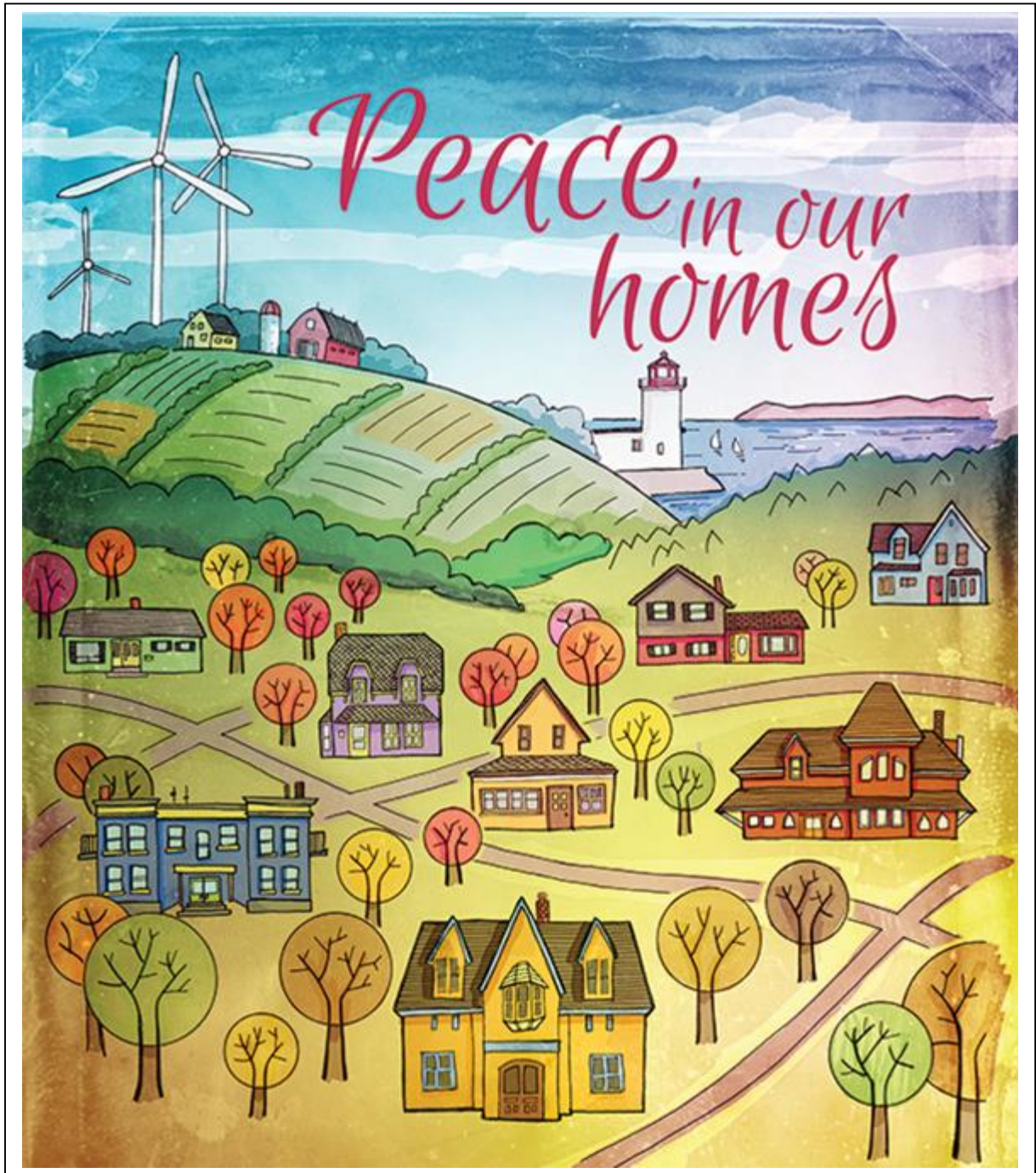


Cumberland County Transition House Association

Autumn House

Annual General Meeting

June 27<sup>th</sup>, 2022





AGENDA  
AGM  
June 27<sup>th</sup>, 2022

1. Welcome
2. Minutes from October 2021..... Page 2
3. Chair Report..... Page 4
4. Executive Director Report..... Page 5
5. Financial Report..... Attachment
6. Staff Reports..... Page 8
  - a. Women Support Counsellors.... Page 8
  - b. Night Support Counsellors..... Page 8
  - c. Child & Youth Counsellors..... Page 9
  - d. New Directions..... Page 10
7. Committee Reports ..... Page 11
  - a. Fundraising Committee..... Page 11
  - b. Labour Management Committee... Page 11
  - c. Nominating Committee..... Page 12
  - d. Personnel and Policy Committee... Page 13
  - e. SafePet Committee..... Page 13
  - f. Second Stage Housing Committee. Page 13
8. Presentations
  - a. Friends of Autumn House
9. Adjournment

**CCTHA Annual General Meeting**  
**Minutes**  
**October 1<sup>st</sup>, 2021 at 12:00pm**  
**Zoom**

Attendees: Leslie Kern, Deb Ryan, Dawn Ferris, Irene Taylor, Melanie Siddall, Christiana MacDougall, Tara Spurr, Jen Quinn, Craig Learning, Sarah Pennoyer, Andrew Cameron, Elizabeth Cooke-Sumbu, Crystal Sutherland, Lisa George, Bernice Vance, Ed Colquhoun, Shelley Robichaud, Amanda Dynes, Dwayne Pike

Regrets: Joanne Gibson, Meghan Brown, Dawn Ripley, Sarah McMaster, Tammy Bickerton.

**1. Call to Order**

Leslie Kern called the meeting to order at 12:05.

Leslie welcomed everyone and gave opening remarks.

**2. Minutes, September 25<sup>th</sup>, 2020**

A motion was made to approve the minutes from the AGM in 2020.

Motion: Robin Latta / 2<sup>nd</sup> by Deb Ryan. Motion carried.

**3. Agenda**

Leslie called for a motion to accept the Agenda.

Motion: Deb Ryan / 2<sup>nd</sup> by Robin Latta. Motion carried.

**4. Leadership Annual Report**

The report was presented by Leslie Kern, Chair of the Board and Dawn Ferris, Executive Director. The report is contained in the AGM package. Leslie discussed the conclusion of her term (6 years) and her commitment to stay on for one more year as Past President. Leslie and Dawn spoke on the past year, the covid lockdown, the resilience of staff and the clients, the support from the Provincial Government and the quick and supportive response from the Federal Government and the delayed AGM. Dawn thanked Leslie for her leadership and support. The past 18 months of covid lockdowns and protocols were challenging but the support of both the Federal Government and the Provincial Government through the NS Advisory Council on the Status of Women was decisive and our Board of Directors, the staff, and especially our clients we extend a great big thank you to. A thank you was also extended to the Cumberland Community for the overwhelming support of both the work that we do and also the support for our clients and the families we support. Thank you to the staff who are dedicated and resilient in the work that they do.

Motion to accept the Leadership Report: Ed Colquhoun / 2<sup>nd</sup> by Deb Ryan. Motion carried.

**5. Financial Report**

**5.1 Approval of Financial Statements 2019-2020**

Leslie Kern introduced Tara Spurr of Lyle Tilley Davidson who presented the review engagement.

The financial statements present fairly in all material aspects and show that we are in accordance with Canadian accounting standards for not-for-profit organizations.

Motion to accept the Financial Statements 2019-2020: Ed Colquhoun / 2<sup>nd</sup> by Robin Latta. Motion carried

## **5.2 Appointment of Auditors for 2020-2021**

Motion to appoint Lyle Tilley Davidson to do an annual review for the upcoming fiscal year.

Moved by: Ed Colquhoun / 2<sup>nd</sup> by Bernice Vance. Motion carried.

## **6. Staff Reports**

7.1 Women Support Counsellors

7.2 Night Support Counsellors

7.3 Child & Youth Counsellors

7.4 New Directions

Leslie Kern asked that all staff reports as presented in the AGM package be moved together.

Motion to accept all staff reported: Elizabeth Cooke-Sumbu / 2<sup>nd</sup> by Robin Latta. Motion carried.

## **7. Board Committee Reports**

7.1 Fundraising Committee

7.2 Labour Mgmt Committee

7.3 Nominating Committee

7.4 SafePet Committee

7.5 Second Stage Housing Committee

Leslie Kern asked for all committee reports be accepted together, as presented in the AGM package. Ed Colquhoun mentioned a typo in 7.2 Paragraph 2, 1<sup>st</sup> sentence reads: "This was the year that our Collect Agreement expired..." and should read: "This was the year that our Collective Agreement expired...". The report will be corrected.

Moved with typo correction: Amanda Dynes / 2<sup>nd</sup> by Bernice Vance. Motion Carried.

## **8. Presentations**

Friends of Autumn House awards were presented to: Dawn Ripley and Robin Latta.

## **9. Closing Remarks**

Leslie Kern made closing remarks and thanks the board members for their support, the staff for their work and the community and attendees for their continued support.

## **10. Adjournment**

The meeting was adjourned at 12:45

Moved by: Deb Ryan, a motion to adjourn is always in order and a 2<sup>nd</sup> is not necessary.

Motion carried.

**Chair of the Board Report**

April 1, 2021 – March 31, 2022

Thank you for being here today and for your continued support. I'm honoured to serve as Chair with a diverse group of women and men, and I'm proud of how we hash through decisions in a way that stays true to our mandate and conscience. Dawn is a compassionate, creative and resourceful Executive Director who has kept morale high during these trying covid times. I want you to know your support is well placed and that our organization is doing well. Still, I fear for our future.

I've been involved in Domestic Violence issues since the late eighties, when we were just beginning to talk about it. Talk shows had guests on, and books and movies like *The Burning Bed* and *Life With Billie* came out. As we opened up about a once closeted topic, we began to understand that if we didn't get women out of these situations, they would be killed or, in rare cases, kill in self-defense.

With the public behind this issue, grant money opened up for study after study worldwide. All of them came to the same conclusion. Women were most often the victims, and men were most often the perpetrators. Further, we learned that women would experience, on average, thirty-three acts of violence before taking action and leave up to seven times before leaving for good.

In 1995 the US Center for Disease Control did their ACES too high study ([ACESToohigh.com](http://ACESToohigh.com)), showing that violence in the home increases the risk of that child experiencing a myriad of illnesses and addictions as well as being a victim or perpetrator of domestic violence if they don't work through that trauma as adults.

We cracked the code! Safe homes create safe homes. We all went to work in our own way. Child advocates worked to protect children, while Domestic Violence advocates worked on creating spaces like Autumn House to help women and their children leave safely. We all learned that we needed help for men so they could address the misogyny or trauma causing them to offend and create safe homes going forward.

Confident the public understood, we mobilized to change what felt like our only obstacle, legislation. A few landmark lawsuits and a lot of lobbying landed domestic violence laws with teeth on the books in countries worldwide. Next, we went for stalking laws and won those too. We now know that significant abuse can occur without physical violence, so over the last few years, coercive control laws landed on the books in the UK, Ireland, France, Tasmania, AU, and legislation has been pending in Parliament here since April 2021. Studies have shown victims who have experienced non-fatal strangulation, something experienced by more than half of domestic violence victims, are more likely to be killed by that partner. Since March of this year, the UK and AU have created a stand-alone offence for non-fatal strangulation.

Over the last year, it feels like we're forgetting everything we've learned. That's not an accident. We are making great gains at holding men criminally accountable for violence against women and legions of them are working hard to put us back in our place. The scary part is that too many women are helping them and they don't even know it. Consider any case of a woman over the last year alleging domestic violence. Study after study shows women lie about abuse around 2% of the time. For perspective, 77% of drivers will be in an accident and 7.5% of Canadians will have a misdiagnosis or serious adverse event at a hospital. You are more likely to be misdiagnosed or in a car accident than to hear a woman lie about abuse. Yet whenever a woman comes forward a campaign against her is launched. Podcasters and body



language experts start dissecting her every word and movement to prove she's lying. Their followers lap up their vitriol and spread it around social media. It doesn't seem to matter that experts have proven body language to be a dubious method of truth detection or that police experience and domestic violence expertise are completely different things. No one seems to mind that a podcaster with zero training in trauma is giving an opinion on how a woman should act. If she cries, she's faking it, and if she composes herself too quickly, she's a fraud. Have we forgotten that every woman learns from a very early age to collect her composure in an instant? Putting on a brave face to mask our pain is a necessary life skill. If we allow these voices to turn the tide, funding may dry up, and places like Autumn House will find it very difficult to survive. We can't afford to lose ground.

We hold our ground by holding firm to a code. I'm committing to this today, and I hope you will too. I believe women. I don't participate in shaming women for any reason. Regardless of what others say, I understand what we've learned about abuse, and I apply that compassionately and analytically to any situation. This will naturally start extending beyond me. I don't allow those behaviours in my home. I don't engage in toxic conversations about women outside of my home. I'm aware that someone in trouble could hear me speaking, and I ensure my words won't keep them from reaching out to me. I avoid tabloid-style content, listen to experts in this area, and elevate their work and voices.

If we all carry that forward today, will it change the entire world? Probably not. But it will change our beautiful little corner of it! It will ripple out! We can make our community one where we believe women and fulfill our mission of safe homes.

Thank you.

Deb Ryan  
Chair of the Board

## Cumberland County Transition House Association

### **Executive Director Report**

April 1, 2021 – March 31, 2022

We are now experts at navigating coronavirus having 2020 and 2021 in our review mirror. We certainly can't say that it's gone but we have learned to live with it and have continued to meet the needs of women, children and the men in Cumberland County who need us and for that I want to congratulate every single staff member for doing their part in helping us continue to stay safe and open.

The shelter maintained an open status as did programming for men; the services looked different but were offered. We are also very grateful for the continued support of our Provincial Government, through our funders the Nova Scotia Advisory Council on the Status of Women (NSACSW) which provided us with the financial resources to meet the needs of clients and navigate through the extra expenses caused by covid. The Federal Trudeau Government also continued to support women across this Country by financial supporting violence against women shelters as they too knew that mandates to stay home were not safe for many women and children. We could not have navigated through this without both the extra support provincially and the new, short term funding support federally. We cannot say thank you enough for this!

This past fiscal year saw lots of changes but also growth, which is amazing. We started the fiscal year with 4 Women Support Counsellors (WSC); one WSC position replaced twice and is currently being filled by a term position. We said goodbye to Joanna Perkin as she left us for work at the Springhill Penitentiary (we can't compete with their salaries and their pension benefits). We also lost a staff member over the vaccine policy introduction, but we wished her well and supported her fundamental right to make her own choice with regard to her body. We felt strongly as an organization that vaccines and the science behind them were the right way to go and supported the Government of Nova Scotia with the introduction of a mandatory vaccine policy at the CCTHA. The Night Support Counsellors remained dedicated to their jobs as there was no turn-over here. We posted four times this fiscal to hire relief workers; on average we post once maybe twice a year for relief workers, but times have changed, and I believe that covid has made things different for many workplaces. Four rounds of advertising and hiring meant four rounds of training, as such, this was a very busy period. We also posted and hired a term position for a Shelter Manager; Lori Holtz started with us in February 2022 to help the Executive Director manage the shelter, support the staff and help with training of new staff.

The Cumberland County Transition House (CCTHA) has been well represented at the Transition House Association of Nova Scotia (THANS) table; this past year I was the Junior Co-chair of the THANS Board. THANS applied for and was accepted to have "Standing" at the Mass Casualty Commission (MCC) and Autumn House and Third Place in Truro have been appointed to take the lead in representing the THANS interest in this. THANS has also been working with the Department of Justice, Nova Scotia Health, and the Government of Nova Scotia to create a prototype Highest Risk Domestic Violence Table in an effort to help work differently within Nova Scotia to help meet the needs of victims and to help mitigate the risk of lethality in the cases of complexities and/or those cases that aren't identified through the normal avenues. This prototype project started in this past fiscal year and I am representing THANS as the Co-Chair of this provincial committee.

We participated in Cumberland Pride in July of 2021, helping to organize a covid friendly car rally event that had three starting points, Amherst, Pugwash and Parrsboro. All starting points had a car route that landed at the Springhill Community Centre, and it was a great day that was had by all. We were happy to be out in public again supporting and celebrating inclusion and also socially responsible through social distancing.

In early fall, with the support of our Board of Directors and funding from the NSACSW for recovery efforts, we hosted a two-day staff workshop training activity at the Debert Hospitality Centre. After 15 months of working in isolation and all the stress of working differently, the worry, and the fear of covid, we wanted to take some time to learn and grow together and spend some time reconnecting; some staff hadn't seen each other in months. We hosted Bradley Sheppard to facilitate "Unconscious Bias / Diversity Training". A program designed to explore how our thinking and understanding of the world drives our behaviors. This session was so well received a standard comment on evaluation was staff would have easily spent a day on this topic (something for future consideration). We had Debbie Lawrence of Abundant Living do a workshop on "Understanding how we respond to requests & Expectations; again, another three-hour session that staff would have loved to have been a full day workshop. We learned Mindfulness from the Buddhist Nuns of PEI and how to relieve stress and tension through Laughing Yoga hosted by Dawn-Lee Greer. The evening portion was focused on socializing and catching up. This was a well-deserved time away of learning, growing and reintroducing ourselves to each other. Again, a big thank you to our funders and the support of the Board of Directors.

Even though covid continued we maintained an open business as we entered the Christmas holiday season with plans to host our Autumn House client holiday supper; again, due to covid restrictions and



out of an abundance of caution, we catered through Duncan's and we delivered gifts and suppers to our clients in their homes, socially distancing our delivery drop offs. We look forward to the coming year when we can again, fingers crossed, go back to hosting an in-person event. We want to thank Duncan's for their continued support of our clients and the work that we do. We supported 27 women, 64 children and 2 men with Christmas hampers and suppers this holiday season. December is a very busy month for us. We want to thank all of the donors and sponsors of our families and single people who we support during this season; we couldn't do it without your continued support!

Unfortunately, again in January we were unable to host our Annual Evening of Art; letters were sent in the fall to our artists and artisans advising of our tough decision. Usually, the right decisions are the hardest to make; we want to get back to some type of normal but the risk of having a covid outbreak due to our decisions lead us to be cautious again in the best interest of all. We look forward to hosting our marque event in January 2023 (again, fingers crossed).

I would like to share with you our stats for another very busy year:

125% capacity (all 4 bedrooms in use and one overflow room in use)	= 7 nights
100% capacity (all 4 bedrooms in use)	= 62 nights
75% capacity (3 of the 4 bedrooms in use)	= 71 nights
50% capacity (2 of the 4 bedrooms in use)	= 70 nights
25% capacity (1 of the 4 bedrooms in use)	= 119 nights
0% capacity (0 bedrooms in use)	= <u>36 nights</u>
	= 365 nights

Numbers tell a story and from the above numbers, for much of the year Autumn House was very busy; at our busiest time we had a full house (five different women and three children at one time in residence). We housed 50 different women in shelter for a total of 878 bed nights. We also had 16 different children in shelter with us this past year. We saw 102 new female clients during this year and offered services and counselling to 407 women. The total number of contacts this year in Autumn House (support calls, advocacy work, accompaniment, safety planning, Emergency Protection Orders, Support visits, crisis calls, counselling sessions) was 3,300. It was a busy year.

We are extremely grateful for the many donations of food, clothing, household items, cleaning supplies, personal care items, cell phones, and gift cards received throughout the year. Rogers Communications continued their donations of cell phones with six months of internet and free calling, as needed and this support has been very helpful. This year we continued to reach out to the community via Facebook, which allows us to request specific items in times of need.

I am deeply grateful for the continued support from our staff; they are an amazing bunch of dedicated women (and one male cofacilitator) who are committed to both this organization and the clients we support. This work could not be done with them. I would also like to thank the Board of Directors for their continued work to support us and a great big thank you to our funders at the Nova Scotia Advisory Council on the Status of Women who have continually supported both the work that we do but also our staff as we have collectively gone through this global pandemic. I want to also thank the Department of Community Services who provide the funding for our men's program and their continued support as we grow into an amazing new opportunity to make real change for men and their families.

Respectfully submitted by: Dawn Ferris, Executive Director

## Staff Reports:

Cumberland County Transition House Association

### **Women's Support Counsellors' Report**

April 1, 2021 – March 31'2022

The Women Support Counsellors have had another busy year working towards ending violence against women and helping to make homes safe in Cumberland County. In addition to our returning clients, we have had a total of 102 new intakes. These new intakes have led us to an accumulation of 3388 clients since Autumn House has opened its doors.

There was change throughout this past year on our team, we said goodbye to Joanna Perkin and Irene Taylor and said hello to Kathy Nisbet. We helped train 11 new relief workers throughout this year and are happy that we continue to work with 5 relief workers on the regular.

Helping women find affordable housing has been a struggle and this is a very big problem in Cumberland County, as it is throughout the province. We have seen an increase in support for food and we were thankful to have received a funding grant to help with food insecurity; we hosted a 10-week food program that we organized that helped supplement client's meal planning. This was a well received program and was also a lot of work. We have also replanted our garden boxes and will grow tomatoes to give to clients.

We look forward to getting back to working as normal and organizing in person events again in this upcoming year.

Respectfully Submitted on behalf of the WSC's: Shelley Robichaud, Kathy Nisbet, Hillary Blanch, Kelly Merritt

CUMBERLAND COUNTY TRANSITION HOUSE ASSOCIATION

### **Night Support Counsellors' Report**

April 1, 2021 – March 31, 2022

The Night Support Counsellor position is unique in that we always work single staffed, we have two full-time Night Support Counsellor Positions at Autumn house with both of us rotating through three twelve-hour night shifts a week.

This past year during Covid, we noticed clients and residents faced a lot more challenges and added stressors. With communal living and clients coming and going, we noticed that the women were choosing to spend a lot more time alone in their rooms and less time spent together and interacting in the shared living spaces. However, we continued to work together throughout the Covid pandemic into this year where we were able to see restrictions slowly lifted and the community get back into a new normal way of living. We as staff continue to be vigilant by making sure we test at the beginning of all sets of shifts. This way we're able to continue keeping us, our families and clients and residents safe from exposure.

We continue to ensure the safety of the shelter and residents, taking calls during the night hours to provide support to both outreach clients or to the residents within the shelter, cleaning, and clerical work. With Covid we did add in some extra cleaning practices such as making sure the more commonly used surfaces and spaces were sanitized both day and night to minimize the spread of germs. On Sunday night shifts the Night Support Counsellors continue to facilitate a weekly group meeting with the residents staying in the shelter to go over shelter living and responsibilities for the coming week. During this meeting staff and residents work together to go over groceries, create a weekly food menu and a chore chart of basic cleaning of the communal spaces. We also take time in the meeting to go over any question or concerns the residents may have in a safe, respectful environment.

This past year we did see some changes in the Night Support Counsellor Positions. Joanna took a leave of absence from her term position as a Women's Support Counsellor in May 2021. In November 2021 we were sad to see her leave, however we wished her the best in her new role! Bella then continued into a full-time Night Support Counsellor Position. Patty Continues to hold the other Night Support Counsellor Position which, she has held since November 2012.

Respectfully submitted by: Bella Ryan and Patty Ferdinand

CUMBERLAND COUNTY TRANSITION HOUSE ASSOCIATION  
**Child & Youth Support Counsellors' Report**  
April 1, 2021 – March 31, 2022

This has been another busy year of working towards ending violence against women and children for the Child and Youth Support Counsellor. In addition to our returning clients, we had a total of 13 new children's intakes and 19 new parent intakes. These new intakes have led us to having supported almost 1500 child and youth clients since the inception of Autumn House.

Like last year, things have understandably looked a bit different than our usual. And much like in the 2020/21 fiscal, considerable effort was made at Autumn House to ensure that there would be no interruptions in our shelter and 24/7 crisis services. Staff all tested regularly, got vaccinated, and ensured that we were as safe as possible for one another, our clients, and the community.

With intermittent work-from-home bouts and without being able to meet with clients face to face for much of the year, the child and youth counsellor again found herself doing a lot more outreach work with parents – equipping the adults in the home to understand how violence impacts children, so that they're better able to cope with challenging behaviours and create a home environment that is well suited for family healing.

Christmas was another success for Autumn House this year. With the generous help of local businesses, organizations and families, we were able to sponsor 29 families including 64 children and youths this Christmas! We also sponsored 10 single and/or elderly women, giving them a few goodies to open on Christmas morning! We would like to send a special thanks to our sponsors for your generosity, Christmas spirit, and community mindedness.

The beginning of 2022 brought about a new sense of hope for being safely present out in the community. With plans to be offering programming in schools in the 2022/23 school year as well as

program facilitation partnerships with the new Youth Centre, we're coming at the new year with a fresh set of community engagement goals.

We would like to thank everyone for their continuous support as we work towards our goal of ending violence against women and children.

Respectfully submitted, Amanda Dynes Child and Youth Support Counsellor

Cumberland County Transition House Association

**New Directions Program**

April 1, 2021 -March 31, 2022

There have been a lot of changes to the New Directions program in the last year. Jennifer Quinn started as a part time term position Men's Support Counsellor in August, and this term position was increased to fulltime hours in October. Jimmi Lynch was also hired in October as the Men's Mentor/ Co-facilitator for group programming. Lisa George has continued her role as a full time Men's Support Counsellor.

During this past year, the New Directions program offered services to 58 clients. We had 36 new intakes and 22 past clients restart services. The office provided individual support counseling sessions, group sessions, advocacy, assistance with food insecurity and phone support. We also have an open-door policy where clients can drop in if they need support.

The New Directions office has also adopted a new format for the program. We now offer two weekly groups. We offer an open group session every Tuesday night for any client of New Directions. This allows us to start offering services to men right away with the advantage of not having a wait list. We also offer a 10-week closed group on Monday nights; closed group means that the group of men who start this session will graduate together, no new entries mid-course. This is the educational component of the program which is based on, "Safety and Repair: A Manual for Individual, Family & Group Conversations to Address Gender Based Violence", a manual written by Tod Augusta Scott. Staff participated in weekly training sessions with Tod Scott in preparation for facilitating the program. In the last year New Directions had 14 clients complete the program through individual sessions and 6 clients complete the program through group sessions.

From September to January the New Directions staff participated in brainstorming sessions for the new Strengthening Fathers Initiative spearheaded by CPS.

Respectfully Submitted By: Lisa George and Jennifer Quinn

## Board Committee Reports:

Cumberland County Transition House Association

### **Fundraising Report**

April 1, 2021 to March 31, 2022

Unfortunately, due to covid restrictions we were unable to host our annual event “An Evening of Art” for the second year in a row. There was much disappointment within our organization and the community at large, but also continued understanding as safety for all will always been paramount for us. On the plus side, the generosity of community members made a considerable effort and individuals and businesses have been very generous. Thank you to everyone for your generosity.

We did attempt an online 50/50 fundraiser, but it did not get much traction; so much so that Rafflebox did not charge us a fee for their services. Having two 50/50 draws and only raising less than \$200 we decided to put this idea to rest. We will continue to be innovative and boldly try new things.

Our Canada Helps link on our website does generate a monthly income, it’s not large but it does continue to grow ever so slightly each year. We thank everyone who has set up monthly donations through Canada Helps.

Respectfully submitted by:

Tammy Bickerton

Cumberland County Transition House Association

### **Labour Management Report**

April 1, 2021 to March 31, 2022

The Labour Management Committee becomes the Bargaining Committee during bargaining. The Labour Management Committee/Bargaining Committee consists of Ed Colquhoun, member of the Board and Dawn Ferris, the Executive Director. Our committee was supported by lawyer Michael Bourgeois from the law firm Wickwire Holms.

This was the year that our Collective Agreement expired and a notice to bargain was received in January 2021. However, a decision was mutually made to sign a Memorandum of Agreement (MOA) to extend the current Collective Agreement out for the next two years to capture the wage package already determined by the Province. With covid restrictions ever changing and prior to vaccines being available we collectively decided that this was a good plan. The MOA was signed by all parties in January of 2022 and retroactive pays have been received from our funders and dispersed to staff.

Respectfully submitted by: Ed Colquhoun and Dawn Ferris

Cumberland County Transition House Association  
**Nominating Committee Report**  
**June 27<sup>th</sup>, 2022**

The following board members will be continuing their terms

<b>Name</b>	<b>Community</b>	<b>Year of Term</b>
Andrew Cameron	Amherst	Completed 1st year of 2 <sup>nd</sup> term
Deb Ryan	Amherst	Completed 1st year of 2 <sup>nd</sup> term
Ed Colquhoun	Amherst	Completed 2 <sup>nd</sup> year of first term
Dr Christiana MacDougall	Sackville, NB	Completed 2 <sup>nd</sup> year of first term
Joanne Gibson	Cumberland County	Completed 2 <sup>nd</sup> year of first term
Craig Learning	Amherst	Completed 1 <sup>st</sup> year of first term
Melanie Siddall	Amherst	Completed 1 <sup>st</sup> year of first term

We are sorry to have Dr Leslie Kern, Meghan Brown and Tammy Bickerton retiring from the board this year after many years of dedicated service. We are very thankful for their leadership and significant contributions to the organization.

The following community members have put their names forward for nomination and were elected during a regular board meeting. Dr. Ralston lives in HRM but is very interested in our and is a professor in women’s studies and political studies. As we’re continuing to meet via zoom, her voice would be a welcomed addition to our team.

<b>Name</b>	<b>Community</b>
Dr Meredith Ralston	Mount St Vincent University

At this time, we would like to thank each and every one of the board members for their time and dedication to Autumn House. If you have an interest in joining our board of directors, please reach out to Deb Ryan or Dawn Ferris.

The nominating committee is comprised of Dawn Ferris, Executive Director CCTHA, and Deb Ryan.

Respectfully Submitted: Deb Ryan

Cumberland County Transition House Association  
**Personnel & Policy Committee**  
April 1, 2021– March 31, 2022

The purpose of the Personnel & Policy Committee is to provide Board support to the Executive Director regarding human resources and policy development and review. What is discussed at the meetings of the committee is often sensitive and confidential. It is impossible to speak about these matters at any length, except to say they deal with performance management, attendance management and individual personnel issues.

Respectfully submitted by: Deb Ryan, Chair & Dawn Ferris, Executive Director

Cumberland County Transition House Association  
**SafePet Program Report**  
April 1, 2021 – March 31, 2022

The Cumberland SafePet Program is a partnership between Autumn House, Amherst Veterinary Hospital and the Lillian Allbon Animal Shelter. The SafePet Program was launched to assist women at risk of abuse in making the decision to leave an abusive situation and enter Autumn House. The program exclusively assists women who may be delaying their decision to leave an abuser because they cannot take their pets with them to Autumn House.

This year there was a need to foster 1 dog and 4 cats. We were successful in fostering each of these animals for the duration of the women's stay at Autumn House.

Respectfully submitted by the SafePet Program Committee: Shelley Robichaud, Dawn Ferris.

Cumberland County Transition House Association  
**Second Stage Housing Report**  
April 1, 2021 to March 31, 2022

Women Who Care Home is currently occupied at 100%. We are now 'seasoned' landlords as we have completed our fourth year of renting out the duplex. Lawn care and snow removal is done by a local contractor. The women who have been able to stay at Women Who Care Home, whether it be for a few months or the full two years have been very appreciative of the support.

Respectfully submitted,  
Dawn Ferris