



**AGENDA
2017 ANNUAL GENERAL MEETING**

Thursday June 23, 2017, 1:30 PM EST

EPAC Registered Office,
The Willow Group Boardroom,
1485 Laperriere St.,
Ottawa, ON K1Z 7S8

- 1. Welcome and Confirmation of Quorum of Members Attending in Person and Electronically**
- 2. Adoption of the draft 2017 AGM Agenda**
- 3. Adoption of the draft AGM Minutes of June 21, 2016**
- 4. Chair's Report on Achievements and Plans**
- 5. Secretary's Report**
- 6. Treasurer's Report and Approval of the Financial Statements for 2016**
- 7. Ratification of Board Actions for 2016-17**
- 8. Election of Directors**
- 9. Recognition of Volunteer Service in 2016-17**
- 10. Questions and Other Business**
- 11. Adjournment**



Draft

**Ethics Practitioners' Association of Canada (EPAC)
Annual General Meeting (AGM)
Tuesday, June 21, 2015, EDT. 1:00 PM**

The meeting was held in the Boiler Room, *The Works* restaurant, 326 Richmond Rd., Ottawa

10 persons attended; 8 persons, of whom 7 were members, attended in person; 2 persons, both members, attended remotely. (2014 AGM: 7 persons, all members, attended in person; no one attended remotely.)

MINUTES

1. Welcome

The Chair of the meeting, Robert Czerny, called the meeting to order and welcomed everyone.

2. Confirmation of Quorum

The Chair clarified that, given the Association membership roll of 44 fully paid members, a quorum of 5 fully paid members in good standing was required. The Chair declared quorum.

3. Adoption of the draft 2016 AGM Agenda

Moved by Mary Gusella, seconded by Meg Steele, that the Agenda be adopted. Motion carried.

4. Adoption of the draft AGM Minutes of June 18, 2015

Moved by Meg Steele, seconded by Matt Marjnski, that the minutes of the Annual General Meeting of June 18, 2015, be adopted. Motion carried.

5. Chair's Report

Robert Czerny presented his third annual report as Chair on the activities and successes of the Association since the previous AGM in 2015. He mentioned his national vision and his belief that Canada needs EPAC. He reported on the following matters amongst others: the move to webinars, the implementation of Communiqués, the letter to the new Prime Minister, usage of the new website, the round tables, partnerships, a trial practicum, the directors and the membership.

A copy of the Chair's annual report is attached to these minutes.

6. Secretary's Report

Mark Audcent presented the Secretary's report confirming that the 2015 annual report had been filed with Industry Canada. The Board of Directors met eight times during the 2015-2016 year.

7. Treasurer's Report

Matt Marjanski presented the Treasurer's Report. The Association had had a stable financial performance for the 2015-16 year but the Association's assets were declining. He agreed to draw up some projections of future decline based on current trend lines and a budget for the 2016-2017 year. He will present these as soon as possible to the Board of Directors.

8. Approval of the 2015 Financial Statements

Matt Marjanski tabled copies of the Association's draft financial statements for 2015, together with a draft review report from the Association's financial reviewer. Moved by Mark Audcent, seconded by Allan Cutler, that the draft financial statements and draft review report be referred to the Board of Directors, that the Treasurer submit final, signed 2015 financial statements and a final, signed review report to the Board of Directors as soon as possible, and that the Board of Directors be authorized to adopt the 2015 financial statements and the financial review report thereon. Motion carried.

9. Thank You to the Financial Reviewer and Donation

Moved by Robert Czerny, seconded by Allan Cutler, that EPAC thank Mr. Randy Tivy for his services as financial reviewer and that the Chair communicate EPAC's thanks to Mr. Tivy in writing.

Moved by Robert Czerny, seconded by Allan Cutler, that as a token of its appreciation, EPAC donate \$100 to a charity of Mr. Tivy's choice.

10. Appointment of Financial Reviewer for 2016-2017

Moved by Robert Czerny, seconded by Mark Audcent, that Mr. Randy Tivy, CPA, CA, of Collins Barrow, LLP, Ottawa, be named EPAC's financial reviewer for 2016-2017 and that Mr. Tivy be authorized to provide a financial review of the 2016 financial statements. Motion carried.

Mr Randy Tivy, CPA, CA,
Collins Barrow Ottawa LLP
301 Moodie Drive, suite 400,

Ottawa, ON K2H 9C4

T.: 613-820-8010

F.: 613-820-0465

D.: 613-768-7549

rtivy@collinsbarrow.com

11. Ratification of Board Actions for 2014-15

Moved by Mary Gusella, seconded by Ryan Turnbull, that the actions of the Board of Directors for the period from the last Annual General Meeting (AGM) of the Association, held on June 28, 2015, to this Annual General Meeting, be ratified. Motion carried.

12. Election of Directors

Robert Czerny reported that the Articles of Continuance of the Association provide for a range of between 3 and 12 directors. The Board of Directors, by resolution, had fixed the number of directors at 9.

All persons who are EPAC members in good standing are eligible to offer their candidacy for an open position of director. A call for candidacies was sent out to members and posted on the EPAC website. Under EPAC's by-laws, nominations from the floor are not receivable.

Membership of the Board of Directors is as follows:

Directors at the end of their term and not standing for re-election:

- Gary Corbett

Directors mid-term and continuing in office:

1. Mark Audcent (second term; second year)
2. Robert Czerny (third term; second year)
3. Mary Gusella (first term; second year)
4. Matt Marjanski (first term; second year)
5. Meg Steele (first term; second year)
6. Ryan Turnbull (third term; second year)

New Directors standing for election:

7. Craig Ervine (first term; first year)

It was moved by Robert Czerny, seconded by Mary Gusella, that Craig Ervine be elected to a first two-year term on the Board. Motion carried.

The Chair noted that, pursuant to the Board resolution, there remained two vacancies on the Board. He expressed his hope that candidates might be found for election to an interim term by the Board of Directors.

13. Recognition of Volunteer Service in 2015-16

Robert Czerny expressed his great pleasure in mentioning those whose volunteer assistance contributed to EPAC's activities. (See Schedule B)

14. Other Business

Allan Cutler raised the possibility of EPAC hosting a Symposium. Rob Shepherd suggested that EPAC look to piggy back on other events such as those sponsored by CAPP, the Canadian Association of Programs in Public Administration.

15. Adjournment

Moved by Mary Gusella, seconded by Matt Marjanski, that the meeting adjourn. Motion carried. The meeting adjourned at 2:00 p.m.

SCHEDULE A

Chair's Annual Report (Minutes, item 5)

EPAC Chair Report

I am honoured to present the following report on the activities of EPAC since the last AGM on June 18, 2015.

This is my third annual report. When I accepted the position of Chair of EPAC in May 2013, the organization was in the midst of a rebirth that was energized by two half-day workshops per year in Ottawa. My direction has been to work on being more national in scope. Regular communications with members, webinars, and a lively web site have become our major tools for being active beyond the National Capital Region.

Overall, I feel that EPAC is growing in vigour and is becoming more relevant beyond the NCR. However, it will be hard to sustain our effort without either a marked increase in active rather than passive membership (i.e. volunteering), or funds to hire strategic staff.

Here are highlights of our activities.

1. After ten half-day workshops in Ottawa – two per year from Fall 2010 to Spring 2015 – EPAC has turned its attention to presenting webinars in order to make its educational offerings independent of location. The first, offered free of charge, featured Diane Girard supported by Pat Cummins, both of them veteran EPAC members, on April 21. The topic was ethics lessons from the inquiry into the Québec construction industry. The second was presented by two non-member volunteers: Kenda Murphy, a lawyer specializing in workplace issues, assisted by change management consultant Margot Cameron. This one, on June 9, was about investigations of ethically disturbed workplaces and the implementation of recommendations for improvement. Thanks to Meg Steele's initiative, the latter webinar was accredited by the Law Society of Upper Canada as an "Eligible Educational Activity" for the Continuing Professional Development Hours that lawyers and paralegals must complete every year.

For the second webinar and in the future, non-member participants will be charged a fee. The amount will be just over half the cost of a membership. In other words, a membership will be less expensive than two webinars. We hope to mount four webinars per year. Two are already in the works for the fall: whistleblower policies and provisions for small organizations (Dr. Rob Shepherd, Oct. 13) and "Giving Voice to Values" (Dr. Mary Gentile, November 30).

This focus on webinars does not preclude EPAC organizing in-person workshops, where this proves feasible and is of likely value to our members.

2. I began sending bilingual Bulletins to members in September 2015. There have been five so far. The typical Bulletin combines notices of new contents on the web site; reminders of upcoming events; and EPAC management matters such as membership renewal reminders. Feedback has been positive. My intention is to send ten per year (monthly except in July and August).

3. The new web site was launched in April (before the period covered by this report). People like it: we have received spontaneous comments from visitors to the site and it has stimulated several people to join EPAC. We have had some success in adding content, such as articles and the slide presentations from our webinars, and using it to provide news. Next steps: we will add a feature to allow other organizations to add their ethics-events news, subject to our moderation. That will allow EPAC's site to grow into a national calendar of ethics events, without excessive drain on our resources.

The great challenge is keep the web site up-to-date with current information and make it a location for finding information of permanent interest to members. We do not yet have a dedicated webmaster.

4. Six lunch-time ethics round-tables were held in Ottawa since the last AGM. We plan to continue these events as they are probably the easiest way to have ethics discussions and networking in any locality with at least one EPAC member. In response to several requests, a first after-work gathering was held in late May. Our hope is that this timing will be attractive to university students as well as others. For the coming year, we will vary the days on which we meet. Thank you to two members: Monique Boivin for handling the arrangements and communications for the lunch-time events; and Jo-Ann Fennessey inaugurated the early evening variant with help from Monique.

5. We count on partnering with other organizations (ethics-focused and otherwise) to help us increase our effectiveness. Last November we assisted CBERN in publicizing its “Educating for Integrity” conference at York University, which I attended. In early June I attended the annual RÉOQ symposium and shared ideas with its executives about future cooperation. Mary Gusella and I have provided input to plans for an invitational ethics conference in Toronto in late September and we hope to show our flag there. A different sort of partnership was with the Ottawa Little Theatre. Thanks to Mark Audcent’s efforts, I facilitated an ethics discussion after a performance of *One Flew Over The Cuckoo’s Nest* in early March.

Given our history and membership, our partnership with the federal government is of particular importance. Our Board wrote a letter to the new Prime Minister and the Treasury Board Secretary in November, offering EPAC’s collaboration in creating and maintaining an ethical culture. It spoke of the need for practitioners to learn continuously and widely (not only within Government of Canada walls); the need for aspirational goals in ethics, not just minimum standards for compliance; and the importance of an ethics champion function. In February I addressed the federal Interdepartmental Network for Values and Ethics, and the organizers have agreed to forward EPAC information to members.

6. EPAC received assistance in the form of a practicum placement from the Carleton University Ethics and Public Affairs program. The program was announced on February 15, 2015; one of the founders is an EPAC member, Dr. Jay Drydyk. Jay approached EPAC with a proposal to place students in a practicum with us. The practicum student, Dr. Katherine Wayne, has expertise in medical ethics and animal ethics, and teaches part-time at Carleton. She assisted EPAC with our telephone interviews of members. Thank you Katherine! I hope to repeat and expand EPAC’s hosting of practicum students.

7. We begin this meeting with six Directors, all of us in the middle of our two-year terms and intending to continue. We are: Meg Steele, Mary Gusella, Matt Marjanski, Mark Audcent and myself in Ottawa; and Ryan Turnbull in Toronto. One new member has offered to join the Board: Craig Ervine in Belleville. If elected later in this AGM, it will bring our complement to seven. Our Articles of Continuance require the Board to have at least three directors and no more than twelve. While seven is a solid number, I hope to hear from more volunteers, with a focus on representing more regions of Canada and a wide range of interests and roles in organizational ethics.

Thank you to Kim Ann Chute who had to leave her Director position during the winter for family reasons. As of today's AGM, we say goodbye to Gary Corbett, a one-term director who has decided against standing for renewal. I appreciated Gary's thoughts on various issues and count on him to be an active member.

8. The EPAC membership at this time last year was 58. Right now our records show 44 members; 12 of them are new members. In addition, we expect more renewals shortly – we have learned that renewal notices failed to reach some members, and early in the year we had an administrative problem with the payment system.

During the fall and early winter we spoke with about half our members, and I have established a practice of personally interviewing every new member. This is teaching us more about the relevance of EPAC. For instance, about a dozen members also participate in our Québec counterpart, RÉOQ. They say that they want to be more than local or regional in their ethics learning and networking.

As I said last year, we know that it is important to our members to have an organization like EPAC – some are so committed that they step forward to volunteer on the Board and in other ways. We won't let this flame die. We are convinced of the need for EPAC to exist and to become more vigorous. Canada needs EPAC!

Robert Czerny, Chair, EPAC Board of Directors

SCHEDULE B

Thanking of Volunteers (Minutes, item 13)

EPAC's first two webinars were made possible by four presenters: member Diane Girard, assisted by member Pat Cummins; followed by two non-members, lawyer Kenda Murphy and change management consultant Margot Cameron. Former director Kim Ann Chute assisted in the early planning; director Meg Steele and member Monique Boivin helped with the organizing, and Meg arranged for accreditation of the second webinar as Continuing Professional Development Hours required of lawyers and paralegals in Ontario.

Our informal ethics round tables continued at lunch time thanks to the communications and organizing efforts of Monique Boivin; and she assisted member Jo-Ann Fennessey in launching the supper-hour round tables.

Dr. Katherine Wayne accepted a practicum placement with EPAC. She did many of our calls to members, and assisted in some of our strategic reflections. I hope she will continue her connection with EPAC.

EPAC communicates as much as possible in French as well as English. Thank you to member Marjolaine Lalonde for translation help, and especially to Monique Boivin who has assisted a great deal for several years.

Pat Cummins helped EPAC find our new pro bono financial reviewer, Randy Tivy of Collins Barrow Ottawa LLP. We are very grateful for this assistance.

Thank you to all our directors for assisting in the orderly functioning of EPAC and in carrying out our mission!

Finally, although they aren't volunteers, I wish to acknowledge the Willow Group, our administrative service. They understand our limited-budget situation and have helped us find low-cost solutions, even though this reduces their revenues.

EPAC Directors seeking renewal

ROBERT CZERNY

Application for second renewal (third two-year term) as Chair

The bylaw of our organization permits the Chair of the Board to serve a maximum of three consecutive two-year terms. Having become Chair at the AGM in 2013 and renewed in 2015, I am honoured now to seek a further reappointment as Chair of EPAC.

My great desire is to have EPAC function in a lively manner as both a “community of practice” and a “community of interest” throughout Canada. With excellent continuing and new Directors and with the expertise and effort of our members, we can make a great contribution to raising the level of ethical awareness and responsibility throughout our country.

This national scope is aided by an attractive web site, by frequent communications with members (nine Bulletins since our last AGM a year ago) and webinars at the rate of four per year.

By continuing these practices and adding others, EPAC can provide a platform for members to learn, to network, and to dialogue with each other regarding their ethical perspectives. Thank you.

MARY GUSELLA

Application for renewal as Director

The bylaw of our organization permits a Director to serve a maximum of four consecutive two-year terms. As I joined the Board at the 2015 AGM, this is my application for a second term.

My professional career included senior and chief executive positions in government, and I continue to be active in areas that touch on ethics, for example, as a Commissioner of the Ontario Human Rights Commission. I am interested in seeing EPAC expand its influence to create ethical awareness through dialogue within and among Canadian organizations as well as in our society more broadly. To that end, I wish to focus on partnership between EPAC and other organizations, for example the Institute of Public Administration of Canada.

MATT MARJANSKI

Application for renewal as Director

The bylaw of our organization permits a Director to serve a maximum of four consecutive two-year terms. As I joined the Board at the 2015 AGM, this is my application for a second term.

My profession as an investment advisor has led me to learn a great deal about ethics in the investment industry and to develop my ethical intelligence and curiosity. I share in EPAC's core values of caring, fairness, respect, responsibility and trustworthiness. I look forward to continuing to contribute to the Association's growth and in particular, to its capacity for outreach via online tools.

MARGARET-MARIE (MEG) STEELE

Application for renewal as Director

The bylaw of our organization permits a Director to serve a maximum of four consecutive two-year terms. As I joined the Board at the 2015 AGM, this is my application for a second term.

My work as a labour lawyer for the City of Ottawa has fostered my interest in ethics, and, by extension, EPAC. I was part of a reimagining of the City's Code of Conduct that transformed a lengthy rules-based document into a values-based one. I have a particular interest in the interplay between rules and ethics; does adherence to the rules guarantee an ethical outcome? I believe that a robust ethical culture contributes to an engaged workforce, which in turn increases productivity and satisfaction. It seems evident that all this is true generally, not just in the municipal government environment.

I appreciate the opportunity to contribute insights gained from my professional activities to EPAC Board discussions of how best to pursue our vision and mission.

RYAN TURNBULL

Application for renewal as Director

The bylaw of our organization permits a Director to serve a maximum of four consecutive two-year terms. As I joined the Board at the 2011 AGM, this is my application for a fourth term.

I am aware of EPAC's objectives and am committed to advancing them. My particular interest is to contribute to the financial sustainability of the Association – an area to which I bring considerable knowledge from my consulting practice that primarily assists not-for-profit organizations to achieve sustainability while creating social good and advancing social innovation. This, coupled with my background in philosophy (and ethics) and teaching university business school courses (in ethics and corporate social responsibility), allows me to contribute to the Board's theoretical discussions and practical activities/contributions in the ethics field.

Applications to join the EPAC Board of Directors

SEAN ANDERSON. M.A. (Ottawa)

I would like to apply to be on the Board of Directors. I hold an Honours Bachelor of Arts with Specialization in Philosophy from the University of Ottawa (2010), and a Master of Arts in Public Ethics from Saint Paul University, jointly conferred by the University of Ottawa (2014). I wrote my Major Research Paper on Environmental Ethics, under the supervision of Dr. Rajesh Shukla. My career goal is to work as a Bioethicist in a clinical setting.

Since early adolescence I have been obsessed by philosophy. I have long believed that philosophy has the power to change the world. And ethics, as one of the five major branches of philosophy, is definitely the most socially relevant branch. Ethics, as a field of study, begins with the question: "How should we live?" The advanced study of ethics engages with meaningful questions of what is morally right in a complex and chaotic world. Ethics is the theoretical foundation of law, and also touches every other subject in some way. We need ethics to discern between right and wrong and to make relevant decisions in our lives, and more importantly, to help make more relevant decisions in the public sphere.

If I were appointed to be on the Board of Directors at the Ethics Practitioners' Association of Canada, I have a concrete plan of what I'd like to accomplish as a Director. I would like to work diligently in recruitment and outreach. Ottawa, as a city of roughly 1 million people, is unique in that it possesses four philosophy departments where you can find young people who are fascinated and engaged by the study of ethics. The four philosophy departments in Ottawa are respectively located at the University of Ottawa, Carleton University, Saint Paul University and the Dominican University College. The Ethics Practitioners' Association of Canada has great potential to grow and become a bigger and more relevant organization. I would like to reach out and get more people involved. There are many young philosophy students, as well as graduate students, who are highly intelligent and ethically conscious individuals who possess a great potential for ethical dialogue and action. As someone who fairly recently finished graduate school, I am still a little attached to the student community. If I can work with the philosophy departments in Ottawa, I can recruit undergraduate and graduate students of ethics to expand the Ethics Practitioners' Association of Canada's membership and participatory rates. I can do promotional presentations at these universities as well as put up posters and/or hand out flyers. I would also be happy to work to recruit ethicists in other spheres, aside from universities. This work would be very fulfilling to me on a personal and professional level.

I truly believe that Ethics is a field that is now emerging to become more central to social, political, and legal dialogue. I want to work diligently to help create a larger and stronger

Canadian community of ethicists and ethicists-to-be. Now more than ever, the world needs ethicists. Through dialogue we can strive to create a more ethically conscious world, and succeed.

JOHN BRIAN BRIDSON, BA, CCEP (Winnipeg)

I am a dedicated ethics professional with over 7 years of experience that encompasses both the public and the private sectors, both in the National Capital Region and in Winnipeg, MB, as well as for a major global industrial organization. This breadth of experience provides me with perspectives and insights to assist with the development of innovative programming, enhance relationship building with current and potential members, and help promote best practices within the Canadian ethics and compliance field.

As a prospective Board member, my aspiration is to assist the organization become stronger and more relevant to the ethics and compliance function in Canada and to help increase membership within this community of practice. I plan to accomplish this by:

- Encouraging membership with ethics and compliance professionals located outside of the NCR by capitalizing, in part, on my geographical location, and assessing the logistics of offering activities outside of Ottawa and Toronto.
- Creating value by influencing programming in light of what is being done by other organizations elsewhere in the world to ensure EPAC is relevant to the Canadian and global environment with respect to best practices in the ethics and compliance field.
- Providing a focus on the training and support roles served by those in the ethics and compliance function to ensure we are addressing issues and providing adequate support for our members in this area.
- Broadening membership to encourage participation by those in more traditional compliance functions, which will serve to drive membership while also providing broader perspectives on shared interests.

Experience: *Ethics Advisor, Canada & Latin America Region, Boeing*

As the Ethics Advisor for the Canada & Latin America Region, I am responsible for the activities of the Ethics function in Canada, Mexico, Panama, Brazil, Chile, Argentina and Colombia. These responsibilities include:

- The execution of Ethics and Business Conduct case management activity, including ;
- Providing support to business partner engagements and Ethics strategic initiatives, as required;
- Providing advice, counsel and interpretation of ethics and business conduct guidelines for appropriate solutions to an individual's concerns, inquiry, conflict of interest or allegations of misconduct;

- Driving personal accountability for ethical decision-making throughout the business and thus aid the mitigation of business risks; and,
- Supporting business partner engagements, in part, by performing data and trend analyses and increasing Ethics and Compliance awareness through informal training.

Values and Ethics Officer, Canadian Food Inspection Agency (CFIA)

As a Values and Ethics Officer for the CFIA I was responsible, in part, for assisting with the development and maintenance of an effective whistleblower program in compliance with the *Public Servants Disclosure Protection Act*, and for performing research and providing guidance around the governance structure for the function within the Agency.

VANIA KARAM, CPA, CGA, CRM, MA Econ, CSC | CPA, CGA, GRA, M.A. (écon.), CCVM (Ottawa)

Please accept my candidature for the Board of Directors of the Ethics Practitioner's Association of Canada. As a Chartered Professional Accountant (CGA), my studies provided me with a strong foundation in ethics. My resume highlights are below.

Veillez accepter ma candidature pour le conseil d'administration de l'Association des praticiens de l'éthique du Canada. En tant que comptable professionnel agréé (CGA), mes études m'ont fourni une base solide en éthique. Les points clés de mon CV sont ci-dessous.

- | | |
|--|---|
| <ul style="list-style-type: none"> • 20+ year career in progressively senior positions in public, private & not-for-profit sectors • Federal Government: <ul style="list-style-type: none"> ○ Manager, Business Development Bank of Canada Policy Small Business Tax ○ 10-year BDC legislative review ○ OAG financial audit of DND ○ Tax policy, Federal budget ○ Retail Debt Program • Community Volunteer Income Tax Program • Area Leader, CPA Financial literacy | <ul style="list-style-type: none"> • Une carrière de plus de 20 ans dans des postes progressivement supérieurs dans les secteurs public, privé et à but non lucratif • Gouvernement fédéral : <ul style="list-style-type: none"> ○ Gestionnaire, Politique de la Banque de développement du Canada Imposition des petites entreprises ○ Examen législatif de 10 ans de la BDC ○ Vérification financière du ministère de la Défense nationale, BVG ○ Politique de l'impôt, budget fédéral ○ Programme de placement de titres sur le marché de détail • Programme d'impôt sur le revenu des bénévoles communautaires • Chef régionaux, Programme de bénévolat |
|--|---|

volunteer program

- Treasurer, Families Matter Coop
- Sole-support single parent
- My son and I were successful plaintiffs in a lawsuit against the Ottawa-Carleton District School Board in an action related to bullying at school. This has made me think about ethics from an organizational perspective, both in terms of schools as well as from the broader perspective of acting ethically in cases of litigation.

en litt ratie financi re, CPA

- Tr sorier, Coop rative Famille
- Parent unique monoparentale
- Mon fils et moi avons r ussi   plaider un proc s contre la Commission scolaire du district d'Ottawa-Carleton dans une action li e   l'intimidation   l' cole. Cela m'a fait penser   l' thique d'un point de vue organisationnel, tant en ce qui concerne les  coles que dans la perspective plus large d'agir de mani re  thique en cas de litige.

MARJOLAINE LALONDE (Montr al)

I would like to apply for the position of Board Member with the Ethics Practitioners' Association of Canada. I am an active ethics advisor and Senior Ethics Auditor (V rificatrice principale –  thique) who believes in networking and sharing knowledge with other practitioners.

I am responsible for the ethics program of the city of Montreal and I have been a member of your organization and of the R seau d' thique organisationnelle du Qu bec (R OQ) for the past six years. I have almost completed a Master's degree in Applied Ethics at the University of Sherbrooke (evaluation of the thesis is pending). I believe in your association and I would like to share my knowledge, my thoughts and my time to promote and develop the ethical practices of Canadian organizations.

As an ethics advisor for the City of Montr al, I have put in place an ethics code and a consulting service for the employees (over 28 000 employees). I have also prepared a formal training course for the managers and three video clips on ethical leadership. I have also put in place a private network of public organization ethics practitioners in the Montreal area so we can share our best practices and our thoughts on ethical dilemmas that we may encounter in our practice.

I would be thrilled to have the opportunity to serve on your board and put my knowledge to use. I am confident you'll find me a good fit for your needs as a Board Member to the Ethics Practitioners ' Association of Canada.

I look forward to the decision of EPAC's members at the upcoming Annual General Meeting.