



**PROBATION OFFICERS
ASSOCIATION OF ONTARIO**

ANNUAL REPORT

2002

POAO Provincial Executive

President	Cathy Hutchison
Vice-President	Lori Santamaria
Secretary	Laura McAndrew
Treasurer	Bill Szewczuk
Membership	Joy Wallace, Director
Perks and Fundraising	Jenny Cece, Director
Policy and Planning Protocol	Barry McCann, Director of Darlene Humeniuk, Director
Branch Liaison	Terry Goodwin, Director
Central Branch Chair	Joy Wallace
Mid-West Branch Chair	Donald Larman
Eastern Branch Chair	Terry McDonald
Southwest Branch Chair	Darlene Humeniuk
Northwest Branch Chair	Lisa Hadland
Northeast Branch Chair	Patricia Giroux

Table of Contents

President's Report	Pages 4-6
Vice-President's Report	Page 7
Policy and Planning Report	Page 8
Membership Report	Page 9
Perks and Fundraising Report	Page 10
Central Branch Report	Page 11
Mid-West Branch Report	Pages 12-13
Eastern Branch Report	Page 14
Northeast Branch Report	Page 15
Northwest Branch Report	Page 16
Southwest Branch Report	Page 17
Minutes from Annual General Meeting	Pages 18 - 25

*See attachment for Proposed Budget

President's Report

2002 was an extremely productive year for your Provincial Executive. Despite the two-month labour disruption, our enthusiasm for achieving our goals did not wane. I have participated in numerous meetings and initiatives advocating on behalf of our profession, and improvements to public safety. I will briefly outline my areas of concentration, which will be elaborated upon during our Annual General Meeting in London.

Workload: Early this year, I sent a letter to the Ministry requesting that we collaboratively engage in a process to develop a workload index. While we have witnessed an increase in policy and legislative changes aimed at enhancing public safety, appropriate resources have not accompanied these initiatives. The hiring of the 165 Officers was a step in the right direction, but we clearly need more!

Youth Criminal Justice Act (YCJA): During the past three years, we have continued to put forth our position, to the federal and provincial governments, that this legislation must be implemented with direct-delivery. The federal government was unwilling to amend the YCJA by including the term Probation Officer; consequently, there is room for compromised service delivery. The new youth community sentences must be supervised and enforced by Probation Officers to ensure that integrity, objectivity, and public safety are guiding principles. However, there are those who would advocate that agencies should assume this function. The insufficient level of federal transfer-payment funding adds to this disturbing situation. We have repeatedly raised our concerns with the relevant political and bureaucratic staff, and are hopeful that the province will put public safety first by opting for direct delivery.

Single Jurisdiction: We conducted a survey of the membership last year to assist in developing our position on the consolidation of Phase I and II. Our primary concern with this initiative is that workload conditions not be exacerbated by the loss of Probation Officer positions through the amalgamation. We have identified many other issues, and have held initial discussions with the Ministry on this complex undertaking.

Electronic Surveillance Program (ESP): During several meetings with the Ministry, during 2001 and 2002, I repeatedly emphasized that ESP is only a tool, and that our role must not be negatively impacted by the private technology partner. We have been assured that the POs' duties related to assessment, supervision, and enforcement, with all the inherent professional discretion, will remain. The partner will, according to the Ministry, only be responsible for the technological aspect. I have also raised the issue that ESP will increase workload through its implementation, and the resultant increase in enforcement activity.

Technology: On-going concerns related to the impact of the Offender Tracking Information System (OTIS) were discussed throughout the year. The Ministry refused to remove the case management portion of the system, despite the considerable time loss and frustration associated with this unnecessary component. Through the latter part of the year, some improvements were developing including the return of OTIS trainers to the field, and technological advancements related to the appearance and functionality of the system. Our position, however, is unchanged related to the amount of time we spend on computers; this time would be more appropriately spent directly carrying out our duties with offenders, victims, and the public.

PO3: I received numerous inquiries regarding our position on this new classification, and we developed a survey to determine the members' views. It is essential that this new position is truly a PO position, which is of assistance to our profession, and not a quasi-management function.

PPSDM: The Probation & Parole Service Delivery Model has been adversely affected by OTIS, workload, and inconsistent implementation. The Collaborative Evaluation Project (CEP) continues, and it appears that Officers are becoming more comfortable as they understand its function. CEP results have supported our position that workload remains at the unmanageable level. Members of the CEP team will hold an exhibit during the Symposium, and you are encouraged to discuss issues with them.

Justice Partners: Throughout the year, I continued to engage other members of the criminal justice community regarding our integral role in public safety, and critical issues facing our profession. Participation in speaking engagements, training, and meetings with our justice colleagues is beneficial and will be continued.

With regard to fellowship, we had a remarkable year despite the existence of the eight-week civil service strike. The first PO Week in Ontario was held in the summer with various activities marking the occasion. In Central Branch, I participated in numerous fellowship and charitable activities. Each of these is positive for morale, and reminds us of the importance of participating in community/charitable events, and maintaining our bonds with colleagues and friends.

The pace of change continued to be rapid throughout 2002, and 2003 will be no different. It is essential that POs continue to support their professional association through membership and involvement. We now have 50 years of expertise as advocates for the profession, and an incredible list of accomplishments. We need your membership to add to the unified voice!

My appreciation goes to the Symposium 2002 Organizing Committee for offering us a wonderful way to celebrate our anniversary! Thanks to both Ministries (MPSS and MCFCS) for their support of this event. I look forward to seeing you in London.

Happy 50th POAO!!

Cathy Hutchison
President

Vice-President's Report

The Executive had decided that POAO in co-operation with the American Probation and Parole Association, would support Probation, *Parole, & Community Supervision Officers' week*. POAO as an affiliate member of the APPA and in our 50th anniversary year, introduced this week with the intention of focusing on a few of the objectives set out by the Constitution governing POAO;

*Promote good fellowship and esprit de courps among members;
Foster goodwill, understanding & co-operation with others working in the criminal justice systems and educate and involve the community in corrections.*

In July 2000, during the American Probation and Parole Association (APPA) 25th anniversary, the first Probation, Parole, & Community Supervision Officers' week was observed. APPA began this week to elevate the recognition that these officers need and deserve as key partners in ensuring public safety.

Events were held in different communities throughout Ontario. They included information sessions, media releases, open houses, BBQ's, beach volleyball, a food drive (over 1000 lbs. collected and donated) and volunteering at the Daily Food Bank. It was a successful first year and we look forward to developing this event for 2003.

In addition to attending several meetings with our President, the framework for revisiting Workload Management has been developed. Finally, the Domestic Violence Position Paper, as passed at the 2001 Annual General Meeting was completed and can be found on our website.

POAO in co-operation with the Toronto Police Services, proudly presented a Professional Development day on October 10, 2002 entitled "Guns and Gangs". This was initiated in order to introduce Probation Officers to the Toronto Police Services - Special Investigation Services - Gun and Gang Task Forces. Topics covered were: Characteristics of Armed Persons; Current Trends of Gangs and their Members and Modern Trends of Gun Carriers.

Lori Santamaria,
Vice-President

Policy and Protocol Report

Barry McCann – Director, Protocol
Darlene Humeniuk, Director and Branch Chair

As the Protocol director I was on the YCJA committee which met early in the year to address issues arising from the pending legislation. The other Director, Darlene Humeniuk will include her report below.

There is a workload index study being undertaken by the association, lead by Lori Santamaria, Vice-President. Policy and protocol has been involved in the preparation of that report.

We have undertaken a poll of members to discuss the PO3 position in MPSS and will have a brief overview of the result of questionnaires sent out earlier this fall.

As protocol director I attend meetings with the President and Vice-President.

Also as policy and protocol deals with any motions to amend the constitution, we have prepared the motions that will be heard at the AGM to address proxy issues raised at the 2001 AGM and to bring our Constitution into this modern era of telecommunications.

Barry McCann

As a result of the survey conducted in 2001 with respect to amalgamation of the probation services provided to offenders aged 12 to 17, it was agreed that a youth justice committee was necessary to examine issues regarding best practices of both ministries. This has been a monumental task. Using survey results and research from resources from both ministries the major areas being addressed include:

- probation officers having responsibility for young offender dedicated case management regarding custody and community supervision
- balancing the principles and philosophies of the Child and Family Services Act which promotes the best interests, protection and well being of youth taking into consideration the level of development, with the principles and philosophies of the Young Offenders Act which encourage rehabilitation and protection of society
- a comparison of assessment tools, the LSI-OR and RNA from both ministries and subsequent recommendations specific to the needs of young offenders

The new Youth Criminal Justice Act, to be implemented in the spring of 2003 is the second area the committee is addressing. The association made submissions to the federal government in 2000 and 2001, however, changes to the Act were not accepted. We are examining how the legislation impacts probation officers.

We shall continue to work on both these issues and we shall apprise our members of all developments.

Darlene Humeniuk, Director

Membership Director's Report

I would like to thank all those who became members of the Probation Officer's Association of Ontario (POAO) for the year 2002.

This is the end of my first year as membership director. This year was spent becoming familiar with the process and responsibilities of the position. This year was not without trials and tribulations.

Membership for the 2002 year did not exceed the goal set last year of 301 members.

In 2000, there were 256 total members.
In the year, 2001 there were 301 members.

For the year 2002, membership has fallen much in part to the labour disruption. Consequently, we did not meet our goal of exceeding 2001 membership totals. However, POAO has 251 members this year. This includes 12 life/Associates Members, and overall 52 new members.

Again, many thanks to all those who renewed their memberships for the 2002 year. Congratulations to all the new members.

I hope that many more will continue to remain Members of POAO and many more will join in the coming years.

The year 2003, promises to be fruitful.

Good Luck to every one in the New Year.

Yours truly,

Joy Wallace

Joy Wallace
Membership Director for 2002
Joy.Wallace@jus.gov.on.ca

Perks and Fundraising Report

Annual Picnic

This year's highlights include the First Annual POAO Picnic at the African Lion Safari. The day was a tremendous success and fun for all. Future picnic sites will be varied yearly. I hope for a bigger turnout and expansion to other regions in the upcoming years.

Ticket Sales

Although previously agreed upon to not continue regular ticket sales to such places as Wonderland, Ontario Place etc., there were many tickets sold. I will consider continuing sales for Wonderland only for as long as there is a demand. Other venues have decided for us that tickets sales are not going to be provided given the lack of interest in sales from our members in the last few years.

Merchandise

Merchandise sales have been steady but not overwhelming. New items have been introduced. Members and the executive have submitted many great suggestions. The website is being updated on an ongoing basis which displays the variety of merchandise we are selling and the events we have been able to provide merchandise at i.e.: Presentation to new PPO's at Bell Cairn, PPO Professional Development Days, APPA, Conference, and branch activities.

Other Events

Hustle up the Humber and Toronto Recreational Outtripping Outreach Program are two examples of events that POAO members and the association supported which provided great awareness and exposure to community agencies and other ministries.

I urge members to purchase and proudly wear their POAO gear to support our profession, and our association.

Thank you to all who have continued to purchase our merchandise.

Jenny Cece
Perks and Fundraising Director

Central Branch Report

This year has been a difficult one with the labour disruption.

Our Branch membership stands at 81, which is a drop from last year. With the majority of PO's in Central Region, it is hopeful to get many more to join in the future.

Central Branch continues with its tradition of holding social events. This year we had:

- February 8, 2002, A Ski trip to Devils Glen, all those that attended had fun.
- March 8, 2002, a second ski trip to Mount St. Louie Moonstone, again a great turnout.
- June 22, 2002, The African Lion Safari, thanks to Barry McCann and Jenny Cece whom both worked to make this a great day. An excellent turn out.
- July 14, 2002, marked the kick off of Probation and Parole and Community Supervision Officers Week. Hats off to Lori Santamaria for all her hard work in putting together this week.
- July 16, 2002, Parkdale hosted an open house, for all the agencies in the area.
- July 17, 2002, Don Mills hosted a BBQ at the office location, the day was beautiful a very good turn out.
- July 18, 2002, The Annual Beach Volleyball, there were a few new faces. The weather was a little cool, but this did not put a damper on those having fun. Hats off to Mark Stehlin for his continued commitment to this annual event.
- July 19, 2002, Food Bank Drive, a challenge was out to all offices for the food drive. We were able to donate 1, 066 pounds of food. The offices who donated the most were Queensway and the Yonge Street Office. Congratulations to all those who donated food and time.
- October 10, 2002 — PD Day with Toronto Police.
- October 19, 2002, "Hustle up the Humber " – Mini 6 member triathlon (2km run, 2km paddle, 4km bike) – Congratulations to our POAO team – Laura McAndrew, Jenny Cece, Gord Longhi, Alex Cymbalista, Kathy Hoffman and Katie Almond. The race was held at Etienne Brule Park and it is a fundraiser for the Toronto Inner City Outripping Center (a center dedicated to offering inner-city kids a change to experience canoeing and camping). A thank you goes out to all those who came out to support our team.

As a Branch, we have made funds available to assist each member in attending the conference, hoping to increase the presence of members from Central Branch.

A goal for next year is to increase membership within the Region.

There will be Annual General Meeting held in December, date and location yet to be determined.

Joy Wallace
Central Branch Chair.

Midwest Branch Report

The Branch Executive for 2002 was as follows:

BRANCH CHAIR	Donald Larman
BRANCH VICE-CHAIR	Jim Adams
TREASURER	Katharine Marshall
SECRETARY	Judi Almond
DIRECTORS	Denis Andre
	Joanne Andzans
	Steve Kersten
	Jim Wilkinson
	Carolin Horvath
	Kathleen MacKinnon
	Judi Almond

Midwest Branch has 39 members this year down from 58 in 2001. Membership in some areas of our Branch has decreased significantly. Our recruiting efforts brought us 6 new full members and one Associate member, who, thanks to our POAO website, took out a membership. Jim Adams, Vice-Chair, solicited former and prospective members throughout the year and should be commended for his efforts. It is anticipated that we will see an increase in membership for 2003 as a direct result of this recruitment.

We have had one Branch meeting in May this year and another is planned for October. Judi Almond was able to secure a meeting space in Waterdown and provided us with a change of pace for our meetings. As a result of the labor dispute Branch meetings were difficult to arrange and the Branch Executive decided to defer until these matters were resolved.

Skipper Adams outdid himself this year by arranging two, yes, two cruises out into the beautiful and serene Lake Erie on the famous Port Dover tug boat. A fantastic time was had by all who attended. The dance floor was hopping and the tug was rocking so much that it looked like a scene out of American BandStand! Cathy Lounsbury, P&P Simcoe caught the largest fish on the tour.

Don't forget, this is an annual event so come aboard and watch for the ad for the THIRD ANNUAL MIDWEST BRANCH CRUISE next year.

Now hang onto your hats because rumor has it that Midwest Branch is once again going to host the POAO Symposium. Well, let us let you in on a little secret that's not so secretive any more...we are! Next year, 2003, POAO members are going to once again have the luxury of visiting the Niagara Falls area for Symposium.

Our Symposium Organizing Committee is already busy with the task of bringing you another memorable Symposium. So, mark your calendars now for November 2 – 5, 2003 and plan to attend.

I would like to take this opportunity to thank all the Branch Executive members who have very graciously assisted and supported the Branch throughout the year. Your continued tireless efforts and smiling faces have once again brought enjoyment to this Branch.

AND, last but certainly never the least, many thanks to the members of Midwest Branch who provide the foundation for a strong, energetic and professional Branch. Your continued support is very much appreciated!

As a great philosopher once said..."the strong will survive but the strength is in your membership". With those words echoing in our ears Midwest Branch will continue to grow and strengthen.

Donald Larman
Chair
Midwest Branch

Eastern Branch Report

As with most people, this year's strike has had a dramatic effect on our branch activities. We are only now just getting back on track.

Our annual ski trip in January had a low turnout because of concerns about a possible strike and then the actual strike put everything off. We had planned a hospitality room at the regional conference normally held in May but that was cancelled. Our annual golf tournament usually held in June was also cancelled. That is our biggest fundraiser but luckily the branch has a healthy bank balance due to the efforts of the past branch committees.

The Probation Officer week in July was honored by a food drive for local woman's shelters. We held an office challenge, which was won by the dynamic Kingston office. Our congratulations as well as a trophy goes out to the winners.

We had two long time Probation Officers retire, with recognition by the branch. We hope that Barb Brady and Rene Audette will enjoy their time "away from the office".

This year's committee has been investigating a range of activities to expand the opportunities for Probation Officers to get together. The annual meeting has normally included a professional training workshop and this year we hope to add a Christmas dinner to finish the day. Other ideas include a curling bonspiel, sponsoring another training workshop in the spring, a family picnic and a volleyball tournament.

The committee has had to deal with our expanded area, which tends to hinder involvement given the distances but we have started to address this issue. Meetings are being held by e-mail and we try to hold activities at different sites.

Our two biggest accomplishments this year are increasing our membership base (in this year of the strike) and sponsoring twenty members to attend the annual conference in London.

We hope to see you at the conference.

Look for the "Far East" contingent.

Terry McDonald
Chair
Eastern Branch

Northeast Branch Report

After a hectic 2000 – 2001, planning and hosting a very successful Symposium 2001, 2002 has been kind of quiet in our Branch.

In the spring 2002, although members were consumed with the labour dispute we attended a get together to discuss the demands of doing our job in changing times. A lot of information and ideas were brought out. It was confirmed that multi problem clients, technology, safety and security all contribute to the demands of our profession.

On behalf of the Branch I attended the Office for Victims of Crime Community Consultations on the Development of Provincial Victim Service Standards in Sudbury, May 2002. A recommendation from the Consultation sessions held in the North, which may have an impact on our profession is the “Better coordination of ministry initiatives (i.e domestic violence strategies) at the regional level. The Interim Report was published in September 2002.

The Northeast Branch participated in the PO Week in July 2002, with some planning and coordination 2003 will be better.

Due to the great geographical distance it is difficult to get together however, I will continue to use technology and whatever opportunity we have to meet and discuss issues of the members. I look forward to the next year and opportunities for professional development and comradeship.

Patricia Giroux
Branch Chair

Northwest Branch Report

I am pleased that although we have few members, we have representation from across the vast geography from Marathon to Kenora and Thunder Bay in between. Despite a difficult financial year for every one, our membership number stayed primarily the same. Thank you to those who renewed their memberships for this year and I hope their support continues.

It has been difficult to stay motivated about all the issues but we all endure.

This year we are providing some financial support to at least 3 of our members to attend this year's Symposium. It is wonderful to be able to have representation at the Association's 50th celebration. Congratulations to the Symposium's organizers.

My hope is that next year we can increase our Branch membership and show continued support to the fine work of the Executive.

I look forward to everyone's continued support.

Northern Regards,

Lisa Hadland
Northwest Branch Chair

Southwest Branch Annual Report

Executive:

Branch Chair	Darlene Humeniuk
Vice Chair	Sue Carey
Treasurer	Bill Szewczuk
Secretary	Christine Gunn

This has been another active year for the branch, planning and organizing Symposium 2002. We are excited to provide stellar workshops with quality speakers that pledge to educate, inform and entertain. Our theme of "Celebrating 50 years of Professionalism and Commitment" will be remembered for its current representation of issues in the millennium and reflections on the early developmental days. Given the shortfalls of returning from a lengthy and draining labour dispute, with most members tapped out managing caseload demands we decided that for PO week we needed to take care of our own physical, emotional and spiritual well-being. Members took longer vacations, spent more time with their families and put in much less overtime. Next year we expect to pursue some of the ideas used in other branches during PO week to raise the awareness of our profession and give back to the community.

We saw the retirement of our past provincial membership chairperson Beryl Stovell. The London PO's pulled off a great social gathering including skits and an fitting send-off for a grand lady. I enjoyed the first POAO family picnic held at the African Lion Safari with my godchildren. It was successful and I encourage more members to attend the activity next year, which will be held at a different location. We rode the Big Bike for Heart and Stroke in August, our second annual fundraising activity. Considering the short notice and only being required to fill half a bike, we managed to raise \$2,444.00. Again congratulations to Christine Gunn for organizing a great event.

Membership has climbed to 64 (14 MCFCS, 50 MPSS) out of a potential of 120 from both ministries. Many of our members plan to attend Symposium, even if just for a day workshop or the social evening. I would like to personally thank each of the symposium planning committee members for all of their hard work, tremendous time and energy dedicated in providing a fabulous conference, while showcasing the pride and dignity of belonging to a great professional association.

Darlene Humeniuk
Southwest Branch Chairperson

POAO Annual General Meeting
November 5, 2001
Best Western, North Bay

1) Adoption of the Agenda

Chuck Gavilier move to adopt the agenda. Seconded by Lisa Hadland. Carried.

2) Review of 2000 AGM Minutes

- Typo on page 26: change the word “acclaimed” to “elected”.

Chuck Gavilier move to adopt 2000 AGM Minutes. Seconded by David Kerr. Carried.

3) President’s Report

Rate of Change and Workload

- Cathy Hutchison addressed both ministries regarding workload issues. Also emphasis on the rapid change of pace and the fact that MCS is trying to implement too many new initiatives at once.

Youth Justice Act (YCJA)

- YCJA emphasis on reducing the number of offenders in custody and relying more on alternatives to custody. This has become a major concern with regard to pre-determined sentencing. The legislation makes judges consider alternatives to custody when considering a disposition. Also great emphasis on extra-judicial measures and sanctions. There is no indication that we will be involved in these extra-judicial measures and sanctions. There is also no way of measuring how many times an offender will go through such measures as they will not have a record.
- POAO also has major concerns with the definition of the term “youth worker”. In legislation, they have many other sentences that are community supervision but does not specify that it is under the responsibility of the Probation Officer. We have tried to get the legislation amended but with no success. POAO submitted a brief to the senate outlining these concerns.

- Cathy Hutchison met with both ministries two or three times discussing the concerns on implementation of the YCJA. POAO pushing on preventing the loss of the Probation Officer's function.
 - Implementation of the YCJA will likely happen by next fall.
- Discussion of concerns caused by certain federally funded pilot projects.

OTIS

- We were not consulted on this in advance and this has caused great disruption to our service. POAO has been up front with the Ministry about it's poor timing. We have noted to them time and time again that the assessment and case management sections should be left out of OTIS. Minister Sampson will be arriving in Cathy's office on November 19, 2001 to discuss OTIS issues.

PPSDM

- Model itself is sound however workload issues hinder delivery. Otis has also disrupted PPSDM implementation through Collaborative Evaluation Project (CEP).
- Evaluation underway on the implementation of the model.

Conditional Sentence Issues

- Wrote to Federal Government regarding our concerns on the misuse of conditional sentences. Noted that judges are using them on the wrong type of offender and on the wrong type of offences.

Cathy Hutchison move to adopt her report. Seconded by Andrea Rourke. Carried.

4) Vice-President's Report

- Lori Santamaria has put out a paper in terms of the new earned remission program.
- Representing POAO on recruitment sub-committee. We are looking at the curriculum for training. Laura McAndrew is sitting on the Mentoring committee.

- Attended APPA conference. They were very impressed with our organization and they have applauded our efforts to make a difference in providing professional and effective probation supervision. Lori indicated she was very proud to represent POAO at the conference.
- We have finally put together the final touches of the domestic violence paper. It needs to have a final edit before distribution. Highlights of the paper include looking at legislative changes, victims bill of rights. Issues that were identified include consultations between probation and the crown attorneys. Some discussion about diversion programs. Bail is not supported with repeat offenders where violations occur. Conditional sentences are not supported and should not be imposed where serious violence has occurred. FTC charges should never be pled out of court. There is also a need for culturally specific services. Not acceptable for PARS program to refuse individuals who denies offence. There are also ongoing issues regarding information sharing.

Lori Santamaria move to accept report. Seconded by Darlene Humeniuk. Carried.

5) Treasurer's Report:

- Bill Szewczuk refers to Budget as noted on in the AGM program. (See page five for both revenue and expenditure reports).
- Review of Budget. Professional fees under expenditure section is linked to the accountant and bookkeeper.
- We now have 26,000 in the account. In Visa, we have 12, 000 that we have to transfer over. Once this happens, the account will be over 36,000.
- Finances for 2001/2002 are finally in order. Accounting fees were high because we did an audit in 1998 and in 1999. We have done four years worth of work with regard to the budget. In the past, branch expenses were not reported in overall revenue. Branch's books were not reflected in our statement. The branch's money belongs to the provincial executive. We do not budget branch money because we do not spend it. We budget zero because we do not use the money.
- In terms of perks, there was not much profit because ticket sales have dropped significantly. The sales are not worth the time and effort. No records were provided to the Perks and Fundraising Director from years past. Those unaccounted sales are included in Perks expenses.
- Discussion around the possibility of requiring branches to present a budget in order to have an accurate budget analysis.
- With the 6 new branches, they are all going to use the Bank of Montreal. This makes it easier to transfer money to this account.

Bill Szewczuk move to adopt his report. Bob Eaton seconded it. Carried.

6) Protocol Report

- The Peace Officer designation paper is still in draft. It will be presented on the website in January 2002.
- Domestic Violence paper presented by Lori Santamaria.
- Barry McCann noted that POAO funds an education program where members can apply to receive some financial assistance if they are taking university courses. Please ensure you contact the executive if you find yourself in this situation.
- There was a huge response to the Amalgamation Paper. Last year, a motion was moved that all probation officers be polled regarding the concept of Amalgamation and then breakdown what benefits do you see with such an amalgamation.
- There were well over 100 responses. Part of the problem was that we did not tally who answered the questionnaires. Some of the responses included: the benefits, consistency of service, continuity of service, eliminate disparages between Phase 1 and Phase 2, reduce duplication of services and programs, some responses came from MCSS and some came from MCS, keeping the philosophy in keeping with the YO act. PPSDM model could be applied to YO's. Sharing resources, efficiency.
- Discussion on the implications of releasing the results of the questionnaire. Reminder that this questionnaire that resulted from a membership motion. The executive is following up with our mandate to survey the membership. POAO needs to be involved in the process and we need to be consulted about operational and philosophical issues.
- Discussion on whether we should redo the survey or not as there are concerns about how people can find out who is answering the survey (i.e., MCSS or MCS).

Gino Franche move that in the event that the association prepares a paper that the draft form of that paper be put out to the members for feedback and comment before it is submitted. Seconded by David Kerr. Discussion. Gino Franche withdraws motion.

Bob Eaton move that the results of the survey be tabled for a nine month period. Seconded by Stephen Giles. Discussion. David Kerr move to amend the motion to read "The results of the survey remain unpublished even in the event of an amalgamation". Bob Eaton seconded. Discussion. Motion defeated.

Constitutional Amendment

Motion to amend By-Law #1 (3) (c) which reads “That to be voted on the executive board of P.O.A.O., you must currently be in the position as a probation officer, probation and parole officer, or federal parole officer or manager in the probation and parole field”. Discussion. Defeated.

Barry McCann move that the report is accepted. Don Larman seconded. Carried.

7) Membership Report:

- Beryl Stovell noted that we have 300 memberships for 2001. The proposal that we reach 350 is really small considering if POAO is involved in the training of the new 125 Probation Officers. Currently, one in three probation officers are POAO members.

Beryl Stovell move do adopt report. Seconded by Lori Santamaria. Carried.

8) Branch Liaison Report

- Jackie Grenon noted that this was a good year for the branches. We standardized bank accounts in order to make branch/executive transactions run more smoothly.
- Communication needs to be done more thoroughly within each branch. One way of doing this would be creating branch email lists or by designating one POAO member contact person for each office.
- Several ideas in terms of fundraising including golf tournaments and ski days.
- Need to address issue of branch funds. We would like to see more standardized guidelines in terms of how money is spent in each branch.
- Discussion around the fact that we are a ‘not-for-profit’ organization. We cannot be a not-for-profit organization who is carrying over a years worth of expenses. We could lose our status.

Bob Eaton move that the board have a full discussion on the use of proxy votes at the AGM and will bring forth a constitutional amendment if applicable. Seconded by Stephen Giles. Carried.

Jackie Grenon move to adopt the report. Seconded by Lisa Hadland. Carried.

9) Perks and Fundraising Report

- Books are now in good order and everything is now accounted for.
- Looking at switching the focus from merchandise to into bigger and better things including picnics and other activities.
- Please let either Jenny Cece or the other branch chairs know of any fundraising ideas.

Jenny Cece move to adopt the report. Lori Santamaria seconded. Carried.

10) Adoption of 2001 Annual Report

David Kerr move to adopt the report. Seconded by Jenny Cece. Carried.

11) Elections

- The positions available are as follows: President, Vice-President, Secretary and four directors positions; one of them is one year and three are two years.
- Discussion around the length of terms for each position. Noted that the Presidency and the Vice-Presidency positions are for two years.

Nominations

President:

- Lori Santamaria nominated Cathy Hutchison for President

Cathy Hutchison acclaimed.

Bob Eaton move that if there is a contested election that there be an opportunity for a two minute speech by each nominee. Seconded by David Kerr. Carried .

Vice-President :

- Laura McAndrew nominate Lori Santamaria as Vice-President.

Lori Santamaria acclaimed.

Secretary

- Cathy Hutchison nominates Laura McAndrew as Secretary.

Laura McAndrew acclaimed.

- Discussion around vice-presidency position and time-frame of that position. Confirmation needed on whether terms will be staggered or not.
- Chair indicated that this election was completed and could not be revisited.
- Challenge to the Chair. Chair upheld.

Directors

- Bob Eaton nominates Joy Wallace.
- Jackie Grenon nominates Darlene Humeniuk.
- Lori Santamaria nominates Jenny Cece.
- Gino Franche nominates Susan Anderson
- Stephano Tenneriello nominates Catherine David
- Jenny Cece nominates Ida Rosati
- Jackie Grenon nominates Don Larman
- Lori Santamaria nominates Beryl Stovell
- Jackie Grenon nominates Lisa Hadland
- Beryl Stovell nominates Mark Stehlin
- Cathy Hutchison nominates Jim Adams

- Jim Adams declines
- Mark Stehlin declines
- Lisa Hadland declines
- Beryl Stovell declines
- Don Larman declines
- Ida Rosati declines
- Susan Anderson declines
- Jenny Cece accepts
- Catherine David accepts
- Darlene Humeniuk accepts
- Joy Wallace accepts

Four Directors acclaimed

Stephen Giles move that the ballots are destroyed. Seconded by David Kerr. Carried.

12) Other business:

Steve McNair moved to declare the elections for Vice-President to be null and void based on subsection 4 (f) of the constitution. Seconded by Gino Franche. Discussion

Bob Eaton moved that this motion is out of order. Chair declared motion out of order. Chair challenged. Chair upheld.

Dave Kerr move for adjournment. Seconded by Lori Santamaria. Carried.