically sensitive regions across Africa, promoting the “One Health” approach that recognizes the well-being of people, animals and the environment are deeply interconnected. She has helped to build a team at JGI Canada that engages youth across the country, developing young leaders to take actions on sustainability issues, and collaborating with Indigenous-led partners on reconciliation and decolonization. Supporting an anti-racist and anti-oppression framework is one of Bella’s priorities at her own organization, and she hopes to contribute to the broader dialogue in the sector. She is a strong advocate for climate and gender justice, and has been a Board member of OCIC since 2021. Bella fills her cup by connecting with nature, enjoys hiking, camping, canoeing and all things outdoors!

Soofia Mahmood, Raising the Village

With over 20 years of service in the corporate, non-profit, and international development sectors in Pakistan and Canada, Soofia has lived many lives. Her proficiency spans a range of areas, notably strategic communications, stakeholder engagement, policy development, issues management, crisis communications, and complex project management. Her personal passions are photography and writing, and she has an unwavering commitment to lifelong personal growth.

As the Managing Director at Raising The Village (RTV), Soofia serves a team of 150+ staff in Canada and Uganda as a senior leader and oversees the Communications and Marketing, Government Funding Partnerships, and Knowledge Management portfolios in addition to providing oversight to the day-to-day operations in Toronto. She also works closely with the Programs team to advance projects of strategic significance. In this role, she is most proud of envisioning and creating the Knowledge Management unit, which centers on the creation, management, and dissemination of technical knowledge and is playing a significant role across the organization and portfolios. Prior to this role, she held the position of Chief of Staff at RTV, where she was also leading the Human Resources department.

Before joining RTV, Soofia was serving The 519, LGBTQ2S community centre and City of Toronto agency as Director of Strategic Communications and Executive Planning, where she led the Marketing and Communications team with a focus on advocacy, media relations and crisis communications. She was also the Board Secretariat and Privacy Officer for the organization. Her experience at The 519 played a pivotal role in her personal and professional growth as a newcomer in Canada.

Prior to immigration, Soofia had worked in UNICEF Pakistan and several creative agencies leading behaviour change communications and advertising projects for international development clients including USAID and Oxfam. She led complex and high-risk creative and documentary projects during those times that profoundly influenced her understanding of the sector.

Joining the OCIC Board will represent a significant personal milestone for Soofia, especially as an immigrant who has diligently rebuilt her career over the past 8 years in Canada. A Board member position at OCIC would not only elevate her profile as a Senior Leader but also offer her an opportunity to contribute to a sector she is deeply passionate about. She is also eager to build relationships across organizations for meaningful dialogue and shared learning. She brings to the table a wealth of experience in areas like anti-racist and anti-oppressive practices, learning and development, strategic planning, and strategic communications. Having worked as national staff in Pakistan and now as international staff in Canada, Soofia offers a unique perspective and is confident in her ability to meaningfully contribute to OCIC's mandate.

Associate Members

Aysha Dawood

Aysha Dawood is an advocate for both local and global scale social equality, with a focus on affordable housing and sustainable finance. This ambition stems from her intersectional identities, and the transformative experiences gained while working with populations made vulnerable in the UK, Southern

Africa, and Canada. She is fuelled by research, attempting to unravel the root systemic drivers of poverty. Aysha works as an operational and strategic consultant with non-profits. Her current work includes coordinating the management of the Canada Forum for Impact Investment and Development (CAFIID), and researching the nexus of human rights and the financialization of housing in emerging markets. Aysha's previous positions have been with Oikocredit, the Centre for Affordable Housing Finance in Africa, South Liverpool Homes and the City of Toronto. Aysha holds a master's degree in Local Economic Development, a bachelor's degree in Urban and Regional Planning, and diplomas in Architectural Technology, and GIS (Geographical Information Systems) and Urban Planning.

Aysha has been a member of the OCIC Board of Directors since 2019, serving on the Finance and Sustainability, Membership and Nominations, Governance, and Executive Committees. She has also been the Board Secretary for two years, helping to maintain OCIC's governance files. She looks forward to co-hosting OCIC's 35th Anniversary Celebration this year, as one of the special event planners!

Brian Waters

Brian Waters is a dedicated scholar and practitioner with a diverse academic and professional background. He holds a Bachelor's degree in International Studies and Non-profit Leadership which has strongly influenced his inclusive and communication-based leadership style. He earned Master's degrees in both Urban Planning and Agricultural Economics from the University of Illinois, where he graduated as a Fulbright scholar. Currently, he is pursuing his PhD in Geography at York University, where he aims to lead the academic field in decentralized water sources (wells, boreholes, packaged water, etc.) throughout the global south and is currently designing a significant research project investigating the impact of water ownership on service, safety, and reliability. At the core of Brian's work is his passion for participatory action research. He firmly believes in the power of collaboration and leverages research as a tool to benefit all stakeholders involved. Over the years, Brian has led numerous studies and development projects covering a wide spectrum of topics, including urban transportation, energy access, urban agriculture, poverty alleviation, and access to clean drinking water.

Brian's experience extends beyond academia and includes roles within the municipal government of Freetown, Sierra Leone, as well as positions with non-profits such as the Federation of Urban and Rural Poor (FEDURP) and the Centre for Dialogue on Human Settlement and Poverty Alleviation (CODOSAPA). He has actively partnered with community-based disaster mitigation organizations in West Africa, working to advocate for marginalized populations in informal settlements. Furthermore, Brian has contributed to the design, implementation, and evaluation of projects funded by the UNHCR and World Vision. His commitment to international development is further reflected in his role as a board member for Microfinancing Partners in Africa. Finally, Brian is an active member of several professional associations, including the Agriculture & Applied Economic Association (AAEA), the Ontario Council for International Cooperation (OCIC), the Canadian Association of African Studies (CAAS), and the Canadian Association for the Study of International Development (CASID). These experiences and affiliations showcase his ongoing commitment to staying at the forefront of both international development research and practice.

Contributor Bios

Fund for Innovation and Transformation (FIT) and Spur Change Program Reports

Janice Hamilton

Janice Hamilton has worked for MCIC since 1987 in various capacities and has been the Executive Director since 2000. Janice has served at the national level as a Director of Cooperation Canada (formerly Canadian Council for International Cooperation) for many years since 1996. She is also an active member of the Inter-Council Network of Provincial & Regional Councils for International Cooperation, and current host of the ICN initiated Fund for Innovation and Transformation (FIT). Provincially, she has participated in several Roundtables and currently is on the Curriculum Advisory Panel for Manitoba Education and Early Childhood Learning. Janice received the Queen Elizabeth II Platinum Jubilee Medal (Manitoba) in 2022.

Ms. Hamilton has a keen interest in Public Engagement and enjoys finding creative ways of getting more people interested in international cooperation and seeing the connections between global and local issues, with the ultimate goal of fostering more Global Citizens. She has participated in a number of committees, both nationally and provincially, regarding Public Engagement. MCIC has developed a reputation for providing innovative and engaging programming in the formal education sector and the larger community.

In her spare time, she enjoys the Winnipeg arts scene and has season tickets to the Royal Manitoba Theatre Centre and the Winnipeg Symphony Orchestra.

Andréanne Martel

Andréanne Martel is the Director of Spur Change, a five-year initiative of the Inter-Council Network (ICN) and funded by Global Affairs Canada aiming to support learning, knowledge sharing and networking among Canadian small and medium-sized organizations (SMOs). Prior to joining the Spur Change team, Andréanne was the lead of the Next Generation program, a joint initiative between the Cooperation Canada and the Canadian Association for the Study of International Development (CASID) aiming to foster better collaboration between practitioners and academics in the Canadian global development sector. These roles converge in her commitment to amplifying the voice of Canadian organizations through evidence-based research and programming. She held a Research Award position in the Policy and Evaluation Division at the International Development Research Centre (IDRC) and used to be the coordinator of a research centre on international development at the University of Québec in Montréal (UQAM). She has extensive experience in program evaluation as she evaluated several major post-earthquake projects and programs implemented in Haiti by NGOs and international organizations.

AGM Participants & Contributors

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Shehara Athukorala	Ontario Council for International Cooperation
Nadia Benmouna	
Megan Botha	Horizons of Friendship
Maria Ciarlandini	Vince's
Maria Carmona	Presbyterian World Service & Development
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Nicole Dagher	WaterAid Canada
Aysha Dawood	Canada Forum for Impact Investment and Development & OCIC Board Director
Mama Dembele	Malian Association for Gender Justice
Kristin Douglas	World Accord & OCIC Board Director
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Vlad Gomez	Ontario Council for International Cooperation
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Molly Grove	Salanga & OCIC Board Director
Janice Hamilton	Manitoba Council for International Cooperation
Janine Hodgson	World Vision International
Devyam Jaitly	Toronto Metropolitan University
Susan James	Associate Member & OCIC Volunteer
Sarah Judd	Ontario Council for International Cooperation
Joëlle Kabisoso	Sisters in Sync & OCIC Youth Policy Makers Hub Alumni
Melina Kalamandeen	Amref Canada
Mahmuda Khan	Human Concern International
Rodrigo Konigs	Horizons of Friendship
Bella Lam	Jane Goodall Institute of Canada & OCIC Board Director
Kathrina Loeffler	Canadian Physicians for Aid and Relief
Henry Lukenge	Nexim International Development Organization
Soofia Mahmood	Raising The Village
Andreanne Martel	Spur Change Program
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