

ICF Toronto Charter Chapter



ACTIVATE
2024



Toronto
Charter Chapter

Land Acknowledgement

We acknowledge the traditional territories of the Anishinabek, the Haudenosaunee Confederacy, the Chippewa and the Wendat peoples. These territories are the enduring home to many First Nation, Metis and Inuit peoples across Turtle Island.

We also acknowledge that we are hosted on unceded land covered by Treaty 13 held by the Mississauga's of the Credit. Tkaronto (Toronto) is subject to The Dish with One Spoon covenant, which bound the Anishinabek, Mississauga's and Haudenosaunee peoples to peacefully share and protect the lands of the Great Lakes.

In the spirit of this covenant, we are grateful to be able to meet, create and grow together in the spirit of peace, friendship and respect on this Ancestral land.

Reconnaissance des territoires traditionnels

Nous reconnaissons que la terre sur laquelle nous nous réunissons est le territoire traditionnel de nombreuses nations, notamment les Mississaugas du Cr dit, les Anishinabeg, les Chippewa, les Haudenosaunee et les Wendats, et abrite maintenant de nombreux peuples diversifi s des Premiers nations, des Inuits et des M tis.

Nous reconnaissons  galement que Toronto est couvert par le Trait  13 avec les Mississaugas du Cr dit. Tkaronto (Toronto) fait partie du territoire vis  par l'accord dit du « bol   une seule cuill re », trait  en vertu duquel les Anishinabegs, les Mississaugas et les Haudenosaunees se sont engag s   partager le territoire et   prot ger les terres autour des Grands Lacs.

Dans l'esprit de cette entente, nous sommes reconnaissants de pouvoir nous rencontrer, cr er et  voluer ensemble sur cette terre ancestrale, dans un esprit de paix, d'amiti  et de respect.



Annual Member Meeting Call to Order



Confirmation of quorum



There are 5 Motions to be voted on



Voting virtually will be by a poll on your screen



Voting in-person will be by show of hands



Already voted by Proxy? Please do not vote again

Motions 1 and 2

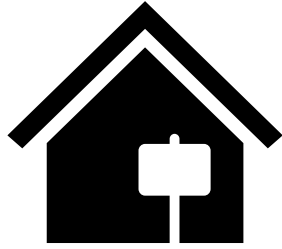
Motion 1: To adopt the Agenda as circulated for the ICF Toronto Annual General Meeting on January 25, 2024.

Motion 2: To approve the ICF Toronto 2023 AGM Minutes as circulated.

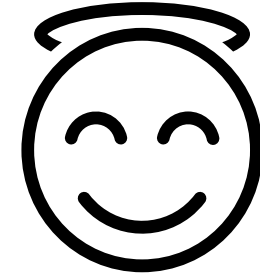
Themes of 2023



We have an ambitious vision and we're making tremendous progress



Our Chapter and community are stronger than ever! We're investing in the future.



Creating Member value and support is our #1 goal. New initiatives launched & more planned!



International
Coaching
Federation

Vision

A world where coaching is integral to transforming societies.

Mission

We advance coaching excellence, impact, and value worldwide.

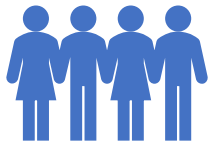


Selected high-level areas of emphasis for this strategic plan cycle.

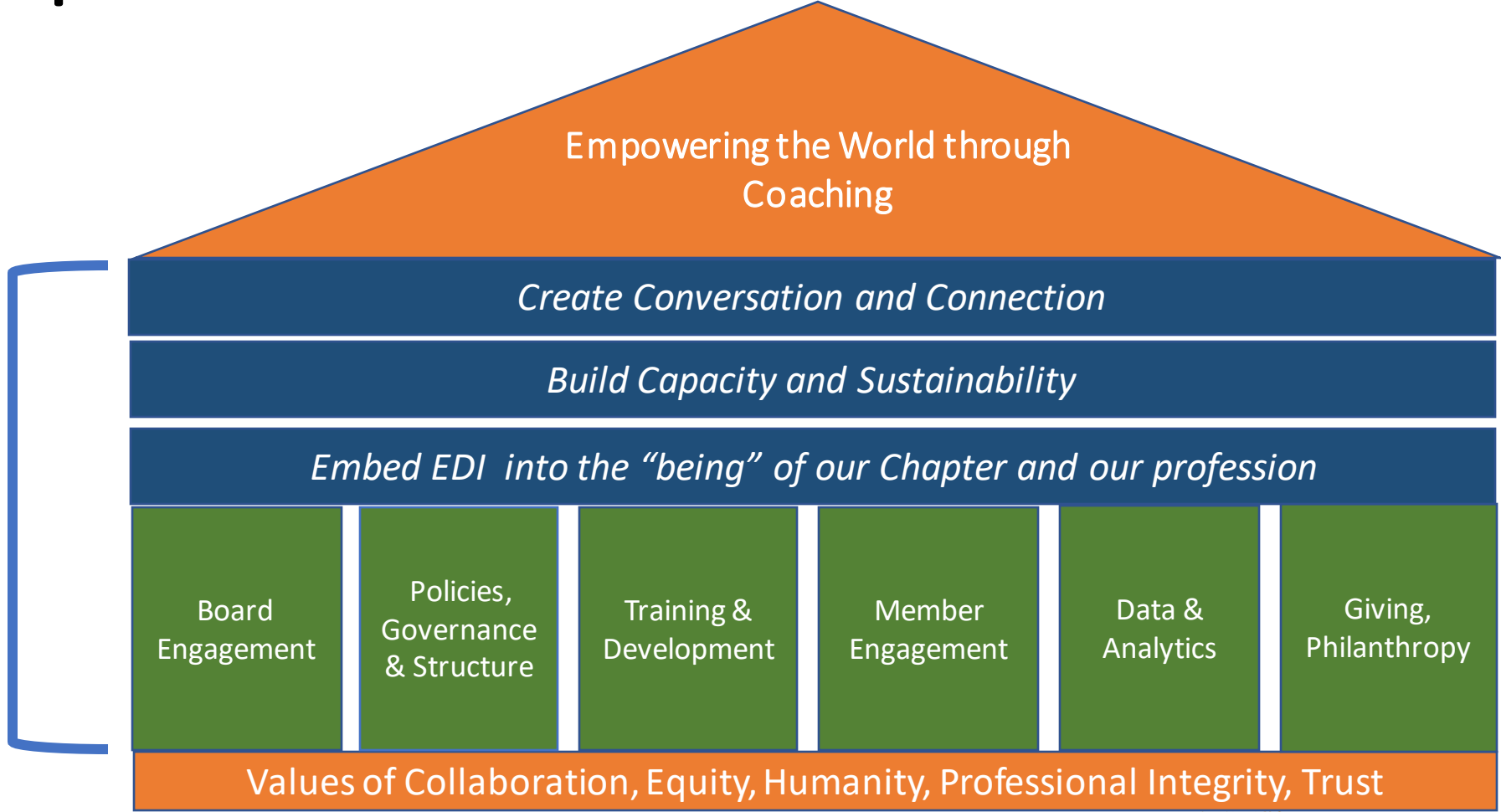
ICF Toronto Chapter



ICF Toronto is a **thriving** community that **creates impact** and **shapes marketplace awareness** of professional coaching and ICF



ICF Toronto creates **member equity, value and belonging** for the advancement of coaches and the profession



ICF Toronto Chapter 2023 Priorities

Create Conversation & Connection

- New member survey
- Coach Hubs
- New website
- Newsletter redesign
- ICW/Pro Bono Coaching
- In person events
- Expanding partnerships
- Expanded Market Awareness



Build Capacity & Sustainability

- Invest in technology
- "LOUD" Budgeting
- Co-lead Board structure
- "New" Director of Volunteers
- Committee/AD recruitment
- Bylaw & Governance review



Embed EDI

- Mission, values, anti-discriminatory statement
- All processes reviewed
- Co-host EDI Canada summit with UWO/Global
- EDI best practice checklist
- EDI & Member Survey research & partnership
- EDI Board & Member learning



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Our EDI Vision

- At ICF Toronto, we believe that everyone deserves to experience a sense of belonging.
- We are working diligently to create a welcoming and inclusive environment for individuals with diverse backgrounds, experiences, and perspectives, so we can foster a culture of growth and learning that benefits everyone.
- We are committed to building a more equitable chapter and coaching profession to create a more just society.
- We adopted EDI versus DEI. Our Chapter hosted EDI training with Dr Hayden Woodley from University of Toronto in 2023. He recommended that we put Equity first as we are working toward equitable outcomes. We can be diverse, and if we aren't being strategic about the changes that uphold dominant culture then it's not advancing equitable outcomes.

EDI Committee Report (2021)

Themes

Inquiry generated themes which became basis for exploration

Chapter

- Achieve our mandate of an DEISJ strategy
- Policy, programs, procedure and protocols (norms) assessment/alignment
- Board Representation and Training

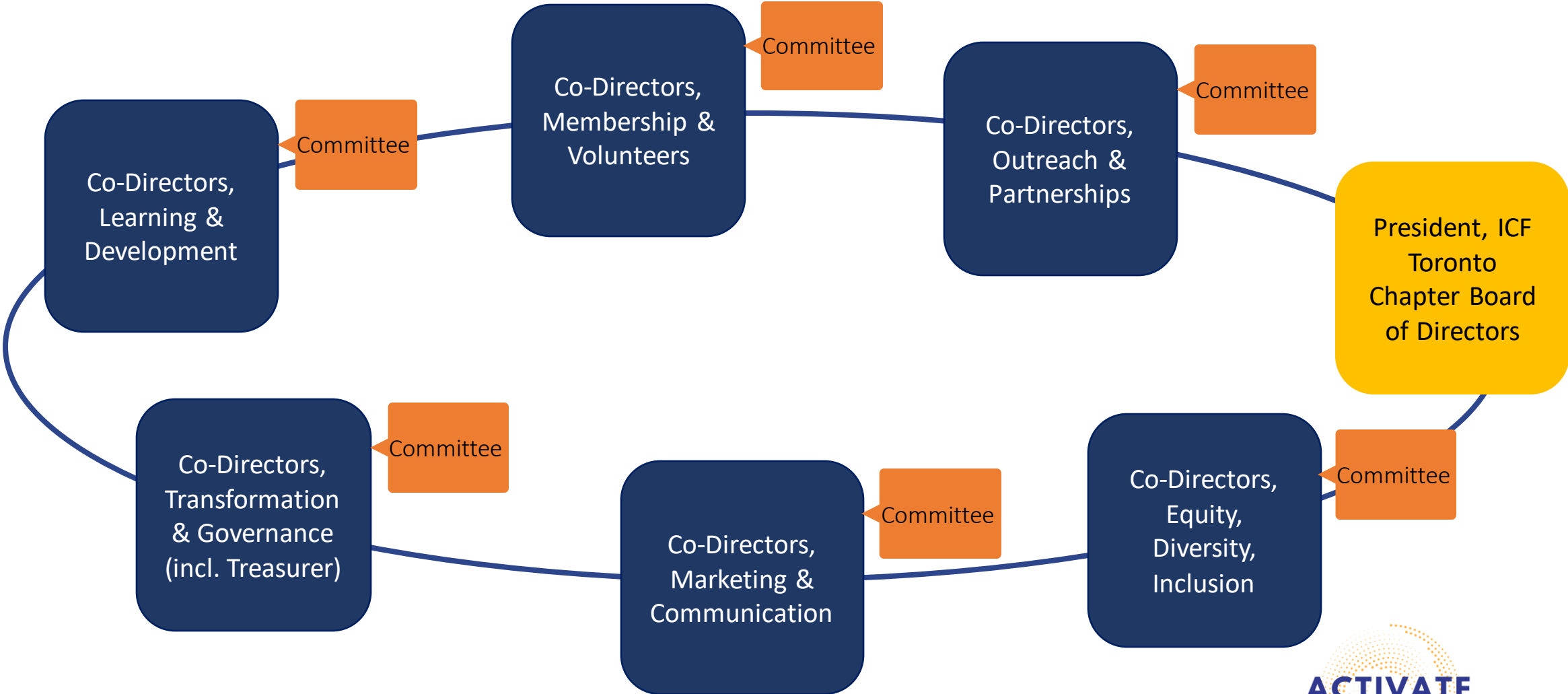
Membership

- Membership sentiment assessment
- Membership Representation of Society
- Increase diversity & Membership DEISJ\ baseline metrics/data

Programs

- Aligning Strategic Plan to DEISJ efforts
- Challenging Status Quo
- Connection to ICF Global and other best practices efforts
- DEISJ Education

Reorganize to embed EDI



Portfolio Updates

A Celebration and sneak peek

Membership

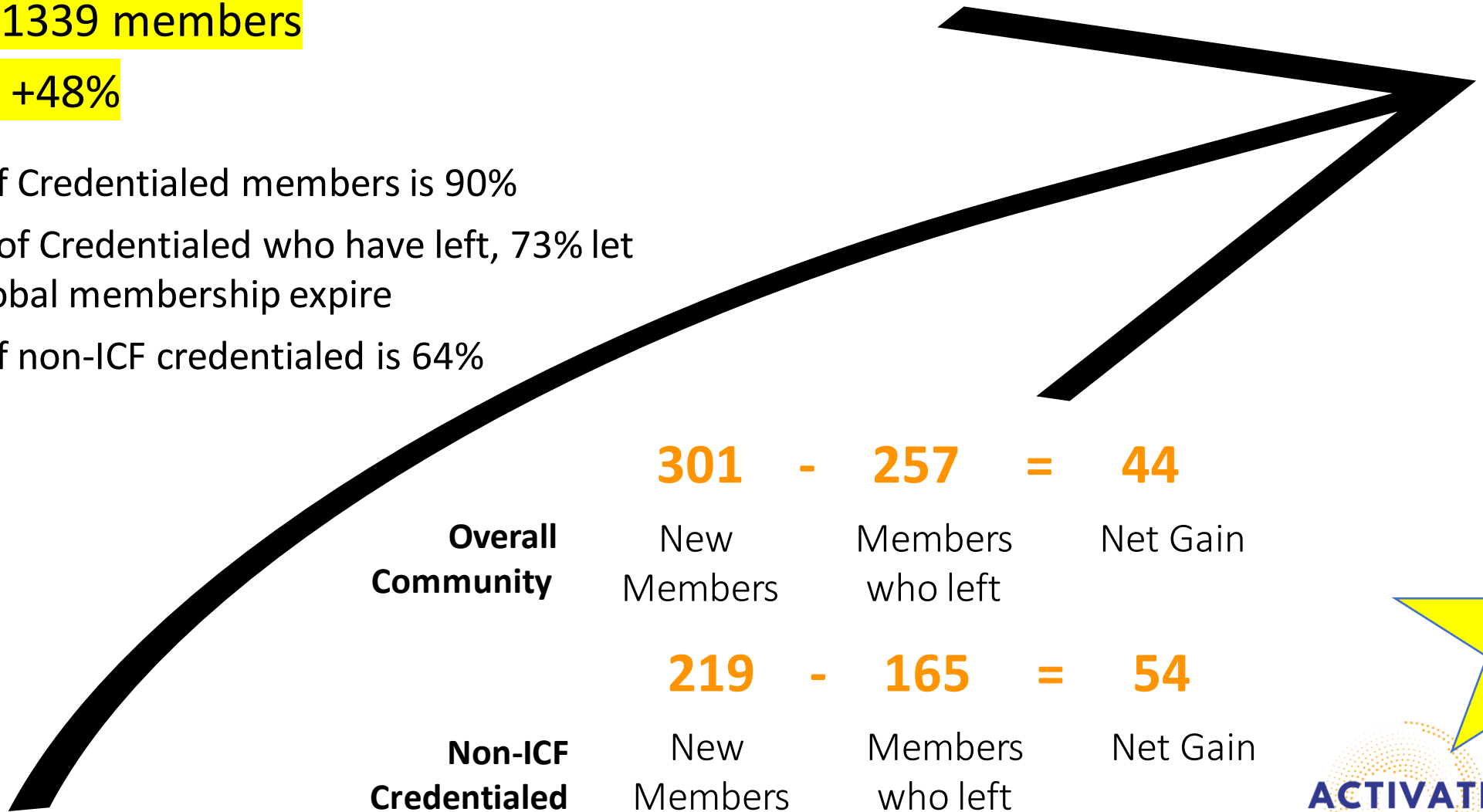


We are a Thriving Community

YOY + 3.4%, 1339 members

Last 3 years: +48%

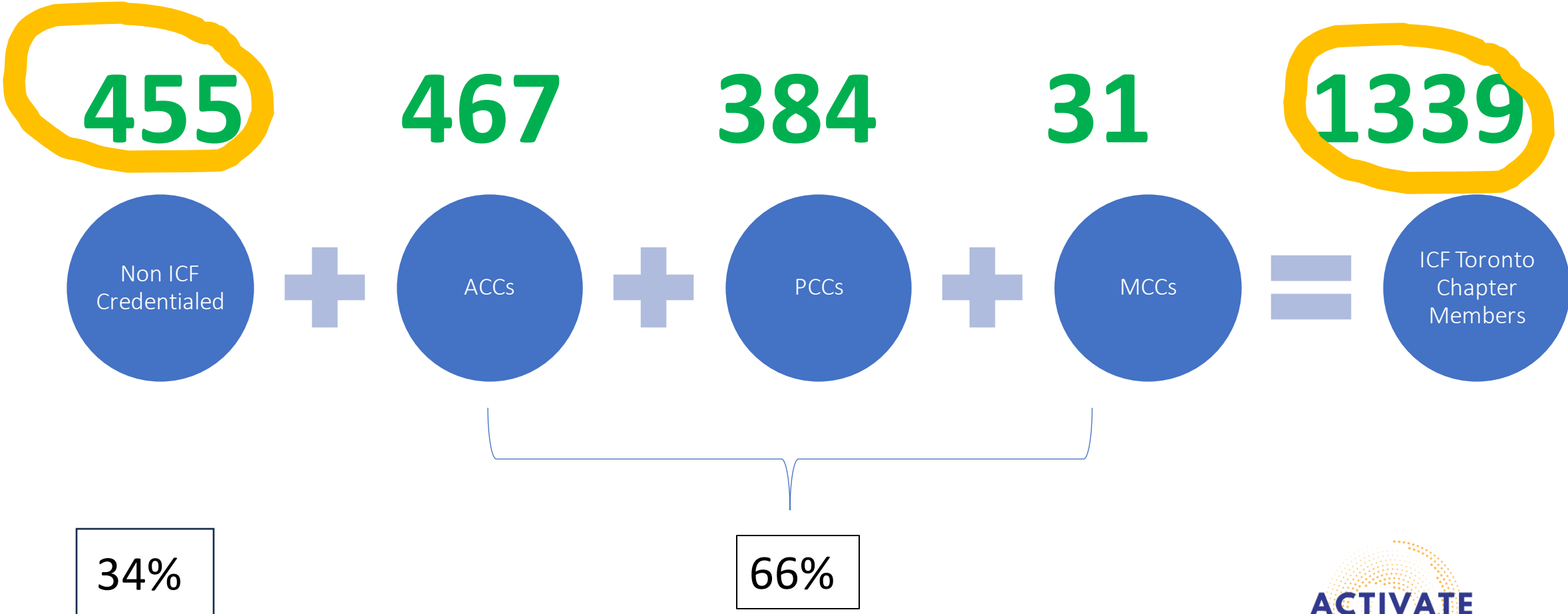
- Retention of Credentialed members is 90%
- Of the 10% of Credentialed who have left, 73% let their ICF Global membership expire
- Retention of non-ICF credentialed is 64%



Overall Community	301	-	257	=	44	Net Gain
	New Members		Members who left			
Non-ICF Credentialed	219	-	165	=	54	Net Gain
	New Members		Members who left			



Rich, diverse, and seasoned coaching community



Many Advanced their Credentials

Over 2500 hours of coaching,
with at least 35 clients

Over 500 hours of coaching,
with at least 25 clients

4 MCCs

52 PCCs

99 ACCs



Honouring our Long-standing Members



Angela Alpe
Cynthia Calluori
Jim Nevins
Merv Rogers
Sue Sheldon
Adria Trowhill
Gary Wood



Simon Atkins
Eileen Chadnick
Samy Chong
Mary Lou DiPaolo
Manon Dulude
Susan Edwards
Erika Engle
Sharon Flanagan
Kat Hay

Anne Hurtubise
Tamar Kagan
Sophie Mathewson
Michelle McCarthy
Sharon Miller
Cinnie Noble
Linda Page
Lorry Schneider
Sara Thompson



Our Volunteers - Thank You!!

- | | | | |
|-----------------------------|----------------------------|------------------------------|-------------------------------|
| Kinda Adra | David Graham | Glennie Mercer | Dominic Scaffidi |
| Jalyn Anderson | Larysa Grant | Carmelo Millimaci | Lucy Shenouda |
| Patricia Andraos | Sylvia Halligan | Haesun Moon | Komal Smriti |
| Amy Au | Arlene Hearn | Peter Muir | Tina So |
| Morgan Barbret | Jane Hui | Manmeet Narang | Chrystine Somerville |
| Ashley Bargent | Angie Hong | Donna Needs | Christelle Soto-Suarez |
| Leanna Barwick | Joanna Jarosz | Tom Newton | Rose Tam |
| Jo Bennett | Sharon Jobity | Ludo Pasquereau | Kelly Tremblay |
| Leanne Chan | Lori Kiser | David Peterson | Jill Torrance |
| Grace Churchill | Nur Oztin Kurak | Deborah Preuss | Stephanie Tower- |
| Mia Craig | Shari Lash | Kanchan Prinsloo | Doberstein |
| Sangeetha Dikshit | Rachel Levy | Alex Radu | Brenda Van Rossum |
| Rose-Marie Fernandez | Leo Liu | Kemmy Raji | Begum Verjee |
| Ann Fogolin | Lisa MacVicar | Abirambika Ravivarman | Leslie Wallace-Munce |
| Bill Foster | Paula Mendonça | Stacey Roques | Diane White |
| Marise Foster | Andrea Leven-Marcon | Isabelle Saleh | |



2024: Volunteer Director/Co-lead to attract, retain and foster community

Partners, Sponsors, Advertisers – Thank You!



Ann Betz



Michael Bungay Stanier



Carlos Davidovich



Haesun Moon



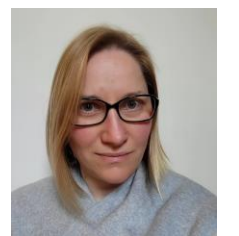
David Peterson



Elaine Taylor-Klaus



Maggie Coulter



Marina Sinclair



Donna Forde

PeopleDynamics Learning Group Inc.



... and all the other amazing speakers & presenters for the many ICF Toronto events!



CoachME® - ICF Coaching Impact Award Winner 2023

- Level 3 for MCC
- CoachME® Team Coaching Conversion for AATC for ACTC - 26 April to 30 May 2024
- Systemic Group SUPERvision for team/board - 25 April to 30 May 2024



ACTIVATE 2024

Community Outreach & Partners



“ “

Coaching Effectiveness
with Dr. Joanna Jarosz Ph. D., ACC
Monday 8th May, 10am-11am ET

“ “

Grow your Coaching Business
with a Startup Mindset
with David Peterson, PCC
Wednesday 10th May, 12pm-1pm ET

“ “

Curious about Coaching?
– a panel conversation
Friday 12th May, 11am-12pm ET
Panelists: Bill Foster, ACC, David Peterson,
PCC, and Dr. Komal Smitri Ph.D., PCC

“ “

Coaching in STEM Industries
– a panel conversation
Saturday 13th May, 11am-12pm ET
Panelists: Dr. Jane Hui Ph.D. ACC, Chrystine
Somerville, ACC & Christelle Soto-Suarez, ACC

“ “

Coaching in Canadian Healthcare
with Dr. Angie Hong MD ACC
Stacey Roques MSc.N ACC
Saturday 13th May, 1pm-2pm ET

” ”

405 coaches attended
6 virtual events

38 Coachees
Coaches
224 Coaching Hours

4 Coachees **29**
4 Coaches
In progress:
1:1 Coaching
Team Coaching



Celebrating our ICF Toronto Award Winners



Glain Roberts-McCabe
The Roundtable



Eileen Chadnick
Big Cheese Coaching



Dorothy Siminovitch
Gestalt Coaching Works



Begum Verjee
Adler



Learning & Development – Virtual Events

- Leading edge learning content delivered in:
 - Neuroscience
 - EDI
 - Positive Psychology
 - Business Development
 - ICF Competencies
- Facilitated *23 Virtual Learning Events to our Members, 115% YOY
 - *3 of these were hybrid events
- Issued 1368.5 CCE units to 1348 ICF Toronto members, 20 more CCE units vs LY
- Cost of one CCEU unit for Activity fee members is \$3.44



Learning & Development – In-Person Events

- Coaching Small Business Owners – Beverlee Rasmussen
- Produced a Hybrid learning event featuring Michael Bungay Stanier on "How to work with *Almost Anyone*," including keynote speech and live coaching demonstration



- Launching two-part hybrid learning series featuring PeopleDynamics Learning Group on "Candid Conversations – Saying the Thing"

Michael Bungay Stanier



Marketing & Communications

- Started the process of redesigning of the website
- Established and built social media strategy and presence to support chapter activities and events
 - Grew our LinkedIn following by 55%
- Redesigned monthly newsletter to make it more engaging & easier to read
- Created new branding collaterals to promote chapter during events
- Enabling more participation from members through continuous communication
- Created a M&C committee with volunteers
- Collaborated on EDI incorporation into our communication strategy

Marketing & Communications

The ICF Toronto Chapter Award Nominations are now OPEN! All the information and details to form a new entrant.

2024 Awards

Join ICF Toronto | Get Involved | Find a Coach | Attend Events

Empowering the world through coaching.

The ICF Toronto Chapter was founded in 1993 to promote awareness and public recognition of the value and positive impact coaching has on individuals, organizations, and communities. We will have a special event to honor our members who are making a difference in the lives of others. Join us for a special event to honor our members who are making a difference in the lives of others.

What is coaching?

The International Coaching Federation (ICF) defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The essence of coaching offers unique, powerful, unscripted support of inspiration, motivation, and learning. We will have a special event to honor our members who are making a difference in the lives of others.

Experience coaching for yourself.

Are you looking for a coach? We invite you to learn more about our members who are making a difference in the lives of others. We will have a special event to honor our members who are making a difference in the lives of others.

Latest Events

- Virtual Registration: AMBA & Member Meeting: Canfield Conversations & Live With Women
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- Canfield Conversations & Live With Women
- Canfield Conversations & Live With Women

About ICF Toronto

Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

Diversity, equity, and inclusion.

ICF Toronto is committed to creating a diverse and inclusive workplace environment. We will have a special event to honor our members who are making a difference in the lives of others.

Our background.

The International Coaching Federation (ICF) was founded in 1993 to advance the profession of coaching and to promote the value and positive impact coaching has on individuals, organizations, and communities.

Creativity and innovation.

Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. We will have a special event to honor our members who are making a difference in the lives of others.

ICF Toronto in Numbers

- 451 Associate Certified Coaches
- 422 Professional Certified Coaches
- 42 Master Certified Coaches

The ICF Toronto Chapter Award Nominations are now OPEN!

All the information and details to form a new entrant.

Board of Directors

The members of the Board of Directors are volunteers. They will have a special event to honor our members who are making a difference in the lives of others.

Meet the Directors

- Alicia Saint, Director
- Leslie Shank, Co-Director Transformation & Governance
- Isabelle Salah, Co-Director Transformation & Governance
- Beth Easton, Director HR

- Kirk Fox, Co-Director Programming
- Leo Liu, Co-Director Programming
- Andrea Levan-Marcini, Co-Director Marketing & Communications
- Andy Martiniello, Co-Director Marketing & Communications

- Liz Shaver-Shaw, Co-Director Marketing & Communications
- Abimbike Ruvurman, Co-Director Marketing & Communications

Board of Directors

The members of the Board of Directors are volunteers. They will have a special event to honor our members who are making a difference in the lives of others.

Alicia Saint

President

I am honored to be your President as of March 2023. My mission, with the Board, is to continue to build a sense of community and belonging that supports all our members, guests and partners and advances the coaching profession.

Subscribe to updates.

Sign up to be a speaker.

Find a Coach | Become a Coach | I am a Coach | News & Events | Get Involved | About Us

Latest Articles

- Prepare for a professional change. Are you ready?
- Coaching, a profession clearly positioned at the heart of...
- How often do you experience difficult situations?

Newsletters

- Newsletter & Community Events January 2024
- Newsletter & Community Events December 2023
- Newsletter & Community Events November 2023

Subscribe to updates.

Sign up to be a speaker.

Subscribe to updates.

Sign up to be a speaker.

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Snippets from the new ICF Toronto Website

Equity, Diversity and Inclusion

- EDI Board learning and development to increase awareness & understanding of EDI, with specific focus on anti-racism
- Collaboration with ICF Global and other Canadian Chapters, led in-person EDI workshop, focus: EDI basics and strategies to address
- Cross-Portfolio collaboration implemented EDI-focused planning & assessment process to improve Chapter event formats, content and participant experience in accordance with key EDI indicators
- Updated all position descriptions and recruitment content to increase accessibility and diversity in volunteer roles, including an updated Anti-Discrimination statement

Equity, Diversity and Inclusion

- in collaboration with Governance Portfolio, Board-approved "Partnership Selection Policy" requires all vendors be aligned with our EDI values and commitments, ensuring members, volunteers and staff receive services free from discrimination and bias
- planning for membership and EDI survey research project to gather evidence to effectively embed & advance EDI in ICF TO; partnership Western University
- ***2024** Membership and EDI Survey Research Project
 - Goal: to understand member needs and experiences in order to develop EDI strategies and initiatives to meet ICF TO Chapter members' needs better
- ***2024** EDI focused Learning and Development strategy to increase training and workshop opportunities for members



Revenue & Expenses Years Ended Feb. 28, '22 & '23

REVENUE	2022	2023
GTA Supporter Fees	34,433	33,467
ICF Global Rebates	39,987	56,091
Advertising	5,880	7,915
Interest	64	258
TOTAL	80,364	97,731
EXPENSES		
Admin Support	29,208	40,483
Computer / Website	5,017	5,294
Board Expenses	4,829	8,226
Professional Fees	8,590	6,720
Others (Bank, Insurance...)	6,196	10,347
Total	53,840	71,068
Net gain/(loss) from event	4,812	(10,884)
Total Expenses	49,028	81,952
Excess/ (deficiency) of revenue over expenses	31,336	15,779

Year over Year Financial Position

	Feb 28, 2022	Feb 28, 2023
ASSETS	177,259	188,722
LIABILITIES	41,290	36,974
NET ASSETS	135,969	151,748

As of Dec 31 2023 (not reviewed):

Assets \$170,359

Liabilities \$13,003

Net Assets \$157,355

Update on current (Mar '23- Feb'24) and next year

Forecast for year ending Feb 28, 2024:

- Revenue: \$116,000
- Operating expenses: \$ 123,000
- Total expenses (including one-time costs) \$ 136,000

•The activity fee has been the same since 2011, our costs have been increasing every year.

•We are actively reviewing our business model to remain sustainable while providing great value for members



Appoint new Auditors for 2023-24

- New Auditor DBK works primarily with non-profit
- DBK confirmed its EDI practices and commitment
- DBK advice saved \$\$\$ to another non-profit
- Lower cost than current auditors



Motions 3 and 4

Motion 3: To accept the 2022/23 ICF Toronto Chapter Financial Statements as reviewed by MNP LLP.

Motion 4: To appoint DBK Chartered Accountants as the Auditing firm to review the upcoming 2023/24 ICF Toronto Chapter Financial Statements.

Thank You for your Service

Kirk Fox, Co-Director of Programming, 2019 – 2024

Shahab Anari, Co-Director of Programming, 2020 – 2023

Hossam Bakir, Treasurer, 2021 - 2023

Jenny Barkan, Director of Membership and Volunteering,
2021 – 2023

Terri Donohue, Co-Director of Diversity, Equity and
Inclusion, 2022 – 2023

Lili Shalev-Shawn, Co-Director of Marketing, 2023 – 2024



Kirk Fox



Shahab Anari



Hossam Bakir



Jenny Barkan



Terri Donohue



Lili Shalev-Shawn

ICF Toronto Board – Mid-term Directors

Abirambika Ravivarman, Co-Director Marketing & Communications, 2023 – 2025

Beth Easton, Co-Director Equity Diversity & Inclusion, 2023 – 2025

Leo Liu, Co-Director Learning & Development, 2023 – 2025

Isabelle Saleh, Treasurer and Co-Director Governance & Transformation, 2023 – 2025

Andy Martiniello, Director Corporate Outreach & Awards, 2023 – 2025



Abirambika
Ravivarman



Beth Easton



Leo Liu



Isabelle Saleh



Andy Martiniello



Election: Board of Directors 2024 – 2026

ICF Toronto Board Slate: Nominees for Re-election 2024 – 2026

Alicia Saint, President, 2019 – 2024,
Up for Re-election as President

Andrea Leven-Marcon, Director of Community Outreach,
2022 – 2024,
Up for Second Term Election

Leslie Shank, Board Secretary & Co-Director, Governance
and Transformation, 2022 – 2024,
Up for Second Term Election



Alicia Saint



Andrea Leven-Marcon



Leslie Shank

ICF Toronto Board Slate: Nominees for Election 2024 – 2026

David Peterson, Co-Director of Membership & Volunteering



David Peterson



Denise Prindiville



Kiyasha Naidu

Denise Prindiville, Co-Director of Marketing & Communications

Kiyasha Naidu, Co-Director of Equity, Diversity & Inclusion

Komal Smriti, Co-Director of Learning & Development



Komal Smriti



Samantha Jaysunders

Samanthi Jaysundera, Co-Director of Membership & Volunteering



Motions 5

Motion 5: To accept the 2024/26 ICF Toronto Chapter Board Nominees as recommended by the ICF Toronto Board Nomination Committee in December 2023.

A MASSIVE
THANK
YOU

