

**Canadian Association of Midwives
Association Canadienne des sages-femmes**

**Annual General Meeting of Members - Minutes
Wednesday, June 11th, 2025
Virtual Event**

Present: 59 members (Refer to [Attendance list CAM AGM 2025_20250611.xlsx](#))

1. Welcome

The Annual General Meeting (AGM) of members was called to order by Chair CJ Blennerhassett, Canadian Association of Midwives (CAM/ACSF) President at 12:00 pm ET.

2. Attendance and Verification of Quorum

Membership attendance was confirmed through participant attendance, registration list, and system verification. At least two-thirds of the member associations are present. *Quorum confirmed.*

3. Adoption of the 2025 AGM Agenda

The Chair introduced the members of the Executive and the new Executive Director of the National Council of Indigenous Midwives, Laura Mayer.

Presentation of the Executive Board Members:

1. President: CJ Blennerhassett
2. Vice-President: Claire Dion Fletcher
3. Treasurer: Sarah Davis
4. Secretary: Josyane Giroux
5. NCIM Co-Chair: Alisha Julien Reid

The 2025 AGM agenda was presented and adopted without amendments.

2025-1-AGM: MOTION to adopt the 2024 AGM agenda moved by **Karline Wilson-Mitchell** seconded by **Sarah Wolfe**. *MOTION carried.*

Voting Results:

In favour: 98%
Abstains: 2%
Against: 0

4. Adoption of 2024 AGM Minutes

Members are given a moment to review the 2024 AGM draft minutes.

EN: [AGM2024CAM Minutes 20240612.pdf](#)

FR: [AGA2024ACSF PV 20240612.pdf](#)

2025-2-AGM: MOTION to adopt the 2024 AGM minutes moved by **Nicole Waithe** and seconded by **Sarah Wolfe**. *MOTION Carried.*

Voting Results:

In favour: 76%

Abstains: 24%

Against: 0

5. Presentation of the 2024 Annual Report

5.1. CAM/ACSF Report (CAM/ACSF President and Executive Director)

The CAM/ACSF Annual Report was presented by CAM/ACSF President, CJ Blennerhassett and CAM Executive Director, Tonia Occhionero.

It was reported that the organization achieved significant progress across all strategic areas in 2024 – listed are some of the highlights:

- **Strategic Planning:** Continued implementation of CAM’s Theory of Change and Logic Model (2021-2025) supported by a Monitoring, Evaluation and Learning (MEL) framework.
- **Finances:** CAM and NCIM received substantial government funding. It was noted that only 9% of revenues came from operational activities. Micro-grants were awarded to support midwives delivering vaccination services.
- **Advocacy and Public Engagement:** High-level meetings were held with federal and provincial Health Ministers. It was further noted that in Federal Budget 2025, federal funding was secured to extend Canada’s student loan forgiveness program to midwives but Acts required amendments before implementation can begin. A national digital campaign on reproductive rights reached nearly 4 million users and generated over 9 million views.
- **Global Program:** Six (6) international projects were implemented in Tanzania, Malawi, South Sudan, Somalia, Haiti, the DRC, and Venezuela. The Trust Project initiative was also approved by Global Affairs Canada. The global program contributed approximately 10% of unrestricted revenues to CAM’s operations budget.
- **Training and Professional Development:** The bilingual CAM Learns/ACSF Apprend platform was launched, offering 14 online courses in English and in French. The Strength in Practice podcast was introduced mid-2024. The Canadian Journal of Midwifery Research and Practice (CJMRP) continued its transition to digital format, with more than 13,000 downloads recorded.
- **Governance Reform and Partnerships:** Work is underway to implement a revised governance structure. Targeted funding from Health Canada was secured to support NCIM, CARM, CMRC, and other national and regional partners.

5.2. Report from the National Council of Indigenous Midwives (NCIM)

NCIM Annual Report was presented by Laura Mayer, NCIM Executive Director. Special acknowledgment was given to former Executive Director Ellen Blais, as well as NCIM Co-Chairs Alicia Julian-Reid and Samantha Leclerc.

Highlights of the report included:

- An NCIM annual gathering with over 80 participants.
- The third national forum, with nearly 500 participants.
- A language revitalization project producing resources in Dene, Cree, and Kootenai.
- Educational initiatives such as land-based learning and clinical skills training.
- Ongoing advocacy, including engagement on Parliament Hill and testimony before the Senate regarding forced sterilization (Bill S-250).
- NCIM emphasized the vision of ensuring Indigenous midwives in every Indigenous community and reaffirmed the central role of Indigenous midwifery in health and community wellness.

6. Governance Reform (Chair of Governance Committee, Claire Dion Fletcher)

CAM/ACSF President, CJ Blennerhassett, introduced Claire Dion Fletcher, CAM/ACSF Vice President & Chair of Governance Committee who presented a detailed update on CAM's governance reform. Significant progress in governance reform was reported. At the Special Members' Meeting of March 26, 2025, members approved a new governance structure and bylaws.

6.1. Announcement of Advisory Council Members

Three (3) new Advisory Councils:

- 1- Midwifery Association Advisory Council (MAAC)
- 2- Clinical Excellence Advisory Council (CEAC)
- 3- Global Programs Advisory Council (GPAC)

The Board appointed members to CEAC and GPAC on May 29, 2025.

- These Councils will nominate members to the CAM Board of Directors.
- New committees (e.g., Strategic Agility Committee replacing the Executive Committee) are part of the structure.
- NCIM is included in both the MAAC and the Strategic Agility Committee in addition to sitting on the CAM Board of Directors.

6.2. Executive Member Terms

To ensure stability during the transition, CAM/ACSF extended terms for:

- President, CJ Blennerhassett, extended until June 2026
- Vice-President, Claire Dion Fletcher, extended until June 2027
- Secretary, Josyane Giroux, extended until June 2026

6.3. Next Steps

- Board of Directors nominations will be open Summer 2025.
- Special members meeting will be held in October 2025 to vote on new Board members' slate.
- First meeting of the new CAM Board: November 2025 in Calgary.

Discussion:

- Questions arose about inclusion of partner organizations (e.g., CARM, etc) and geographic representation. The Governance Committee confirmed that applications were assessed with demographic, professional, and equity considerations in mind and that CARM has a reserved seat on the MAAC and the CAM Board of Directors.
- It was noted that Advisory Council terms will be staggered to ensure continuity.

7. Review of 2024 Financial Statements (CAM/ACSF Treasurer)

CAM Treasurer, Sarah Davis, presented the results of 2024 audit and financial statements.
(Refer to [CAMFinancialStatements2024_VF.pdf](#))

The financial statements were reviewed. The Treasurer indicated a stable financial position for CAM Global and NCIM programming. However, a funding gap was identified for CAM's National work.

Financial summary:

- The audit was completed with no financial findings.
- Surplus of \$91,883 (includes \$53k cash surplus + \$38k exchange gain).
- Total reserve as of December 31, 2024: \$421,766

8. Appointment of Auditor (CAM/ACSF Treasurer)

2025-3-AGM: MOTION to adopt Billy Mokas, Chartered Account, is appointed auditor of the Canadian Association of Midwives to hold office until the next annual general meeting of members at such remuneration as may be fixed by the Board of Directors.
MOTION moved by **Sarah Davies**, seconded by **Claire Dion Fletcher**. *MOTION carried.*

Voting Results:

In favour: 96%

Abstains: 4%

Against: 0

9. Member Resolutions (CAM/ACSF Secretary)

CAM Secretary, Josyane Giroux, presented the proposed member resolutions. The members are called to discuss and vote on the three proposed resolutions.

9.1. Proposed Resolution #1: Assessing and Promoting Pan-Canadian Midwifery Licensure

Proposed by Jacquelyn Thorne.

For complete background information refer to member resolution:

EN: [MemberResolution_PanCanadianLicensureENG_20250530.pdf](#)

FR: [MemberResolution_PanCanadianLicensureFR_20250530.pdf](#)

The resolution calls on national midwifery associations and regulatory bodies to ensure that midwifery is actively included in national-level discussions and initiatives concerning regulatory modernization, particularly in the context of evolving federal efforts to reduce interjurisdictional barriers for health professionals.

➤ **Objectives:**

- **Assess Feasibility:** Explore the feasibility of Pan-Canadian licensure for registered and Indigenous midwives within the current regulatory framework.
- **Support Mobility:** Enable midwives and student midwives (clerks) to work or train across jurisdictions without additional administrative or financial burdens.
- **Promote Sustainability:** Strengthen the midwifery workforce by increasing practice flexibility, reducing burnout, and supporting preferred models of care.
- **Ensure Federal Inclusion:** Advocate for midwifery's inclusion in national efforts to remove interjurisdictional barriers, alongside other health professions.
- **Respect Indigenous Autonomy:** Ensure Indigenous midwifery leadership, licensing, and community-based governance are fully integrated into any national framework.
- **Advance Equity and Access:** Improve access to midwifery services across Canada, particularly in underserved regions and during emergencies.
- **Learn from Global Models:** Study international licensure models (e.g., Australia) to inform the Canadian context.

Discussion:

- It was emphasized that midwives must be included in any Pan-Canadian licensure initiatives developed for other health professions such as physicians and nurses.
- The resolution was acknowledged as a first step aimed at assessing feasibility rather than implementing immediate changes. Support was expressed for allocating association resources to conduct a detailed analysis and report findings back to members.
- Concerns were raised regarding potential unintended consequences of national licensure, including the possibility of increased strain on midwifery education programs due to a surge in cross-provincial placement demands, particularly in the context of existing capacity limitations. Additionally, significant disparities in funding models across provinces, especially in the compensation of preceptors and faculty, were identified as barriers to equitable implementation. The risk that under-resourced provinces may be further disadvantaged was also highlighted as a critical concern.
- Broader advocacy objectives were suggested, including exploring cross-provincial funding mechanisms for midwifery students, promoting equitable compensation and funding models across jurisdictions, and strengthening midwifery education infrastructure nationally prior to implementing regulatory reforms.
- It was highlighted the importance of ensuring midwives are recognized and included in interprofessional regulatory reform efforts.

2025-4-AGM: MOTION to adopt the proposed Resolution #1 - Assessing and Promoting Pan-Canadian Midwifery Licensure.
MOTION moved by **Aderemi Ejiwunmi**, seconded by **Kirsty Bourret** as presented. *MOTION carried.*

Voting Results:

In favour: 96%

Abstains: 4%

Against: 0

9.2. Proposed Resolution #2: Equal Access to Midwifery Services in Francophone Communities in Canada

Proposed by: Geneviève Gagnon

For complete background information refer to member resolution:

EN: [ResolutionFrancophonie_GGagnon_20250526ENG.pdf](#)

FR : [RésolutionFrancophonie_GGagnon_20250526FR.pdf](#)

CAM/ACSF Secretary, Josyane Giroux, introduced the resolution which focused on the lack of adequate midwifery education and services available in French across Canada.

The resolution calls for strengthened efforts to support the training and provision of midwifery care in French across Canada. It emphasizes the need to improve access for francophone populations, particularly in jurisdictions outside of Quebec where French-language midwifery education and services are limited or unavailable.

➤ Objectives:

- Enhance French-Language Education for midwives: Develop new opportunities for midwifery education in French across Canada.
- Improve health equity: Ensure fair access to care in English and French.
- Support francophone midwives and clients: Respond to the growing demand for culturally and linguistically appropriate services.
- Ensure the sustainability of practice in French: Implement long-term solutions to maintain and expand midwifery practice in French nationwide.

Discussion:

- The importance of francophone representation in midwifery and the broader need for French-speaking health professionals across Canada was underscored. A shortage of French-language education programs was identified, with implications for the quality of care in francophone communities.
- The need for meaningful inclusion of francophones in healthcare policy and practice was reiterated, with emphasis placed on the urgency of addressing both linguistic and geographic disparities.
- Discussions highlighted the value of culturally safe care, the importance of equitable access to training, and the necessity for national-level strategies to strengthen French-language midwifery services.
- Support was expressed for further evaluation of national solutions aimed at ensuring sustainable and inclusive models of midwifery care for francophone populations.

2025-5-AGM: MOTION to adopt the proposed Resolution #2 Equal Access to Midwifery Services in Francophone Communities in Canada as presented.

MOTION moved by **Emmanuelle Hébert**, seconded by **Nathalie Pambrun**. *MOTION carried.*

Voting Results:

In favour: 94%

Abstains: 6%

Against: 0

9.3. Proposed Resolution #3: Creating Better Support for Breech Birth

Proposed by the National Breech Society of Canada (NBSC)

For complete background information refer to member resolution:

EN: [MemberResolution_BreechBirth_ENG_20250606.pdf](#)

FR: [MemberResolution_BreechBirth_FR_20250606.pdf](#)

The third member-submitted resolution proposed that CAM formally support midwives in the management of vaginal breech births. This resolution primarily seeks formal support for the inclusion and recognition of vaginal breech birth practices within midwifery care across Canada.

➤ Objectives:

- Enhance affirming the scope and competence of midwives in breech birth.
- Supporting the development and use of evidence-based clinical guidelines created by the National Breech Society of Canada (NBSC).
- Advocating for midwives' right to practice breech birth within their full scope.
- The resolution was framed in response to restrictive SOGC guidelines and positioned as a step toward bodily autonomy, informed choice, and reproductive justice.

Discussion:

- It was noted that restrictive clinical practices in Canadian hospitals have contributed to the erosion of birthing options and autonomy.
- Testimonies from Alberta indicated that such restrictions were resulting in unassisted or unsafe births, as well as instances of families undertaking long-distance travel to access care.
- Questions were raised regarding the governance structure, membership, and values of the NBSC, which remains in the early stages of development and lacks established frameworks.
- Concerns were expressed that assigning NBSC a leadership role without established legitimacy could bind CAM and its partners prematurely.
- It was also emphasized the importance of prioritizing client safety over procedural or bureaucratic considerations.
- Some participants stressed the urgency of addressing current care gaps and cautioned against allowing governance concerns to delay action.
- It was also underscored the need for transparent governance and relational approaches before granting formal national endorsement.
- It was observed that certain provinces might resist the resolution, potentially creating obstacles to broader efforts toward unified national practice standards.

Proposed Amendments:

- A friendly amendment was proposed and accepted to clarify that CAM is not authorized to resolve actions on behalf of NCIM.
- Additional amendments were introduced to specify that:
 - The NBSC composition ideally include Canadian midwives, as well as relevant physicians, researchers, and international experts to ensure credibility and strong evidence-based work.

- Wording adjustment to emphasize relationship-building: modifying the text to express that CAM would support NBSC's activities and work in collaboration, rather than committing to specific mandated actions and, removing prescriptive elements that could bind NCIM or CAM to obligations outside their authority.

2025-6-AGM: MOTION to adopt the proposed Resolution #3 Creating Better Support for Breech Birth as presented. MOTION moved by **Beth Larsson**, seconded by **Jenny Limoges**. *MOTION carried.*

Voting Results:

In favour: 87%

Abstains: 13%

Against: 0

2025-7-AGM: MOTION to adopt Amendment #1 to Resolution #3, specifying that the composition of the NBSC shall include Canadian midwives, as well as relevant physicians, researchers, and international experts. MOTION moved by **Michèle Matte**, seconded by **Jenny Limoges**. *MOTION carried.*

Voting Results:

In favour: 81%

Abstains: 19%

Against: 0

2025-8-AGM: MOTION to adopt Amendment #2 to Resolution #3, revising the wording to emphasize collaboration and relationship-building, and to clarify that CAM will support the activities of the NBSC without committing to prescriptive obligations. MOTION moved by **Carly Beaulieu**, seconded by **Jenny Limoges**. *MOTION carried.*

Voting Results:

In favour: 87%

Abstains: 13%

Against: 0

10. Announcements and recognitions

CAM/ACSF President, CJ Blennerhassett, expressed appreciation to members, staff, and partners for their commitment to advancing midwifery during this past year. Board and Executive members were recognized and thanked.

Members were reminded of the CAM resources available online (CAM Learns, CAM podcast - Strength in Practice).

The 2025 in-Person CAM Conference was announced. CAM Ensemble Conference will be held in Calgary, AB on November 12–14, 2025.

11. Adjournment

2025-9-AGM: MOTION to adjourn the 2025 CAM Annual General Meeting by **CJ Blennerhassett**, seconded by **Sarah Wolfe**. *MOTION carried.*

Voting Results:

In favour: 100%

Against: 0