Canadian Worker Co-op Federation: 2025 Annual General Meeting

Wednesday, November 19, 2025, 11:00 am - Noon Mountain Time and Thursday, November 20, 2025, 9:00 – 9:30 am Mountain time.

NOTE: there is one delegate per each member worker co-op, to a maximum of 10/region. The Developers' Network member class has a maximum of 5 delegates, as do the Regional WC Federation & Associate member classes.

Minutes (Draft)

Co-Chairs: Reba Plummer/ Evan Proven Parliamentarian: Marty Frost
Minute-taker: Chloë Williams

Wednesday, November 19th, 11:00 am MT – Chaired by Evan Proven

Part I: Reports

1. Call to order (Evan) 10:53 am MT
2. Verify Quorum (Hazel Corcoran, Executive Director)

   Quorum is 20% of our members, which is currently 11. Quorum was declared, as we have 22 registered in person and several more online.
3. Approve Agenda (Evan):

   Kelly Storie moved, and Daphane Nelson seconded. Carried.
4. Approve 2024 AGM Minutes / Business Arising if needed (Evan)

   Tara Williams moved, and Susanna Collins seconded. Carried.
5. Announce annual record re: CWCF co-op procurement policy (Hazel)

   CWCF procured its insurance from Co-operators and its financial services from the Valley Credit Union and Servus Credit Union. It procured other products and services from L'Argot Co-op, Pansy Club YYC, Glitter Bean Café, BMP Co-op, Red River Co-op, and Ablaze Services Worker Co-op.
6. Reports: Co-Presidents, and Executive Director (Reba/Evan, and Hazel)

   Reba, Evan, and Hazel shared highlights from the Annual Report.

Part II: Financial Statements and Budget

7. Financial Report: Presentation of audited financial statements (Kelly Storie, Treasurer):

   Kelly presented the balance sheet, noting $8.6 million in assets, with $7.6 million restricted for the RRSP program, leaving $899,000 in members' equity.

8. Appointment of Auditor (Kelly):

   Motion to appoint Bishop and Company as the CWCF Auditors for 2026:

   Leslie Brown moved, and Tara Williams seconded. Carried.

9. Budget 2025-2026 (Hazel/Kelly):

   Hazel reviewed the 2026 budget, highlighting a projected $11,491 deficit in the Fund. The deficit in CWCF operations would be covered by drawing $133,000 from reserves. The budget includes various revenue streams, such as interest, dividends, and fees, as well as expenses for wages, benefits, and program costs. The line on Special Projects includes our Strategic Planning, which we are currently working on, with a focus on revenue-generating projects for the Federation.

   Question:, noting that we are using some of our reserves to cover the projected deficit. Is there a plan in place to look at financial planning from a longer-term perspective to ensure that in 2027, there isn't a need to dip into the reserve?

   Kelly responded by explaining there are plans for multi-year budgeting to address long-term financial sustainability and get the Federation back to breakeven budgets.

Part III: Resolutions and Elections

10. Other Resolutions for Decision (Daphane Nelson, Governance Committee member): Late Resolution submitted by Marcus Peters, New Roots Co-operative, Seconded by Malcolm McClintock, Bar Milton Parc. "Campaign for generational investment in worker co-ops"

    Daphane explained the late resolution process, noting that for the resolution to be put to a vote, the following motion must pass by a two-thirds majority.

    ***MOTION:** WHEREAS a Resolution, Campaign for generational investment in worker co-ops, was received after the deadline for standard (non-late) resolutions of September 19, 2025;*

    WHEREAS this Resolution was received by the late resolutions deadline of 6 pm MT on November 18, 2025;

    WHEREAS CWCF's resolution process requires that "A Late Resolution may be moved and seconded at any meeting of CWCF members, so long as the meeting, by a two-thirds majority of the members casting votes at such meeting, after being so moved and seconded, first agrees to allow the resolution to be put;"

BE IT RESOLVED that the members agree to have this Late Resolution put to a vote.

Marcus Peters moved, and Trish Merino seconded. Carried by a two-thirds majority.

Late Resolution submitted by Marcus Peters, New Roots Co-operative, Seconded by Malcolm McClintock, Bar Milton Parc. Campaign for generational investment in worker co-ops

WHEREAS the Canadian government is making generational investments to increase economic resilience and self-sufficiency, BUT the "nation-building" projects they have put forward are mainly fossil fuel extraction and mines;

WHEREAS worker cooperatives are a proven source of resilience, innovation and community strength;

WHEREAS a broad-based coalition can be built around the idea of worker ownership broadly and investment in worker ownership in Canada federally;

WHEREAS the Cooperative Development Initiative provides a base of experience for how to improve a cooperative development funding model;

BE IT RESOLVED that the CWCF, through (the Government Relations) committee, undertake a public-facing campaign to build large-scale support for a generational investment in worker cooperatives, as an initial response to capital flight and the closure of mills and other industrial facilities.

Marcus shared the context in which he put forward the resolution, which is the closing of forestry industry infrastructure, notably the closure of two mills, one in Grand Forks in September and West Fraser Mill in 100 Mile House earlier this month; this was the Mill New Roots had been working with. Other highlights included mention of Carney's announcement to allocate $1.25 billion to support forestry initiatives. The spirit of this proposal is to gain further support for an already bubbling coalition of co-ops and local forestry co-ops in the Kootenay Region of BC, and the successful example of the Nelson Mill Model. The work would be led primarily by the coalition already working on it.

Marcus then asks to amend the motion to designate it as an Ad Hoc Committee rather than the Government Relations Committee. Not seconded.

Question: One participant noted that they were intrigued by the resolution and, in general, supportive. Curious about the specific example and how it relates to the resolution, which seems much more general.

Marcus, the example was to provide a concrete account of the current context and ongoing developments, highlighting another upcoming mill closure in Ontario, indicating that this should be a national campaign and that the intention is to build momentum.

Question: One member is curious about how environmental impacts will be accounted for. Concern over the fact that it sounded like one of these mills was closed due to the environmental damage it was causing in the region.

Marcus believes that it had more to do with market pressures than with environmental destruction.

Daphane reminds folks that, as per the policy, this is not a binding resolution and that if it passes, it is a recommendation that the board will take seriously.

Another member advocates for their solidarity with the resolution; however, given the tight budget, this raises concerns about placing this much pressure on the board and the Federation. The member questioned if perhaps Co-operatives and Mutuals Canada might be a better avenue to pursue this level of support?

Marcus proposes to remove "as an initial response to capital flight and the closure of mills and other industrial facilities".

There was discussion among members in support of the amendment versus the original wording.

***AMENDMENT:** add WHEREAS, a social solidarity economic response would be timely in the face of capital flight and the closure of mills and other industrial facilities, and remove this from the RESOLVED clause.*

Marcus moved the amendment, and Malcolm McClintock seconded. Carried.

Marcus moved the resolution as amended, and Malcolm seconded. Carried.

11. Director Elections (Tara Williams, Governance Committee member)
    a) *Review process, and announce nominees and URL for current candidate biographies and statements*

       Tara provided the background on elections

    b) *Call for nominations: Prairies and Atlantic directors/announce close of nominations.*

       Tara shared that 3 folks have put themselves forward for the Atlantic Seat.

       Julia Fusova from Transform Practice Worker Co-operative

       Kai McGilligan Oliver as a Friend of the Federation

       Morteza Amiri from Expertise Hub Worker Co-operative.

       Tara calls for nominations from the prairies and the Atlantic

       Martin Meyer put himself forward for the Prairies Region as a developer member.

       Tara called for nominations twice more.

       Tara declared the nomination period closed.

       Candidates were given up to 2 minutes each to share a bit about themselves.

Thursday, November 20th, 9 am MT – chaired by Reba Plummer

AGM commenced at 9:13 am

12. Director Elections, continued (Tara)

    Tara explained the voting process and noted that we can have at most two Friends or developers on the board. Currently, Martin Van Den Borre holds the Quebec Region Seat as a Friend of the Federation. She further explains the process if both newly elected directors are from the developer/friend class.

    Facilitate Election or Acclamation of Directors (scrutineers: Kaye Grant and Kenzie Love)

    i. Prairies/NWT/Nunavut Director (3-year term)

    ii. Atlantic Director (3-year term)

    Motion to declare Martin Meyer (Prairies Region) and Morteza Amiri (Atlantic Region) as elected for their respective seats.

    Malcolm McClintock moved, and Chris Galloway seconded. Carried.

    Motion to destroy the ballots.

    Daphane Nelson moved, and Susanna Collins seconded. Carried.

Part IV: Other Business

13. Appreciation for departing directors. (Reba)

    Reba and Tara recognized outgoing board members Evan and Leslie and thanked them for all they have given to the board during their mandates.

    Reba and the board recognized Hazel for 30 years of dedication and hard work in making the Federation flourish, and all her incredible work in the Canadian Worker Co-operative Movement.

14. Seek volunteers for 2025-26 Nominating Committee, and Conference Planning Committee (Reba)

    Reba asks for folks interested in volunteering to be on either the Nomination Committee or the Conference Planning Committee.

    Question about what the Nominating Committee does.

    Reba explains that the Committee supports the search for candidates for seats that are coming up for election.

15. Announce next AGM (Reba/Hazel) *The next AGM will be held virtually, date TBC.*

16. Other Business / Question and Answer period / (Reba)

17. Adjourn AGM

    The AGM was adjourned at 9:34 am MT.