

# 2023-2024 Annual Report

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**Presented by**  
CORFA Executive  
2023-2024



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# About CORFA

The College of the Rockies Faculty Association (CORFA) is the sole bargaining agent for the faculty members of the College of the Rockies. It was formed in 1976 under the name East Kootenay Community College Faculty Association (EKCCFA). The College has campuses in Cranbrook, Creston, Fernie, Golden, Invermere, and Kimberley BC.

## **CORFA'S ROLE IS TO:**

- Bargain a collective agreement on behalf of its members
- Respond to inquiries related to the terms of employment of its members
- File grievances on behalf of its members when their rights have been violated
- Keep its members informed about changes in working conditions, legislation, and government policy related to their employment

CORFA is a registered Trade Union. CORFA is a member of the Federation of Post-Secondary Educators of British Columbia, and is affiliated with the Canadian Labour Congress and the British Columbia Federation of Labour.



# 2023-2024 CORFA Executive



**JOAN KAUN**

PRESIDENT

[president@corfa.org](mailto:president@corfa.org)

**SHEENA SVITICH**

VICE PRESIDENT

[vicepresident@corfa.org](mailto:vicepresident@corfa.org)



**JO ANN SMITH**

TREASURER

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**JOHN MCDONAUGH**

MEMBER-AT-LARGE

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**JODY MENDENHALL**

MEMBER-AT-LARGE



# Vision, Mission, & Values

## Vision

Our Vision is an inclusive, thriving workplace where fairness prevails, academic freedom is honoured, and students achieve success.

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## Mission

It is our Mission to be the voice and advocate for all faculty at College of the Rockies. We will work to empower faculty to realize fulfillment in their careers and prepare every student to succeed in an inclusive and interdependent world.

*We are Educators Working Together.*

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## Values

- **Solidarity** - We stand together to protect our rights and achieve collective change.
  - **Equitable Opportunity** - We recognize diversity and pursue inclusion and justice for all members.
  - **Democracy** - We embrace the democratic process for elections and decision making to ensure our executive most accurately represent the interests of our members.
  - **Professionalism** - We aim to conduct ourselves with responsibility, integrity, accountability, and excellence.
  - **Collaboration** - We value the joint efforts of Faculty, CUPE and COTR administration to fulfill our vision.
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# General Meeting & Games Night

College of the Rockies Faculty Association







# Year in Review President

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Well, this is my last president's report. It's been eight years since I was acclaimed as president and I'm looking forward to passing the torch.

Since my term began, we have completed three rounds of collective bargaining, worked through numerous grievances, one of the big ones was the settlement that includes CE Skills instructors working in Continuing Education in the CORFA bargaining unit. We have also undergone a review of the union structure and have changed our executive from 17 to 7. I believe the change to a smaller executive is more efficient and practical. We have great conversations and are able to action things faster. Hiring an executive assistant to support us and be available for members is also a big change. Having her take care of the day-to-day tasks and organizing events and meetings takes a lot of pressure off the executive team.

As a result of the restructure, we also updated our constitution and are working our way through many, many policies and committee Terms of Reference. Thank you, Sheena, for all your work on policies this year.

We continue to prioritize communication and member engagement. The monthly newsletters have received positive responses. If any of you have ideas for a topic or would like to submit a video or article, please contact Pamela, she will make it happen. Different members of the executive visited the campus faculty last fall. Those in-person meetings are a great opportunity to share what's happening in Cranbrook and the campus and to find out if there are concerns or questions from faculty who can't just pop by one of our offices. The engagement events this year included our welcome back greeting and prizes in September, games at the Colombo Lodge in November, and a bowling night at Encore Brewing in February. We also like to share great swag when we can. During the year I have also attended several FPSE Presidents' Council meetings in Vancouver and on Zoom. FPSE is also doing a lot of work updating policies, and their Mission, Vision, and Values. A bigger project that started this year is an assessment of capacity. It started with a review of expectations and services and is now looking at goals and priorities going forward. It's going to take a while to work through the various wants and needs of the different locals and agree on what to prioritize. Sheena will represent us well in that process.

Faculty Labour Management meetings and one-to-one meetings with administration are always happening. The FLM meetings aren't as productive as we hope, but that's nothing new. Two new committees have been recently launched by HR; the first is Respect in the Workplace and the second is Employee Experience. Both are ambitious and will take time to produce actions and results.

Thank you to everyone who has supported me on the executive over the years, those who have taken on committee positions, and those of you who say thank you. This isn't a job anyone can do on their own; it takes a team and I have been blessed with a strong team.

Yours in Solidarity,  
*Joan Kaun*



# Year in Review

## Vice President



Well, another year has passed us by. I have enjoyed my role as Vice President of CORFA, especially because I got to work with such a great President, Chief Shop Steward, Chief Bargainer, two Members at Large, a Treasurer, and an Executive Assistant. Even though the issues we are dealing with are not easy sometimes, it has been a real time of growth for me to work and learn from others. This includes the rest of our faculty members, and I hope to continue to get to know more of you better.

As Vice-President, I participate as part of a team and a lot of what I do is support-based. If the President for some reason can't make something, I am there to be a backup. However, many times I attended activities with Joan just to learn, and I really did. She took me to the FPSE President's Council meeting in Vancouver in October. In March, I was able to go to a PC meeting in her place.

I attend weekly catch-up meetings with the President and Chief Steward and often the Chief Bargainer to discuss ongoing grievances and issues. Sometimes I attend grievance meetings. I go to the Stewardship meetings as well as Faculty-Labour Management. Speaking of which, there were some really positive wins this year as well as some concerning issues that will require further work with the College.

In the fall different members of the Executive split up and take trips to the regional campuses to visit with members. This year, I went to Creston and Golden.

In November I participated in training with Weldon Cowan from FPSE, along with the rest of the Executive, the Stewards, and the membership.

In my role I chair CORFA's Communications and Engagement Committee (a.k.a. Fun Committee). The other members of this committee are Leanne Callier-Smith, Jenny Gutzman, Sharon Demaine, and John McDonough. This year we planned the social part of our November meeting at Colombo Lodge and also a social "Aloha" bowling night at Encore Brewing in February. Feedback was quite positive, which makes it all worthwhile. Recently we had Pamela, our Executive Assistant, put out a survey to membership to get more ideas of what types of events faculty members would be interested to attend in the future. In the fall we plan to bring back the family BBQ event.

One of my jobs was to lead the work on updates to CORFA policies, and I had various people help along the way such as Leslie Molnar, Andrea Hyde, and Joan. We updated some policies that were out of date and created several new ones that were needed. The membership patiently listened to the text of policies at a couple of meetings, asked good questions, and passed them. This process is so important to make sure we have the appropriate policies in place to guide union decision making. This work on policies is ongoing.

I work a lot with our Executive Assistant, Pamela, along with the President, on the day-to-day operations of our Association. Pamela holds everything together for us in such an amazing way. This year Joan and I split up the list of College and FPSE Committees to touch base with them as often as we could.

Thanks to everyone I was able to work with this year! Thanks to the COTR faculty for all you do for students!

In solidarity,

*Sheena Svitich*



# Fall Meet & Greet

College of the Rockies Faculty Association







# Year in Review

## Chief Steward



As always, being the Chief Steward is a challenging and rewarding role! I get to be there for members in some of the most challenging parts of their working lives. I'm grateful for the trust that you put in me, day and day out.

In the 2023/2024 fiscal year, we filed five grievances and resolved three of them. I can't share the details with you, but I will say that we had a big win for a department that needed support, and that we protected the work of the bargaining unit. Both of the outstanding grievances are in the arbitration process.

A long outstanding grievance concerns working conditions for the Non-Instructional Faculty (Education Advisors, Librarians, Teaching and Learning Specialists, Counsellors and Accessibility Coordinators, and Department Heads). We've been working with HR to find a solution to the issues and look forward to presenting that solution in the near future.

I regularly meet with the CORFA Executive to stay up to date on what everyone is working on and to collaborate on issues related to our respective roles. This time is always enjoyable and educational. As Joan passes the Presidency on to Sheena, we will all feel the loss of her knowledge and experience. Thank you, Joan, for all of your hardwork and your generosity with your time and expertise!

Many member issues are resolved through work with the Department Head, the Deans, or with our Labour Relations contact in HR. These conversations provide us with a chance to share our viewpoints and to build our relationships so we can have a strong foundation when conflict arises.

Now, this isn't to say that it's all been candy and rainbows this year. We are facing a culture change at the college with a shift away from small classes and individualized education. We are all aware of many of the issues with the way International students are recruited, enrolled, and supported at the college. CORFA continues to advocate for students and faculty with the ongoing view that the students are the most important people in the building and all of our actions should be to support them and their education.

In Solidarity,

*Andrea Hyde*





## Year in Review Chief Bargainer



During the past year we had a fantastic event in June involving a dunk tank and celebrating with CUPE and management regarding our new collective agreement. We have really focused on collaborating and trying to



remove some of the inherent conflict between management and faculty. In the fall members of the bargaining committee did some outreach to departments to discuss some of the bargaining process and what changed in our collective agreement. Unfortunately, we had some departments not accept our invitation to meet with them. We ended up getting the full wage increase based upon the COLA clause, which left us with a total of 12.99% raise over the 3 years of the agreement.

This winter we have been working on creating new bargaining proposals and getting ready to start bargaining this coming year. We have noticed a negative culture shift from management at the college which is really concerning. I have helped a little bit with the steward work as there is just so much to do lately. As an executive we have regularly brought forward faculty concerns about this culture shift, but it has often fallen on deaf ears, and we are told there isn't actually a problem.

We are also always looking for new members of our bargaining committee and have many different options available for participation.

Please reach out to Kevin in person or via email: [chiefbargainer@corfa.org](mailto:chiefbargainer@corfa.org)

- *Kevin Boehmer*

## Year in Review Member-at-large



As a Members-at-Large I have been actively reaching out to all new members to provide them with information on the union and offering to be a point of contact for any questions. While meeting monthly for the Executive meetings I was also able to assist the other executive members with any other assigned duties. It's been a great year of learning and increasing my knowledge of the scope of union issues.

- *John McDonough*

Greetings from the Federation of Post-Secondary Educators (FPSE) to the attendees of the College of the Rockies Faculty Association Annual General Meeting in Cranbrook, and a special hello and thank you to the CORFA members joining from Creston, Fernie, Invermere, and Golden.

The Federation of Post-Secondary Educators of BC provides a full range of services including contract administration, grievance / arbitration and bargaining support to 19 faculty / staff associations at public colleges, universities and private language schools across British Columbia. FPSE also brings member local representatives together for input from and output back to locals through the work of our 12 Standing Committees. FPSE represents the collective voice of approximately 10,000 post-secondary education workers on provincial matters occurring in post-secondary education (PSE) and labour and provides a critical point of connection with other unions and PSE associations, provincially and nationally. Between FPSE Annual General Meetings, stewardship and governance of FPSE is provided by presidents of our 19 locals. CORFA joined the provincial association in 1975 as East Kootenay Community College.

I was in Cranbrook in early November 2023 to meet with the CORFA executive and learned about the tremendous work being done on member engagement at your local. The work of the Communications and Engagement committee needs to be acknowledged, in particular the production of a regular newsletter with embedded videos and the broad range of social gathering events. Bringing people together in a multitude of ways is a key component of building solidarity, and our goal is to feature the work of CORFA in our upcoming Effective Union Executive training and education modules.

You are fortunate to have a strong executive team at CORFA and much of the credit for that goes to your outgoing President Joan Kaun and her 20+ years of service in bargaining and leadership roles. Joan has represented CORFA well at FPSE through her work on Presidents' Council, as a member at large, and on numerous committees. Her integrity in representing CORFA and the broader needs of 10,000 academic workers provincially is evident in the care she has taken with succession planning at your local.

I also want to acknowledge the contributions of Andrea Hyde as Chair of the FPSE Contract Administration and Review Committee and thank her for her leadership and embracing new collaborative ways for the stewarding teams at all FPSE locals to work together and support each other. Your Chief Bargainer Kevin Boehmer provides leadership and inspiration to our Bargaining Coordination committee and should be acknowledged for being the first FPSE local to conclude bargaining in the 2022-2025 round.

In closing I wanted to welcome your delegation to the upcoming FPSE AGM & Convention in May. The theme is "Focus on Academic Labour", and our goal is to highlight the unique and powerful features faculty voice and action have in the niche of academic labour as well as clarifying the FPSE vision, mission, values and priorities in the changed post-Covid advanced education environment. The provincial government has transitioned from viewing post-secondary education as an affordable right of citizenship to seeing it in the context of economic development. Both thematically and substantively the government has prioritized practical, "relevant, responsive" post-secondary education programs. Funding has increased for non-traditional short courses and digital learning, but largely remains flat otherwise. The funding landscape has also changed overnight with the federal government cutting international student visas by 35%. In the midst of these developments, the ongoing challenge of the government's role in both bargaining and the government's intrusive role in the governance and operations of our sector came to the fore in the past year.

CORFA will be back at the bargaining table as early as December 2024 and preparing locals and the federation for the upcoming round of bargaining will be a central theme to our work over the coming year.

Thank you for allowing me the opportunity to welcome CORFA members to your AGM. I hope you have a tremendous meeting!

In Solidarity,  
**Brent Calvert**  
FPSE President



# Aloha Bowling Event

College of the Rockies Faculty Association





# Year in Review

## Faculty Development

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Prepared by **Katie Burles**, Faculty Development Coordinator

Committee members for 2023-2024, included Bonnie New, Lawrence (Larry) Maki, Lisa Stemo, Diana Dearden, Nicola Kaufman, Katie Burles, Faculty Development Coordinator (June 2023-March 2024), and Jeff Quinn (April – June 2023)

Please note: the full 2023-2024 Fiscal Year Report of the Faculty Development Committee is available on COTROnline, if you are interested to learn more.

### Introduction

2023-2024 fiscal was a busy year for the Faculty Development Committee. We processed more faculty development applications than any year previously on record. Exciting to see all the projects, research, courses, conferences, and other activities CORFA members have been involved in this year.

### Fiscal Position

The committee continues to carry over a surplus for both Faculty Development and Education Leave into 2024-2025. The Faculty Development surplus will allow us to continue offering full-time Faculty a maximum of \$4000 per year, not to exceed \$8000 every 4-years for individual faculty development applications. Each year we will evaluate the surplus and the annual budget calculation carefully with Finance to ensure the fund is able to support this eligibility.

The Faculty Development Fund began the 2023/24 fiscal year with a carry forward budget amount of **\$230,726.99** to which the annual budget calculation of **\$137,111.99** (composed of **\$54,651.73** \* for Faculty Education Leave and **\$82,460.26** for Faculty Development) was added for a total of **\$367,838.98**.

2023-2024 disbursements include, Faculty Development Funding Requests (**\$129,104.68**), Group Faculty Development Fund (**\$7,196.37**), and Faculty Development Day (**\$2,714.25**). Thus, total disbursements were **\$139,015.30**.

A surplus of **\$174,171.95** will be carried into the 2024/25 fiscal year.  
The surplus amount includes a rebate on the GST for some activities.

- Continued -



# Year in Review

## Faculty Development **continued**

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### Individual Faculty Development Funds

**Ninety-four (94)** requests were funded.

Individual Faculty Development Funding Requests accounted for **\$129,104.68** in expenditures over this reporting period.

CORFA Faculty have engaged in a variety of activities! A few highlights:

- 12 Faculty travelled internationally (Germany, Greece, Netherlands, London, USA, etc) for conferences and workshops.
- Over 30 Faculty travelled within Canada (PEI, NFL, Montreal, Ottawa, Haida Gwaii) for activities.
- 10 Faculty are taking the 2023 fall start of the 4 Seasons of Indigenous Learning
- 25+ Faculty engaged in online courses, workshops, and conferences.
- And other Faculty have started or continue to work towards their Bachelors, Masters, and PhD's

### Group Funds

**Seven (7)** applications were received from faculty members for group activities. Group Funding Requests accounted for **\$7196.37** in expenditures over this reporting period.

1. Education Advisors used funds to support their annual retreat.
2. Business Faculty participated in a 2-day CPA Environmental Social Governance Online Symposium.
3. English Faculty and CITL participated in a spring workshop discussing Future-proof Learning Design: The Integration of Digital Literacy, Inclusive Tech, and AI.
4. Nursing Faculty participated in CPR recertification.
5. Jen Girvin, Jeff Quinn, and Shawna Ryan traveled to Utrecht, Netherlands to participate in the ISSOTL Conference.
6. Jen Siemens, Jeff Quinn, and Gillian Spring participated in the 4 seasons of Indigenous Learning Series together.
7. John McDonaugh, Kevi Remple, Jo Ann Smith, and Karin Fraser participated in an NACADA online webinar "Toward a Culturally and Racially Sensitive Renaming of Academic Probation."

- Continued

### CFPD and Education Leave

**Four (4)** calls were made for CFPD applications, and four (4) successful applications were received. As of March 31st, **\$59,475.96 of CFPD funds** were allocated.

The following Faculty activities were funded:

1. Becky Pelkonen, a regular faculty, and Coordinator who teaching business and tourism courses, project included the following key components:
  - Create a Mountain Sustainability Field School (Andorra) handbook for future instructors and employees at the College.
  - Compile past practices, resources, and ideas to advance Sustainable Development Goals at College of the Rockies.
  - Develop a pre-feasibility study on the concept of a Centre of Excellence for Mountain Sustainability.
2. Annette Arts, a regular faculty and Coordinator in ELP, planned to research the new era of community building and exploring opportunity to expand tools for community development in the ELP Program and within the college.
3. Dr. Caley Ehnes, a regular faculty who teaches in University Arts and Sciences, requested time to consider the role of AI in the composition classroom. As the technology and its applications have been evolving rapidly, needs sustained time to engage and experiment with the possibilities and limitations of AI as a reading and writing tool in the college classroom.
4. Karin Ogilvie, a regular faculty who teaches in the Hospitality Management Program, planned to complete a digital literacy course as part of her Graduate Diploma in Education that will eventually ladder into a Professional Master of Education at Queen's University. This is the fourth of ten courses that she needs to complete this credential.

**As of March 31st, ~\$254,600 of Education Leave** remains unallocated in trust and will be carried over to the 2024-2025 fiscal year.

Fully allocating Common Faculty Development Funding (CFPD) and Education Leaves remains an important priority of the committee. This year we were unable to deplete CFPD funds after four (4) calls for applications. We receive NO (0) Education leave applications. In 2024-2025 the Faculty Development Committee will prioritize a review of the current application policies and procedures.



# Campaigns & Workshops

College of the Rockies Faculty Association



## ACADEMIC GOVERNANCE

to be the most effective faculty representation in College governance.



COREFA POLICY INFO SESSION  
WEDNESDAY, MARCH 5, 2024



## COLLEGE PENSION WORKSHOP



GUEST SPEAKER - WELDON C.  
FPSE Trustee on College Pension

15x

# Year in Review

## Committees



### COTR SUSTAINABILITY COMMITTEE

#### What is SDG Week?

"SDG Week Canada is a national collaboration from March 4-8, 2024 featuring workshops, panels, and other interactive programming to increase awareness of and engagement with the 17 Sustainable Development Goals (SDGs) on university and college campuses. Brought to you by the Sustainability Hub at UBC, SDSN Canada hosted by the University of Waterloo, and Colleges and Institutes Canada." To learn more about what is happening across Canada, visit: [www.sdgweekcanada.ca](http://www.sdgweekcanada.ca). To learn about the UN's Sustainable Development Goals, please visit: ["The UN's 17 Sustainable Development Goals"](#) and ["Indigenous Peoples and the SDGs."](#)

The Sustainability Committee will act on the recommendations and plans of a College of the Rockies SDG Week Sub-Committee to complete actions during SDG Week in the following areas, as defined by the SDG Week Canada Partners (UBC Sustainability Hub, SDSN Canada at the University of Waterloo, Colleges & Institutes Canada):

1. Raise awareness around SDGs through interdisciplinary teaching and learning opportunities.
2. Institutionalize SDGs in campus operations, strategic planning, instruction, and research.
3. Create a collaborative, cross-disciplinary environment for institutions to advance SDGs.
4. Incorporate guiding values from SDGs into conversations to inform solutions.

-Greg McCallum, Committee Rep



### ACADEMIC GOVERNANCE COMMITTEE

The Academic Governance Committee met online in October and in person in January in Vancouver. The committee is new, a merging of the education policy committee and the professional development committee. I am at a bit of a disadvantage in terms of assessing how well the committee is doing at combining the tasks of those committees because I wasn't on either of the other two. Between our two meetings, we discussed various overall issues with our institutions, including:

- Representation on committees like EDCO
- The rise of Micro-credentials and the implications on workload and program planning and faculty work
- Discussion of the differences between our locals in terms of education leave and professional development

We also made plans to attend a multi-committee summit in October and hold a joint committee meeting with BCC.

-Ben Heyde, Committee Rep

### COTR WELLNESS COMMITTEE

The purpose of the Wellness Committee is to support employees in making healthy choices in their work and home lives, to encourage habits of wellness, to create feelings of well-being, to increase awareness of factors and resources contributing to well-being, and to inspire individuals to take responsibility for their own health.

We have done our best to meet these goals by offering a mix of 'tried & true' events along with some new opportunities for employees to improve their wellness and well-being. Some classics included the Flu Buster smoothie event, the December chocolate goodie bag, and the gift card give-away. Some of the newer offerings such as Books for Beaches & Beyond, the Peace of Nature seedling give-away, and the marshmallow & wiener roast were all big hits. Stay tuned for what's next! Jokes and recipes are on the horizon.

We thank you for your continued enthusiasm  
Your participation is our motivation!

-Jan White, Committee Rep



### PENSION ADVISORY COMMITTEE

We have had two meetings over the past year and talked about a lot of important issues related to your most important benefit (your pension!). Some highlights:

Over the last year the plan returns beat the targeted returns (6.9% vs. 6%) but fell short of the benchmark returns (11.9%). Primary reasons given for this were the performance of the real estate holdings portion of the BCI investment portfolio which has had many strong years of returns but struggled over the past year. Overall, the plan remains in a very health financial position and is fully funded.

Given the current health of the plan, there has been proposals of what to do with our surplus funds each year. Currently, the funds go into our inflation adjustment account so that we can offer increases to offset inflation in the future. There is already a high level of funds in the inflation adjustment account (approx. \$500 million), so the trustees are considering changing the policy of automatic transfer of annual surplus to the inflation adjustment account to fund other initiatives, possibly post-retirement benefits. Post-retirement benefits existed in the past but were eliminated when the plan was not in good financial health. Any decision on whether to fund post-retirement benefits will likely wait until details surrounding the proposed Federal pharmacare program are revealed. Even if the automatic transfer of annual surplus to the inflation adjustment account is removed, there is an automatic transfer every three years based on the results of the pension's actuarial valuation.

We interviewed three candidates to fill the position of trustee for our plan. Morna Fraser (from Local 1, CFA) was unanimously chosen as the new candidate and will take over for Allison Woods when her term is over in June of 2024. Morna brings a good balance of investment experience, governance expertise and available time to commit to the role.

The plan is potentially expanding by adding additional members from non-FPSE member institutions. Expansion of the plan to new members has many benefits for all members, chiefly the additional investing clout offered by having larger amounts of funds to invest. Non-FPSE members have already joined our pension plan in the past (for example, SFU faculty participate in our pension). There are ongoing negotiations with UNBC faculty to join the plan. The issue that arises is that these members don't have a voice in the governance of the plan since they aren't FPSE members. They understand that when they join, but FPSE believes there will be growing pressure in the future to offer these members some kind of seat at the pension advisory table.

**Looking for more pension information?** Check out: <https://college.pensionsbc.ca/> or contact your PAC representative **Ben Hellewell** at [bhellewell@cotr.bc.ca](mailto:bhellewell@cotr.bc.ca)

**Ben Hellewell**, Committee Rep

## CLIMATE ACTION COMMITTEE

Mandate: The CASC was established as a body to inform, educate and inspire our community toward action to address the climate emergency.

### Recent Activities and Initiatives in 2023-24:

- Completed a Work Plan for the period November 2023 to November 2024 in line with the CASC's Terms of Reference and FPSE Strategic Priorities
- Published the Climate Change Teaching brochure on the FPSE website
- Canvassed our Local Reports for CASC's submission to the Bargaining Committee, submitted March 2024
- Deepened partnerships with Youth Climate Corps, West Coast Climate Action Network, BC Climate Emergency roundtable
- Held 2 formal [1 in person and 1 online] and 4 informal meetings to implement the Work Plan
- Thanks to the DCFA Climate Committee for organizing an event on October 26th 2023 with Creative BC on "Climate Change and the Film Industry" to showcase the work being done in the entertainment industry towards climate action
- Hosted a talk with Brandi Morin, Indigenous journalist and filmmaker, on the experiences of Indigenous women land defenders in Canada and the US on March 27th, 2024
- Welcomed guests from the Pension Advisory Committee [Alison Woods, Paul Ramsey and Chris Burnley to our formal meeting in November 2023
- Supported attendance at the [AASHE Sustainability Professionals Exchange](#) online Conference January 2024
- Chair participated in BCCEC's campaign to meet with MLAs in their riding to share the Clean BC Report Card (met with Renee Merrifield)
- Local 09 co-hosted a screening and panel discussion of "Outgrow The System", March 28th with community partners
- Continued to distribute and analyze the results of our Climate Survey to inform future programming and activities
- Continued to check in with Locals on climate activities on their campuses, through written reports and on Slack, to enable & support learning exchanges
- Continued to liaise with climate action groups in communities locally and province-wide

### Next Year:

- Will continue our Work Plan with plans to: Gather and share a library for the use of instructors on climate-change pedagogy across disciplines and locals, develop and host a Climate Teaching Community of Practice, develop a Tool Kit for Climate Action on campus, and host more Speakers
- We have purchased 2 screening licenses for the film "Outgrow the System" to assist locals with hosting their own screening events during the coming year.

**Lauren Anstey**, Committee Rep





# 2023-2024 Financial Highlights

Detailed Financial Statements available at [www.corfa.org](http://www.corfa.org)

## DEFENCE FUND BALANCE

# \$793 K

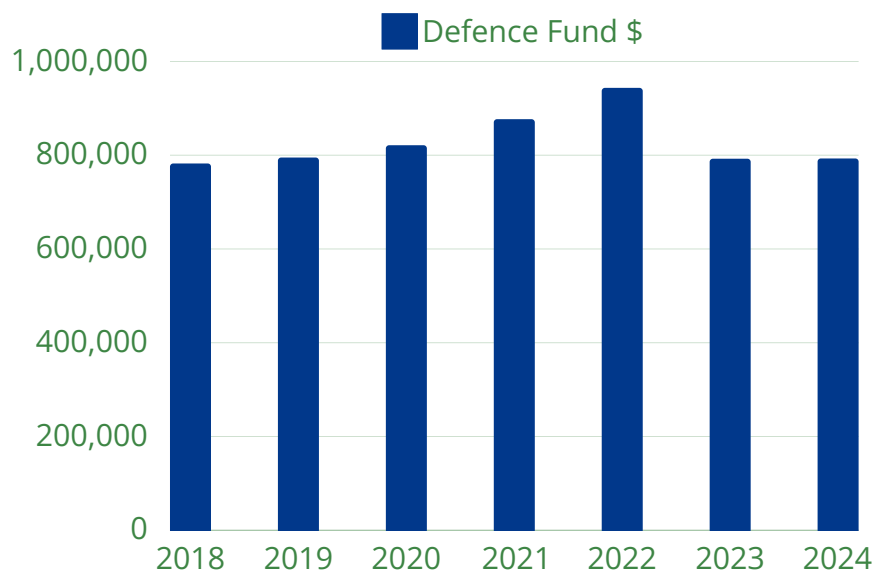
On April 30, 2024

## CASH AND SHORT-TERM INVESTMENTS

# \$61 K

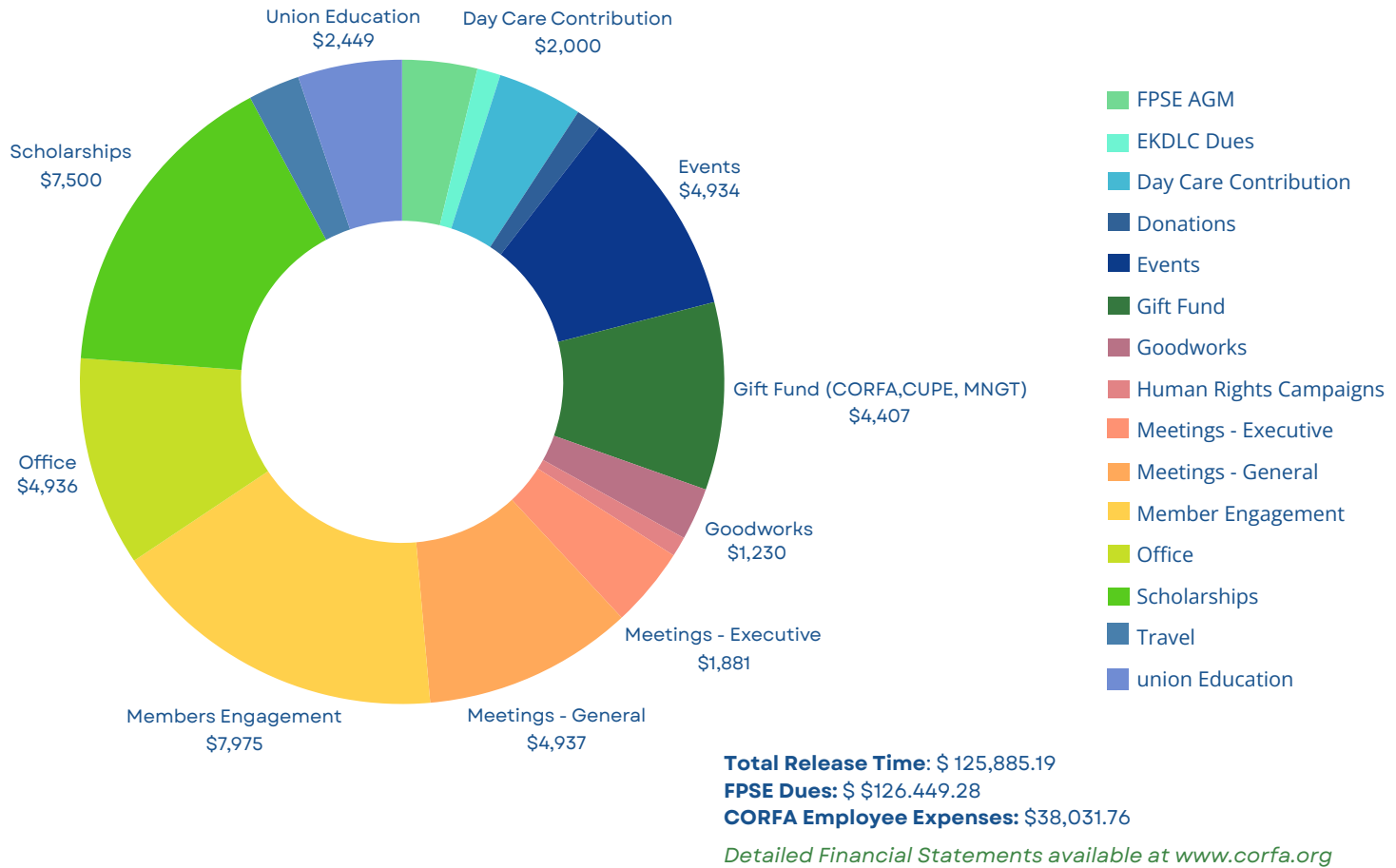
On April 30, 2024

CORFA finished its 2023/2024 fiscal year in a very strong financial position with total assets over \$858 thousand, representing an increase of 2% over the previous year. Cash and short-term investments on April 30, 2024 were just over \$61 thousand. The total revenue for the year was up by \$56 thousand compared to the previous year, operating expenses were down as it was not a bargaining year, leading to an annual operating surplus of \$12 thousand.



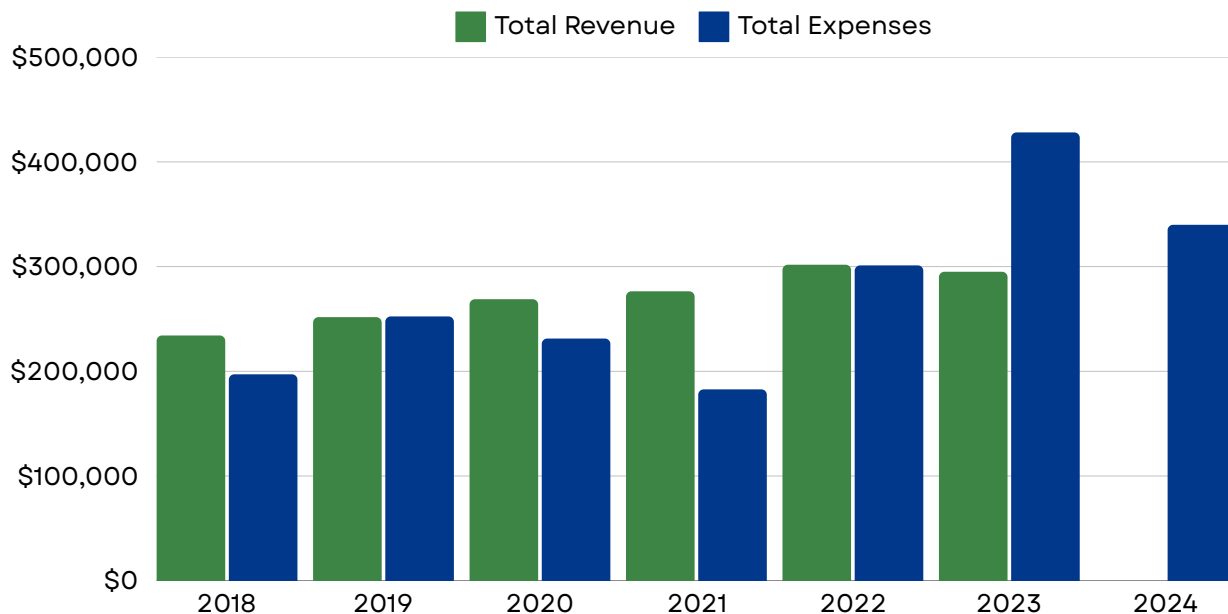
# EXPENSE HIGHLIGHTS

## YEAR ENDING APRIL 30, 2024



# OPERATING RESULTS

## YEAR ENDING APRIL 30, 2024



# Contact Us



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www.corfa.org

## Belonging to your Faculty Association means...

- **YOU HAVE** more rights on the job
- **YOU HAVE** a voice in the workplace
- **YOU HAVE** protection against discrimination
- **YOU ARE** part of FPSE and Canada's Labour Movement





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