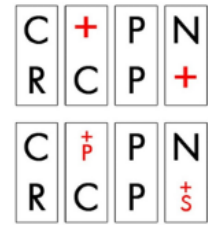


2020 Annual Report



From the Co-Chairs
Brittany Cameron and Kathleen Bird



2019 was a busy year for the CPPN!

Significant governance and operational issues in Fall of 2018 continued to impede the CPPN's ability to fulfill its obligations under the terms of its Contribution Agreement throughout 2019. The CPPN's workplan was suspended, we were in organizational crisis and our continued viability was unknown. Further complicating matters, the CPPN's funding was suspended in February 2019, specifically noting that the CPPN was in default with respect to its obligations and commitments stipulated in its Contribution Agreement.

The 2019 Board of Directors was called upon to undertake a comprehensive review of what happened (and why), and the Board was expected to provide very detailed reports to the Public Health Agency of Canada (PHAC) in its effort to restore PHAC's faith and trust in the CPPN and, ultimately, to restore its funding to March 31, 2022.

While our planning and reporting obligations to PHAC were extensive, we were successful in bringing the CPPN out of default as of February 10, 2020; but because our suspension was in place for such an extended period, it meant that we had to prepare a budget that was significantly less than what was originally approved since our funding and our activities in this fiscal year were limited to the 4th quarter of 2019/20.

The current Board's efforts and achievements are notable. Most importantly, the Board has reaffirmed its commitment to the funders, the project, and to people living with HIV and HCV co-infections across Canada. Several comprehensive reports have been submitted to PHAC, an audit of the CPPN's books was completed, meetings with PHAC officials were held to help re-establish their trust in the CPPN's governance team, and, with the support of PHAC, the Executive Director was reinstated on December 26, 2019.

After receiving PHAC approval of our revised workplan, we were back on track for our fiscal years 2020/2021 and 2021/2022, with no reductions in work planned. However due to the COVID-19 global pandemic restrictions that were implemented across Canada in March 2019 substantially impacted our revised workplan as planned face-to-face regional meetings and timelines have had to be unquestionably reimagined due to social gathering limits, travel restrictions and community lockdowns.

The challenges experienced over the last several years have provided invaluable learning opportunities for the CPPN's governance team and, most importantly, overcoming and growing from those challenges was (and is) the Board's unyielding priority. We want to affirm today that the CPPN is viable; the CPPN is invaluable; and, the CPPN will successfully and credibly realize its rightful and uncompromising role in Canada's national response to HIV and HIV co-infections as Canada's only independent national network of, by, and for people living with HIV and HIV co-infections from across the country.

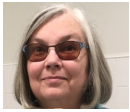
On behalf of the Board, we continue to acknowledge that regaining the trust of all CPPN members is and will be of paramount importance in coming years. We are committed to you, the CPPN's members, and we are unshakable in our resolve to learn from our past challenges with a view to paving the way to a meaningful collective of people living with HIV and HIV co-infections in Canada. We are grateful for the support we've been afforded by so many of you; we look forward to working in earnest to continue to gain the confidence of all of you from here. Thank you.

Brittany and Kathleen

Official Notice

Pursuant to the [By-Laws](#) of the Canadian Positive People Network (CPPN) and in compliance with the [Part 10 of the Canada Not-for-profit Corporations Act](#), together with special [provisions](#) in light of the COVID-19 pandemic, official notice of the 2020 Annual General Meeting of Members (AGM) was conveyed (by electronic means) on Wednesday, November 4, 2020 (11:36 PM, Eastern time).

Members were advised that the 2020 AGM would be convened virtually by way of the "Cisco Webex" online meeting platform and that advance registration was required.



From our Treasurer Deborah Norris

Our last fiscal year was not without its challenges. The CPPN was placed into default by the Public Health Agency of Canada (PHAC) during fiscal year ended March 31, 2019 due to governance and operational challenges and accounting irregularities. PHAC's decision underscored that the CPPN had lost its capacity to effectively carry out its planned (and PHAC-approved) project activities. After some very hard work on the part of the Board of Directors, which included reinstating our Executive Director, Jeff Potts, who assisted in ensuring we were able to assure PHAC that we were able to continue to undertake the work of our PHAC project, CPPN was brought out of default on February 10, 2020. The Board also hired a bookkeeping and evaluation consultant, Maggi McLeod, to assist our Executive Director with bookkeeping and evaluation activities.

Unfortunately, soon afterwards, COVID-19 made it impossible to continue with plans for face-to-face meetings with members from the Prairies, Nunavut, Northwest Territories, Ontario and Quebec. Our Executive Director along with the Board has been working diligently to find alternate ways of engaging our membership. We are hopeful that PHAC will support these engagement opportunities so that we can carry out our planned activities in a way that does not compromise the health and safety of our members.

Our audit for the fiscal year ending March 31, 2020 was carried out with no concerns voiced by our auditors. A Finance Committee was struck in November 2019 which has assisted in review of monthly Finance reports, quarterly reports and the audited Financial statement for fiscal year ending March 31, 2020. We are hopeful that we will have new members on this committee soon, but if you would like to volunteer for this committee, please contact myself or Jeff Potts. No experience is necessary.

CPPN is on track to carry out its stated objectives in its PHAC Project Workplan and we are looking forward to doing so. As Treasurer, I am so grateful to our Finance Committee, our staff, volunteers and our Board of Directors for bringing us through these difficult times and not giving up! Your dedication demonstrates that when we work together, all things are possible. Thank you!

Deborah

From our Executive Director Jeff Potts



I think, to be fair and fully transparent, my message as the CPPN's Executive Director this year should open with a footnote: my direct engagement with the CPPN and its membership during the 2019-2020 Fiscal Year was limited to the year's last four months. So, while I am familiar with the incredibly hard work that was undertaken under Brittany Cameron's leadership before my return in December, I really can not report on that work substantively.

Here is what I can report, with confidence:

- ⇒ My re-engagement with the CPPN's 2019-2020 Board of Directors started with a December 2019 meeting between the Board and representatives from the Public Health Agency of Canada (PHAC). I provided facilitation services for this pivotal meeting through which the CPPN's leadership team had opportunity to demonstrate their progress since the organization was deemed in default of its fiduciary duty and of its operational/project-specific obligations.
- ⇒ This meeting was a precursor to an enormous undertaking. PHAC made the funders' expectations going forward unequivocally clear. More daunting, a sizable list of very specific deliverables were outlined that the CPPN's leadership team was required to submit to the satisfaction of the funders before any consideration would be given to taking the CPPN out of default or of lifting its funding suspension.
- ⇒ Fully realizing that there would be no financial support until the CPPN was officially out of default, the Board sought and obtained the funders' support and authority to reinstate me as the Executive Director which took effect on December 26, 2019.
- ⇒ Right out of the gate in January, it was clear that my tasks were many and their importance could not be understated or misunderstood. And so, I dug in deep to get a clear sense of all that transpired from September 2018, and then, in tandem with the CPPN's Board and key members of its Committees to focus on:
 - 1) Development and delivery of a comprehensive analysis of the CPPN's originally approved work plan to identify where specific elements were or may have been compromised by the default status that was in place for several months (i.e. most of the fiscal year).
 - 2) Completion of a detailed internal audit of documents and corporate records to ascertain whether any materials of critical importance were missing from the files that were returned by the previous board. It was, for the record, determined that no documents of potential consequence were missing.
 - 3) Completion of a micro-level internal examination of all financial transactions and related documents (essentially, from the date of my termination in 2018) to assist the CPPN's financial Auditors with their preparation and submission of audited financial statements for fiscal years 2016-2017, 2017

-2018, and 2018-2019. From there, I worked with others to undertake a complete overhaul of the CPPN's accounting practices and a rebuild of its electronic financial records and record-keeping processes.

- 4) Preparation and submission of performance measurement documents and a mid-term evaluation report for PHAC.
- 5) Preparation and submission of a revised work plan with a detailed narrative that would serve to reassure PHAC officials that the CPPN's leadership team was confident that the impact of the default period and funding suspension would be minimal.
- 6) Preparation and submission of a revised budget and its justification narrative that realized the actual loss of funding during the default period alongside a narrative overview that highlighted the related impact AND that effectively projected financial health for the CPPN moving ahead that would preserve the five-year performance outcomes and deliverables that were anticipated in the originally approved workplan.

Notwithstanding the need to revisit and revise the key deliverables described above several times based on PHAC's feedback, the CPPN's default status was cancelled and its funding suspension was lifted on February 10, 2020. For the rest of the month and all of March 2020, my focus as Executive Director was on the following:

- 1) Re-establishing communications and relationships with members and key community-based partners.
- 2) Rebuilding the CPPN's Website and virtual presence.
- 3) Working with the Board and its Committees to implement a Privacy Policy and the Terms of Use Policy (for the Website).
- 4) Implementing strict accounting and financial management practices in collaboration with the Finance Committee and the newly contracted (external) Bookkeeper/Accountant.
- 5) Revisiting and revising the CPPN's five-year performance measurement and evaluation plan and reporting mechanisms.
- 6) Working with the Board and its Committees to plan, develop, and launch the CPPN's **Interconnected** newsletter.

And so much more.

It should go without noting... those four months (for me) and the months before that (for the Board and its Committees) were extraordinarily intense and the CPPN's fate was on the line. At the same time, the intensity underscores and gives way to some reflection that is (at least for me) very much worthy of note; worthy of taking recent advice to "walk in my truth" (at long last) and to express why I think it is a truth that affected us all. I do realize that what you are about to read on the next page falls far-outside the "norm", but so do the circumstances which predicated the need.

Walking in my truth

It is, indeed, a harsh and unfortunate acknowledgement that neither the overarching work nor the intensity that was endured to complete it as detailed herein was ever necessary. More unfortunate, perhaps, is realizing that there never a need (not even remotely) for PHAC to consider the CPPN's default status or funding suspension prior to September 2018. True, we were not functioning as seamlessly or as effectively as we ought to have been, and we knew it. True, too, that I was imperfect and made some missteps along the way, and I owned them. Still, none of the challenges we faced up to September 2018 ever caused consequential concern for the CPPN's funders. It is stunning to realize how quickly things changed.

Personally, my termination was a blind-side and it affected me profoundly (it still does sometimes). The decision to cancel my contract was abrupt, a decision that was summarily executed (to the pleasure of some and to the dismay of others, including PHAC officials).

My truth... a truth that was never presented alongside the aspersions that prompted my termination... my contract was cancelled without cause, but the decision was motivated by a disturbingly long list of allegations (some of which suggested criminal wrong-doing on my part) that were shocking and so blatantly contrived. If that is not concerning all by itself, the accusations were leveled at me so intensely and by a so-called "peer" with whom I had a years-old friendship and a personal connection. This footnote was actually written in the 'indictment': "I will understand if you no longer wish to continue our friendship." Seriously!? But that was not the salt in the wound. The real sting was in realizing that a group of my "peers" passed the harshest of judgements against me without so much as an offer to have a conversation; without a hint of opportunity through which I could offer REAL evidence that would flatly disqualify the allegations against me (and my personal and professional character).

So... in this, my first opportunity to 'clear the air', here are a few important bottom lines:

- ◆ I am not perfect. I have never pretended to be perfect. I have made mistakes and I can promise to make more mistakes along the way (despite my best efforts not to). BUT I am not in service to the CPPN to realize a self-serving agenda that makes me rich or famous (something that some of my "peers" have suggested). I am in this for all of us... I always was.
- ◆ Unlike the unsubstantiated allegations against me, it is an unequivocal fact that PHAC's decision to place the CPPN in default was conveyed and implemented very soon after my termination. I was asked to leave and then nothing was done (nothing, at least, that did not come under notable scrutiny). The default status and funding suspension happened very much on the heels of my departure.
- ◆ I want to believe that most of my peers never truly worried or wondered about my commitment to the CPPN; this was never about me. Alas, it was what it was: I was falsely accused of some very nasty wrongdoing; I was terminated; and, the CPPN came precariously close to insolvency and ultimate shut-down almost immediately following my departure.

None of this was necessary; none of this is ever necessary. Let's move on, shall we? Let's make sure that "Nothing About US Without US" is so much more than politically correct platitudes. I truly believe that the CPPN is and will continue to be a vital component and pivotal change-maker in Canada's response to HIV and HIV co-infections. I truly believe that we ALL are champions and that our passion and commitment will make a difference. In service to you, with you, I will do everything I can to help make space for all of us to put our individual and collective passion to work; to preserve and protect our health, well-being, and our quality of life.

Submitted humbly and with sincere respect, always.

Jeff



Crunching numbers

At March 31, 2020

The CPPN's Membership

The number of active members: **206**

How old are our members?

20-29	30-39	40-49	50-59	60+
9	35	43	65	54

The age of our youngest member: **20**

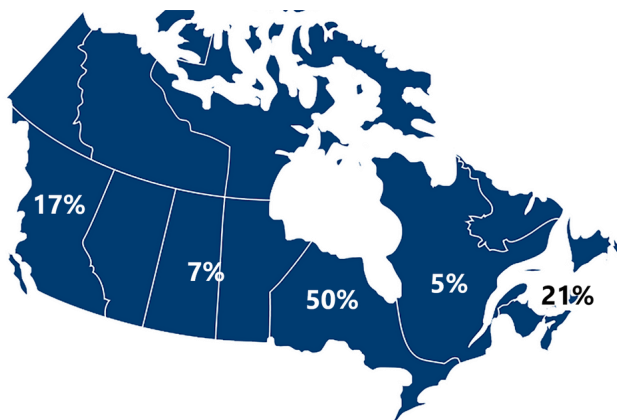
The age of our eldest member: **72**

How do our members self-identify with their gender?

Male	Female
122	66

Latest positive diagnosis (years ago)	Earliest positive diagnosis (years ago)	Mean number of sero-positive years
1	36	19

The map below illustrates the geographic profile of the CPPN's members:



Our virtual presence

Website (www.cppnrcps.ca)

Total visits:	1,432
Total page views:	3,830
Unique visitors:	1,030

Twitter (@CPPN RCPS)

Total followers:	719
Re-Tweets:	63
Total "likes":	186

Facebook ([CanadianCPPN.RCPS](https://www.facebook.com/CanadianCPPN.RCPS))

Total followers:	502
Total Page likes:	100,043
Average number of Impressions:	977
Total number of Engagements:	18,708

How to reach us...

On our Website:

www.cppnrcps.ca



By email

General mail box:	cppnrcps@cppnrcps.ca
Board of Directors:	boardconseil@cppnrcps.ca
Communications:	connect@cppnrcps.ca
Brittany Cameron, Co-Chair and Designated Communities Director: Women and Girls	brittanyc@cppnrcps.ca
Kathleen Bird, Co-Chair and Director At-Large	Kathleenb@cppnrcps.ca
Deborah Norris, Treasurer and Secretary of the Board and Regional Director: the Prairies	Deborahn@cppnrcps.ca
Marlo Cottrell, Designated Communities Director: People Living with HIV Co-infections	marloc@cppnrcps.ca
Rob Olver, Director At-Large	robo@cppnrcps.ca
Jeff Potts, Executive Director	jrpotts@cppnrcps.ca

By telephone (toll-free from anywhere in Canada or the United States)

1-800-390-7952

This number will also accept messages via facsimile.



Canadian Positive People Network | Réseau canadien des personnes séropositives | 302—159 King Street, Peterborough (ON) K9J 2R8
c/o 2961 Barlow Crescent, Dunrobin (ON) K0A 1T0 | 1-800-390-7952 | connect@cppnrcps.ca | www.cppnrcps.ca
© 2020 Canadian Positive People Network | Réseau canadien des personnes séropositives