

CEIU-SEIC



ONTARIO

**2025 REPORT OF THE
STRUCTURE COMMITTEE**

In 2025, the Structure Committee was formed to assist the NVP's Lisa Prescott and Julie Nanquil with the planning of this President's Conference.

The members of the Structure Committee are as follows:

Raymond Motee – Chair,
CeCe Cameron,
Lyle Gall, and

Karen Spencer-Cousins,
Laura Light-Morrow,
Corrina Gavin (stepped down in August).

Administrative support was provided by Keeana Calmes and Sarah Sookwa-Custodio.

What We Did

- The committee held one in-person meeting in July to begin preparations for the Ontario Presidents' Conference. We also met virtually to continue planning in July, August and September.
- Communication over the year was limited, which meant that some direction was not always available in a timely way. Miscommunications that affected certain aspects of President's also occurred.
- To keep things moving, the committee worked collectively, meeting multiple times in August and September, to advance planning tasks and ensure nothing was left behind.

Accomplishments

- Began early planning for the Presidents' Conference to support the Council's work.
- Maintained collaboration among members despite limited opportunities to meet.
- Kept structure and governance issues on the agenda for future consideration.
- Developed ideas that can help strengthen the committee's role going forward.

Challenges

- Limited meeting time: Only one in-person meeting was held this year.

- Communication gaps and miscommunications: Response times sometimes delayed decision-making and miscommunications led to erroneous assumptions.
- Mandate clarity: The committee has a limited role in formal conference planning, which can make progress difficult. Efforts will be made to strengthen the mandate of the committee going forward.

Moving Forward

- Continue documenting and reporting on the committee's activities to ensure transparency.
- Look for opportunities to strengthen communication between committees and Council leadership.
- Explore ways to clarify the committee's role in conference planning and broader Council structure work.

Although we faced challenges, the Structure Sub-Committee's work in 2025 was constrained, but not stalled. Through determination and collective effort, the committee demonstrated resilience in the face of obstacles, kept important issues alive, and underscored the need for structural clarity within CEIU Ontario. Most of the members of the committee are serving for the first time, and this experience has been an invaluable learning opportunity.

The committee would like to thank the NVP's Julie Naquil and Lisa Prescott for their leadership, their support and their guidance, Keeana Calmes and Sarah Sookwa-Custodio for their administrative support and former member Corrina Gavan for her insights and previous experience on the committee. As Chair, Raymond would like to personally thank Karen Spencer-Cousins, Laura Light-Morrow, CeCe Cameron, and Lyle Gall for the bedrock of support they have given him.

In solidarity,

CEIU Ontario Regional Council – Structure Sub-Committee