The Canadian Association of Journalists
L'Association Canadienne des Journalistes

# Board of Directors Meeting Minutes

## Meeting Particulars

**Date/Time**: Jan 22, 2026, 6:30pm ET

**Location**:Zoom

**Directors In Attendance** (position/role, region represented):

Najib Asil, Toronto
Jameson Berkow, Toronto
Emily Blake, Northern Canada
Thomas Chabot, Montreal
Katrina Clarke, DAL (joined at 6:46pm ET; left at 7:57pm ET)
Elisha Dacey, Winnipeg
Laurie Few, Treasurer, Toronto
Jason Markusoff, Alberta
Tyler Olsen, British Columbia
Alexander Quon, Saskatchewan (joined at 7:18pm)
Nikita Roy, DAL
Paul Schneidereit, Vice chair, DAL
Zane Schwartz, Chair, Vancouver
Julie Sobowale, Vice president, DAL
Fatima Syed, Vice president, DAL

**Staff In Attendance** (position/role):
Monique Durette, Operations Manager

**Regrets**:

Patti Sonntag, Quebec
Emelia Fournier, Program Coordinator
Spencer Colby, Ottawa
Brent Jolly, President, Southern Ontario
Karyn Pugliese, Past president, DAL
Nathalie Sturgeon, Atlantic Canada

## Summary of Meeting

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| 1. Call to order: 6:36pm ET |
| 2. Additions to/approval of agenda. M: J. Markusoff, S: F. Syed, Carried. |
| 3. Corrections to/approval of last board meetings' minutes (Nov). M: L. Few, S. N. Asil, Carried |
| 4. Officer/staff reports |
| a. President's report - B. Jolly<br>T. Olsen recused himself for discussion of Amber Bracken trial at 6:42pm<br>Discussion took place about how to capture the court events for historical purposes for CAJ and press freedom. Will ask Narwhal for notes and possibly request court transcripts.<br>J. Markusoff suggested digest of what was heard at trial; series of links<br>T. Olsen rejoined meeting at 7:06pm.<br><br>**MOTION** to establish a national legal caucus composed of journalists with an interest in covering courts to coordinate on and advocate for journalists to have court access and establish best practices. M: P. Schneidereit, S: E. Blake, Carried. |

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| MOTION to accept president's report as presented. M: E. Dacey, S: J. Sobowale, Carried. |
| b. Vice president external's report - F. Syed<br>No report presented. |
| c. Vice president internal's report - J. Sobowale<br>No report presented. |
| d. Treasurer's report - L. Few<br>No questions about report presented. Brief financial summary/update of 2025 financials provided by operations manager. |
| e. Chair's report - Z. Schwartz<br>No questions about report presented. |
| f. Staff report - M. Durette<br>Request from directors to provide a basic outline of roles and responsibilities of all staff once new staff have been hired, to ensure that directors do not overstep any work staff are completing. |
| MOTION to accept remaining officer & staff reports as presented. M: A. Quon, S: N. Sturgeon, Carried. |
| 5. Region Reports: |
| a. BC - T. Olsen<br>No questions about report presented. |
| b. Vancouver - Z. Schwartz<br>No questions about report presented. |
| c. Alberta - J. Markusoff<br>No questions about report presented. |
| d. Saskatchewan - A. Quon<br>No questions about report presented. |
| e. Winnipeg - E. Dacey<br>No questions about report presented. |
| f. Southern Ontario - B. Jolly (regrets)<br>No report presented. |
| g. Toronto - N. Asil, L. Few, J. Berkow<br>No report presented. |
| h. Ottawa - S. Colby (regrets)<br>No report presented. |
| i. Quebec - P. Sonntag (regrets)<br>No report presented. |
| j. Montreal - T. Chabot<br>No report presented. |
| k. Atlantic Canada - N. Sturgeon<br>No questions about report presented. |
| l. Northern Canada - E. Blake<br>No questions about report presented. |
| MOTION to accept all region reports as presented. M: K. Clarke, S: J. Markusoff, Carried. |

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| 6. Committee & Program updates: |
| a. Advocacy committee - B. Jolly (regrets)<br>Included in president's report. |
| b. Awards committee - J. Markusoff/E. Dacey<br>F. Syed, K. Clarke, L. Few to help with vetting.<br>No questions about report presented. |
| c. CNIPS subcommittee - B. Jolly (regrets)<br>Included in president's report. |
| d. Communications committee - F. Syed<br>No report presented. |
| e. Conference subcommittee - N. Roy (on behalf of both herself and J. St. Denis)<br>Need more volunteers for content planning. E. Blake interested in leading/joining legal session planning. |
| f. Diversity subcommittee - Z. Schwartz<br>Discussion took place about how to get more, particularly larger, newsrooms to participate. Discussion took place about how to get previous participants to become participants again. |
| g. Ethics advisory committee - J. Berkow<br>No report presented. |
| h. Executive committee - B. Jolly (regrets)<br>No meetings since last board meeting. |
| i. Finance committee - L. Few/A. Quon<br>No meetings since last board meeting. |
| j. Fundraising subcommittee - B. Jolly/J. Sobowale<br>No meetings since last board meeting. |
| k. Governance committee - Z. Schwartz/L. Few<br>Discussed hiring plan for new staff and new policies to be sent for approval through DocuSign. |
| l. Membership committee - J. Sobowale/J. Berkow<br>No report presented. |
| m. Mentorship subcommittee - F. Syed<br>Short verbal update provided to simply inform directors that implementation of application fee did not affect number of applicants. No formal report presented. |
| n. Online learning subcommittee - K. Clarke<br>No questions about report presented. |
| o. Professional development committee - P. Sonntag (regrets)<br>No meetings since last board meeting. |
| 7. Governance matters |
| a. (Information only) Summary of directors' resolutions signed electronically since Nov 20, 2025: |
| i. Directors' resolution for approval of director appointments and transitions - Montreal-Ottawa-Winnipeg-MB-DAL |
| ii. Directors' resolution for approval of EAC member appointment - Angela Misri |

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| 8. Old business/task updates - See table below |
| 9. Other business |
| 10. (Information only) Next meeting - Mar 18, 2026 via Zoom |
| 11. Adjournment. 7:57pm ET M: L. Few, S: A. Quon |

## Summary of Resolutions (excludes meeting-operational motions)

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| **BIRT** a national legal/judicial caucus composed of journalists with an interest in covering courts shall be established, to coordinate on and advocate for journalists to have court access and establish best practices. M: P. Schneidereit, S: E. Blake, Carried. |

## Summary of Policies and Documents Reviewed

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| No policies or documents reviewed |

## Summary of New Action Items

All action items/tasks tracked by Operations Manager in task management software and reported on with individual/committee responsible.

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| M. Durette to create a staff roles and responsibilities reference document for directors once new staff have been hired. |

## Activity on Past Action Items

All action items/tasks tracked by Operations Manager in task management software and reported on with individual/committee responsible.

| Status | Task | Assignee | Date |
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| In progress | Finance committee to review contingency reserve (aka Rainy Day Fund) to ensure the current level is appropriate for current revenues.<br><br>M. Durette to draft some ideas for a reserve fund and policy update | Finance committee | Sep 13, 2025<br><br>Nov 6, 2025 |
| In progress | Membership committee to review the concept of designation/certification for journalists<br><br>M. Durette to put together more concrete specifics of what designation or credentials would look like and what the public-facing language would be | Membership committee | Sep 13, 2025<br><br>Oct 21, 2025 |
| Complete | M. Durette to reach out to regional directors to provide detailed information about regional events, funding, and other details regional directors need to know | M. Durette | Sep 13, 2025 |
| Complete | M. Durette to update current list of EAC members on website | M. Durette | Sep 13, 2025 |
| In progress | B. Jolly and N. Roy to send AI network initiative information to board for approval | B. Jolly/ N. Roy | Sep 13, 2025 |
| In progress | M. Durette to set up an internal committee/board webpage through Membee systems.<br><br>Test page for membership committee created and sent for review | M. Durette | Mar 24, 2024<br><br>Apr 24, 2024 |
| In progress | Professional development committee to determine a working group and plan for development of questionnaire to northern reporters about what others who might come in should know about remote reporting; and resource to be developed from such. | PD committee (with Emily Blake and Eva Holland working on task) | Mar 24, 2024 |
| Not started | M. Durette to work with P. Schneidereit and B. Jolly on a local event planning guide. | M. Durette | Mar 24, 2024 |
| In progress | Membership committee to continue discussing the recognition that would be adopted for long-standing, consecutive | Membership committee | Mar 24, 2024 |

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| | membership years, based on board's feedback. | | |
| In progress | Awards dispute resolution policy drafted, to be discussed by committee for future recommendation to the board; moved to email for further discussion by the committee | Awards committee | Sep 10, 2023 |
| Not started | M. Durette to create website feedback form | M. Durette | Feb 12, 2023 |
| In progress | International issue position policy tasked to advocacy committee<br><br>Position policy tasked to advocacy committee<br><br>Position policy drafted by working group<br><br>Position policy presented to board for review and approval<br><br>Position policy moved back to working group for further update<br><br>Position policy updated by working group<br><br>Position policy to be reviewed/updated by new working group (P. Schneidereit, F. Syed and M. Durette)<br><br>Position policy reviewed/updated by working group<br><br>Position policy on board meeting agenda for review and approval<br><br>Review/approval of position policy moved to email | F. Syed/ Advocacy committee | Oct 2, 2022<br><br>Dec 10, 2023<br><br>Mar 5 2024<br><br>Mar 13, 2024<br><br>Mar 13, 2024<br><br>Nov 14 2024<br><br>Aug 14, 2025<br><br>Aug 23, 2025<br><br>Sep 13, 2025<br><br>Sep 13, 2025 |
| In progress | Charitable status<br><br>Finance committee tasked with looking at charitable status; B. Jolly has a contact that | B. Jolly/ M. Durette/ J. Sobowale | Jan 19, 2020<br><br>Oct 3, 2021 |

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| | specializes in non-profit law and will obtain quote<br><br>Information sent to finance committee for recommendation to board for approval of unbudgeted expense<br><br>Charitable status application submitted to CRA<br><br>Response from CRA that CAJ does not qualify with existing activities; recommendation that separate org be established for charitable activities<br><br>Board approved unbudgeted expense for lawyer on retainer to create new organization that will then apply for charitable status<br><br>Process initiated with lawyers | | Jul 20, 2023<br><br>Sep 2024<br><br>Feb 2025<br><br>Sep 13, 2025<br><br>Sep 2025 |
| Not started | Conference and executive committees to discuss the future of director participation at the annual national conference. | Conference and executive committees | Nov 20, 2025 |
| Not started | Executive committee to discuss the idea of sub/proxy directors to aid the directors with geographically large areas. | Executive committee | Nov 20, 2025 |
| In progress | E. Blake and M. Durette to discuss the idea of a "press club" for the Northern Canada region and how this could address local issues. | E. Blake/M. Durette | Nov 20, 2025 |
| In progress | M. Durette to add A. Quon, N. Sturgeon and K. Clarke to list for those joining the FOI Caucus. | M. Durette | Nov 20, 2025 |
| Complete | P. Tran asked to write up issue of accreditation barrier to Ontario superior court system for advocacy committee to review/address, using suggestion from P. Schneidereit of working on the Halifax working group model.<br><br>Project now moved to a formal caucus. | P. Tran (now resigned) | Nov 20, 2025 |
| Complete | M. Durette to add E. Blake to conference subcommittee. | M. Durette | Nov 20, 2025 |

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| In progress | Membership committee to address Merch idea, using ideas/suggestions to be presented in Slack thread. Firm suggestion: Printful. | Membership Committee/E. Dacey | Nov 20, 2025 |
| Not started | Membership committee to review the member ID card offerings by Nov 2026. | Membership Committee | Nov 20, 2025 |