



ANNUAL GENERAL MEETING - MINUTES

Held via Zoom due to COVID 19 Restrictions - Wednesday, May 27, 2020 – 7:00 pm

PRESENT: 22 Members in good standing, 3 Guests and 4 Staff

REGRETS: Herschel Hardin, Mary-Margaret Gaye

1. **CALL TO ORDER AND WELCOME:** 7:08 PM
2. **MOTION TO APPROVE THE AGENDA:** **Moved:** Shirley Chan, **Seconded:** Elena Andrews, **Carried**
3. **MOTION TO APPROVE THE MINUTES FROM THE MARCH 2019 AGM:** **Moved:** Joe Gormley, **Seconded:** Kim Thomas, **Carried**
4. **PRESIDENT'S REPORT:** Don Pavlovich - See attached report.
5. **EXECUTIVE DIRECTOR REPORT:** Nancy Ford - See attached report.
6. **AUDITED FINANCIAL REPORT:** See attached report prepared by Mary Margaret Gaye. Presented by Nancy Ford, Interim ED.
7. **MOTION:** To appoint EP North Vancouver, Chartered Professional Accountant as Pathways Serious Mental Illness Society's external auditor for the 2020 fiscal year. **Moved:** Don Pavlovich **Seconded:** Linda McGinn, **Carried.**
8. **SPECIAL RESOLUTION:** See attached. To move this special resolution to amend the constitution. **Moved:** Don Pavlovich, **Seconded:** Shirley Chan, **Carried.**
9. **ACKNOWLEDGEMENT OF OUTGOING DIRECTORS AND OTHER VOLUNTEERS:** Delivered by Don Pavlovich, thanking Janice Lilley retired Past President, and Gillian Santo, Events Coordinator for their outstanding dedication, commitment, and passion.
10. **ELECTION OF DIRECTORS:** There were no nominations from the floor. **Standing for re-election:** Don Pavlovich, Shirley Chan, Kim Thomas. **Nominations for election:** Linda McGinn, Jennifer Bednard, Viktoria Stoudenikina. **There being no further nominations,** Shirley Chan declared the 3 returning board members and the three new board members **ELECTED.**
11. **GENERAL DISCUSSION:** There was no general discussion to report.
12. **MEETING CLOSED AT 8:06 PM**

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY

FINANCIAL STATEMENTS

DECEMBER 31, 2019

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INDEPENDENT AUDITOR'S REPORT

To the Members of the PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY

Opinion

I have audited the accompanying financial statements of the Pathways Serious Mental Illness Society, which comprise the statement of financial position as at December 31, 2019 and December 31, 2018, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Pathways Serious Mental Illness Society as at December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of Pathways Serious Mental Illness Society in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Pathways Serious Mental Illness Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Pathways Serious Mental Illness Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Pathways Serious Mental Illness Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Pathways Serious Mental Illness Society internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimated and related disclosures made by management.
- Conclude the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Pathways Serious Mental Illness Society's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention to my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause Pathways Serious Mental Illness Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Report on Other Legal and Regulatory Requirements

As required by the Society Act of British Columbia, I report that, in my opinion, these principals have been applied on a basis consistent with that of the preceding year.

EPR

CHARTERED PROFESSIONAL ACCOUNTANTS

North Vancouver, B.C.
March 5, 2020

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
STATEMENT OF OPERATIONS - GENERAL FUND
DECEMBER 31, 2019

STATEMENT 1

	2019	2018
Revenues		
B.C. gaming funds (Note 7)	52,543	50,064
Other grants	55,029	36,696
Membership fees	4,006	3,640
Donations and fundraising	100,657	77,270
Interest income	91	1,452
Endowment income	20,865	25,883
	\$233,191	\$195,005
Expenses		
Bank and credit card charges	2,202	1,657
Fundraising	13,501	5,863
Insurance	1,503	1,452
Office expenses	8,882	8,741
Professional fees	3,824	5,920
Programs	27,843	20,165
Rent	22,940	21,917
Salaries and benefits	143,959	111,586
Telephone	1,179	1,767
Training and workshops	11,370	9,855
Volunteer expenses	1,081	138
	\$238,284	\$189,061
Excess (Deficiency) of revenues over expenses	\$(5,093)	\$5,944

The accompanying notes are an integral part of these financial statements
EPR NORTH VANCOUVER

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
STATEMENT OF THE JANET MORGAN FUND
DECEMBER 31, 2019

STATEMENT 2

	2019	2018
The Janet Morgan Fund balance, beginning of year	173,084	173,084
Transfer to the Vancouver Foundation	-	-
Transfer from General Fund	431	-
Donations received	-	-
Interest and gains earned	5,145	10,910
Interest transferred to General Fund	(5,145)	(10,910)
The Janet Morgan Fund balance, end of year	\$173,515	\$173,084

The accompanying notes are an integral part of these financial statements
EPR NORTH VANCOUVER

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
STATEMENT OF THE FAMILY NAVIGATOR FUND
DECEMBER 31, 2019

STATEMENT 3

	2019	2018
The Family Navigator Fund Balance, beginning of year	24,000	24,000
Donations received and deferred	-	-
Donations earned	-	-
Transfer from General Fund	-	-
The Family Navigator Fund balance, end of year	\$24,000	\$24,000

The accompanying notes are an integral part of these financial statements
EPR NORTH VANCOUVER

**PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
STATEMENT OF THE MAYOR'S GOLF TOURNAMENT FUND
DECEMBER 31, 2019**

STATEMENT 4

	2019	2018
The Mayor's Golf Tournament Fund Balance, beginning of year	-	10,000
Donations received and deferred	-	-
Donations earned	-	(10,000)
Transfer from General Fund	-	-
The Mayor's Golf Tournament Fund balance, end of year	\$ -	\$ -

The accompanying notes are an integral part of these financial statements
EPR NORTH VANCOUVER

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
STATEMENT OF CHANGES IN NET ASSETS
DECEMBER 31, 2019

STATEMENT 5

	Restricted		Unrestricted	2019 Total	2018 Total
	The Janet Morgan Fund	The Family Navigator Fund			
Balance, beginning of year	\$173,084	24,000	\$40,630	237,714	\$241,770
Excess (Deficiency) of Revenues over Expenses	-	-	(5,093)	(5,093)	5,944
Donations received and deferred	-	-	-	-	-
Donations earned	-	-	-	-	-
Transfer to Vancouver Foundation	-	-	-	-	-
Transfer from general Fund	431	-	(431)	-	-
	-	-	-	-	-
Balance, end of year	\$173,515	\$24,000	\$35,106	\$232,621	\$237,714

The accompanying notes are an integral part of these financial statement
EPR NORTH VANCOUVER

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
STATEMENT OF CASH FLOWS
DECEMBER 31, 2019

STATEMENT 6

	2019	2018
Cash from operating activities		
Excess (Deficiency) of revenues over expenses	(5,093)	5,944
Transfer from general fund	(431)	-
Changes in non-cash working capital items		
Amounts receivable	(7,932)	(196)
Accounts payable and accrued liabilities	2,496	(2,187)
Government agencies payable	1,224	(354)
Deferred gaming funds	(2,093)	2,437
Deferred grants	3,500	-
Net Cash used in operating activities	(8,329)	5,644
Cash beginning of year	50,092	44,448
Cash, end of year	\$41,763	\$50,092
Represented by:		
Cash	17,789	7,162
Term deposit	23,137	40,000
Gaming account	837	2,930
	\$41,763	\$50,092

The accompanying notes are an integral part of these financial statements
EPR NORTH VANCOUVER

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2019

STATEMENT 7

	2019	2018
ASSETS		
General Fund		
Current assets		
Cash	17,789	7,162
Term deposits (Note 4)	23,137	40,000
Gaming Account	837	2,930
Amounts receivable	11,718	3,786
	53,481	53,878
The Janet Morgan Fund (Note 5)	173,515	173,084
The Family Navigator Fund (Note 6)	24,000	24,000
	\$250,996	\$250,962

LIABILITIES, AND NET ASSETS		
General Fund		
Current liabilities		
Accounts payable and accrued liabilities	6,060	3,564
Government agencies payable	7,978	6,754
Deferred gaming funds (Note 7)	837	2,930
Deferred grants	3,500	-
	18,375	13,248

NET ASSETS		
Restricted – The Janet Morgan Fund (Note 5)	173,515	173,084
The Family Navigator Fund (Note 6)	24,000	24,000
Unrestricted – General Fund	35,106	40,630
	232,621	237,714
	\$250,996	\$250,062

Approved by the Board of Directors:

 Director  Director

The accompanying notes are an integral part of these financial statements

EPR NORTH VANCOUVER

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2019

1. NATURE OF OPERATIONS

The Society was incorporated on May 1, 1996 under the Society Act of British Columbia as the British Columbia Schizophrenia Society, North Shore Branch. The Society is also a registered Canadian charitable organization under registration number BN 89422 6935 RR0001.

The objectives of the Society are to provide support for people with serious mental illness and their families, increase public awareness and understanding about serious mental illness and promote research into the cause, treatment and ultimate cure of serious mental illness.

2. CHANGE OF NAME

The Society changed its name to PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY by special resolution passed on October 17, 2017, from the North Shore Schizophrenia Society.

The new name was recognized and filed by the Registrar on December 5, 2017.

3. SIGNIFICANT ACCOUNTING POLICIES

The Society prepares its financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). Outlined below are those policies considered particularly significant.

Use of Estimates

When preparing financial statements according to ASNPO, the Society makes estimates and assumptions relating to:

- Reported amounts of revenue and expenses
- Reported amount of assets and liabilities
- Disclosure of contingent assets and liabilities

Management based their assumptions on a number of factors including historical experience, current events, actions that the Society may undertake in the future, and other assumptions that management believes are reasonable under the circumstances. Actual results could differ from those estimates under difference conditions and assumptions. The Society uses estimates when accounting for certain items such as useful lives of capital assets.

Financial Instruments

The Society has classified its financial instruments as follows:

The fair value of cash, receivables, accounts payable and accrued liabilities, and grants payable approximate their carrying amounts, due to the short-term nature of these financial instruments. The fair values of investments are reflected in the statement of financial position.

It is the Directors' opinion that the Society is not exposed to significant interest or currency risk arising from these financial instruments or credit risk arising from any balances receivable.

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2019

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, cash in banks and term deposits, with maturities of 12 months or less at acquisition.

Fund Accounting

The Society follows the practice of fund accounting in order to categorize its activities. Each fund is accounted for as a separate entity.

The General Fund accounts for all activities of the Society which support the general purposes of the Society.

The Janet Morgan Fund includes the Bequest Fund and is a restricted fund. The interest earned on the Janet Morgan Fund is available for operating activities of the Society.

The Family Navigator Fund includes capital contributions specifically used as the family navigator function of the Society to be delivered within a three-year term. The interest earned on the Family Navigator Fund and the capital are to be used for the delivery of the project.

The Mayor's Golf Tournament Fund includes capital contributions specifically used for the delivery of family and community education on mental illness to be delivered within a three-year term. The project was completed in 2018 and the fund was fully expensed in the delivery.

Revenue Recognition

Grants are recorded as revenue when expended. The unexpended portion of grant funds received is recorded as unearned grant revenue.

Other income is recognized as revenue when received.

4. TERM DEPOSITS

	2019	2018
Term Deposit maturing 19/12/2020 with interest rate at 2.05%	23,137	-
Term Deposit maturing 13/12/2019 with interest rate at 2.20%	-	40,000
	\$23,137	\$40,000

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2019

5. THE JANET MORGAN FUND

The Society maintains one Bequest Fund. Marketable securities are recorded at cost and have a market value of \$19,445 (2019 - \$20,126). The monies are invested as follows:

	2019	2018
Cash	-	27,634
Term Deposit maturing 21/12/2019 with interest at 2.10%	-	20,420
Term Deposit maturing 26/9/2020 with interest at 2.65%	100,597	98,000
Credit Union Shares	-	1,222
Marketable Securities	25,204	25,808
Term Deposit maturing 19/12/2020 with interest rate at 2.05%	26,863	-
Term Deposit maturing 23/12/2020 with interest rate at 2.05%	20,851	-
	\$173,515	\$173,084

6. THE FAMILY NAVIGATOR FUND

The Society has established this fund for family navigator functions of the Society.

	2019	2018
Cash	24,000	14,000
Term Deposit maturing 13/12/2019 with interest of 2.20%	-	10,000
	\$24,000	\$24,000

PATHWAYS SERIOUS MENTAL ILLNESS SOCIETY
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2019

7. DEFERRED GAMING FUNDS

Deferred gaming proceeds represent unspent receipts from BC Gaming received in the current period that are related to the subsequent period. Changes in the deferred contributions balance are as follows:

	2019	2018
Gaming funds, opening	2,930	493
Funds received	52,543	50,500
Interest earned	-	19
Disbursements	(54,636)	(48,082)
Gaming funds, closing	\$ 837	\$ 2,930

8. LEASE COMMITMENTS

The Society has entered into an office lease for a period of 3 years commencing April 1, 2020. The annual payments for basic rent for the remainder of the term of the lease until March 31, 2023 under new lease arrangements are as follows:

2020	\$22,095
2021	\$22,500
2022	\$22,500
2023	\$ 5,625

9. VANCOUVER FOUNDATION

During the year the Society received \$15,720, (2019 - \$15,146), from the Vancouver Foundation on account of interest earned on the Endowment Fund. All the interest was distributed to the General account for operational purposes.

The balance to date of the fund is \$334,274.

10. REMUNERATION OF DIRECTORS, EMPLOYEES AND CONTRACTORS

The Society Act of British Columbia requires disclosure of remuneration to Directors and remuneration to employees and contractors when this is in excess of \$75,000.

During the year, no amounts were paid to Directors and no employees or contractors received remuneration in excess of \$75,000.

EPR NORTH VANCOUVER

Program Report – Executive Director – May 27, 2020

There are three critical pillars at Pathways: Education, Support and Advocacy. These pillars work together to facilitate learning, understanding, empathy and advocacy, while addressing the important topics and discussions surrounding serious mental illness.

The first pillar is education with three specific program directives:

1. Family-to-Family Education

In 2019, 14 volunteer teachers dedicated a cumulative total of well over 882 hours teaching the Family-to-Family course in four regions including the North Shore, Tri-Cities, Vancouver and Sea-to-Sky.

A total number of 100 participants graduated from the Family-to-Family education course.

Thank you to our volunteer teachers, and coordinators, Cheryl Zipper and Lisa Stringle and to our staff. Pathways could not support families without this amazing team.

2. High School Presentations

First-Hand Stories is a unique and powerful storytelling model which helps students and people in the community understand the nature and prevalence of serious mental illness. As a high school presentation, it is one of the most important educational programs. It includes two guest speakers - a person with a diagnosis and a family member. Over 500 students in 8 schools in the Sea-to-Sky, Vancouver, West Vancouver and North Vancouver districts heard first-hand stories from a panel of 12 speakers in our community. Again, many thanks to these family volunteers.

3. Public Education Lecture Series

In 2019 a total of 191 people attended Pathways' Public Lecture Series. These lectures provided family members, those living with an illness, professionals and the general public, an opportunity to ask questions and receive answers directly from experts, people with lived experience, and service providers in the field.

Additionally, Pathways volunteer family members are invited to speak annually to service clubs, local police stations and post secondary institutions.

Second Pillar is Support:

Pathways' support programs offer families an opportunity to express and share their experiences in a confidential, secure and supportive space. Pathways listens to families. The shared experience of family members addresses the issues families often face: isolation, loneliness, anxiety and the continual sense of failure in navigating the systems.

The monthly support group program accounted for over 123 hours in 4 locations with 328 families in attendance.

The one-to-one support for families provided members with information and support regarding serious mental illness through drop-in, telephone and email services at Pathways. No one is ever turned away.

Many thanks go out to all our dedicated volunteers, one to one and group support family facilitators. These volunteers are a dedicated team with a wealth of experience, guided by our Program Coordinator Valeska Gauthier.

Pillar of Advocacy:

To give you a recent experience of Pathways' advocacy work, please take the time to read this month's Advocacy Newsletter. Shirley Chan's personal letter to Daphne Bramham, Vancouver Sun and Post Media journalist, was written to bring attention to the plight of persons living with serious mental illness in our community. Her letter reflects a mother's pain and frustration at the failure of the system to provide the necessary supports and housing for her daughter.

I also want to take time to thank Francesca Brind-Boronkay, Pathways' newest staff members and social media expert in helping Pathways reach a wide audience in giving voice to best practice. Pathways is on the ground building relationships, providing solutions to complex problems and partnering wherever possible to provide families with the best possible outcomes. We need everyone at the table.

Canada Day Parade

The Canada Day parade is another example of the advocacy and awareness campaign Pathways is continually championing. Pathways' families proudly carry our banner and distribute pamphlets, stopping to answer questions, along the parade route, to help raise awareness and continue the important work in destigmatizing serious mental illness.

Given COVID-19 Pathways is proud to say it's open for business; re tooled of course to address the necessary physical distancing, and with a community of family volunteers has risen to the challenge. And we've expanded! There are currently weekly family support hosted on Zoom with an average of 10 or more participants each week.

In closing, I want to acknowledge the experience, passion and dedication of Pathways' family members sharing their struggles, experiences and successes.

To our families, our board, volunteers and staff, we couldn't do the work without you. Thank you!



Annual General Meeting - President's Report – May 27, 2020

The challenges of COVID - 19 has underscored the importance of family and friends during this pandemic. Pathways' Board, the staff & its volunteers hope that you, your family & friends are continuing to remain healthy and safe.

Trying to maintain a sense of positiveness and calmness can be a challenge for ANYONE during such uncertain times and it can be even MORE challenging for someone with a mental illness, which is why I want you to know that Pathways Serious Mental Illness Society, as Always, is available to help families who are struggling to cope. We want people to feel confident to continue to use the resources that Pathways has always provided. **"Help"** is only a phone call away (**604 926 0856**)! Pathways is about, and Always will be about, "Families helping Families".

Therefore, in response to the novel coronavirus crisis and social/physical distancing requirements. Pathways has investigated and implemented alternative ways to communicate with Pathways' membership, thus the use of Zoom for this year's AGM.

Pathways is committed to keeping its members informed no matter what situation occurs. Fortunately, the office staff had already engaged social media platforms even before Covid – 19; for example, our members now can receive the Notepad via MAILCHIMP; the staff also uses Twitter and Facebook along with Pathways' website to keep people informed and connected.

And now, because of social distancing, Pathways, has had to resort to a social media platform to continue to serve and support its members. I am pleased to announce that via Zoom, Pathways is now ready and able to deliver the following services and programs: One to One Support, Support Groups, Family to Family, Advocacy and Education.

As the adage goes, "We are there for you", or better yet, "We are Still there for you" in spite of the pandemic. Pathways is also available to support you as usual by phone and email **Monday**

to Friday from 9:30 AM - 4:00 PM. Please don't hesitate to call or email:
valeska@pathwayssmi.org.

During this turbulent time, Pathways needs more than ever, your monetary support. Sadly, and disappointingly, we were forced to cancel our one and only annual fund-raiser the "Circle of Strength Luncheon". We count on your generous donations to help and support those families which need us the most. Did you know that studies show that people who spend money on themselves do not necessarily become happier, but those that give money or share it with others find an inner happiness and fulfillment?

Pathways IS and ALWAYS will remain a volunteer – led society with its mission being "Families Helping Families" who have a loved one with a serious mental illness. I realize that these are difficult times, but if you are able, please dig deep into your pockets , go to our website, click on "DONATE", or send a cheque to Pathways' office and help us deliver our programs and services and feel EXTRA good about yourself as well as receive an income tax receipt.

On behalf of Pathways Serious Mental Illness Society, I thank you for your continued support, kindness, and generosity. **Be safe and stay healthy.**

Sincerely, Don Pavlovich, President



SPECIAL RESOLUTION

WHEREAS Pathways Serious Mental Illness Society delivers its programs of support, education and advocacy beyond the North Shore to include Vancouver, Tri-Cities, Squamish and Whistler;

AND WHEREAS Pathways Serious Mental Illness Society provides support for all serious mental illnesses including schizophrenia, bipolar disorder, anxiety, depression;

AND WHEREAS THE BY-LAWS BY SPECIAL RESOLUTION OF THE MEMBERSHIP be amended to reduce Pathways SMIS' environmental footprint.

BY-LAW - SECTION 4.06 WHICH STATES:

4.06 Notice - Notice of the time and place of every Meeting of Members shall be given to each Member (as described in Section Three) by sending a copy of the notice by pre-paid mail to such Member at the last address of such Member on the records of the Society, not less than two (2) weeks before the day fixed for the holding of the Meetings.

BY-LAW—SECTION 4.06 WILL BE AMENDED TO:

4.06 Notice - Notice of the time and place of every Meeting of Members shall be given to each Member (as described in Section Three) by an electronic notice to such Member at the last email address of such Member on the records of the Society, not less than two (2) weeks before the day fixed for the holding of the Meetings. Members without a known email address will be notified by mail.

Note: 10.01 Enactment - The Board may from time to time submit new By-laws for approval by special resolution at an Annual General Meeting and shall be confirmed by a vote of three-fourths (3/4) of the members in attendance.