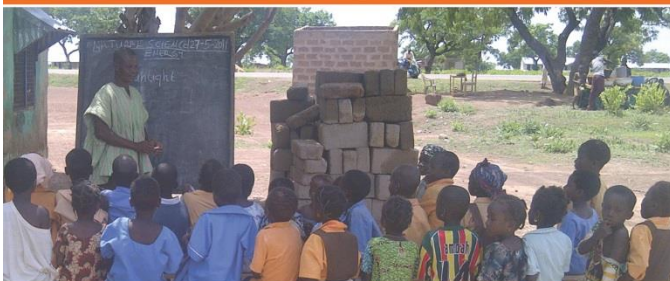


TOGETHER REPORT 2014-2015



Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca



This year has been a busy, positive, and exciting year for the CTF International Program and the CTF Trust Fund. Much important work continues to be done in developing the program itself. The Ebola crisis proved to be a catalyzing force in the Canadian Development Cooperation community to support teachers and their unions in Ebola-affected countries. Processes and funds have been reviewed with a view to making the most of the Trust Fund's resources. Perhaps the most visible changes have been the new faces connected with the CTF Trust Fund.


Cassandra Hallett DaSilva was appointed CTF Secretary General effective January 1, 2015. Cassie has served both CTF and the Trust Fund as a Program Officer in the International Program since 2003. As she takes over the reins at CTF, she is well-placed to guide and support the International Program in all its dimensions. On April 1st, Brigitte Bergeron assumed her duties as Director of Services to the Profession, a new program area at CTF that includes responsibility for the International Program, the Imagineaction Program, and the CTF Trust Fund. Brigitte brings to her new role a wealth of experience from a variety of roles in the education and inter-governmental sectors. In early January, Samantha Perrin became CTF's new Financial Officer, assuming responsibility for the financial administration of the CTF Trust Fund. The appointments of these three capable individuals are already bearing fruit for CTF.

CTF's International Program continues to respond to the diverse challenges of partner organizations through Teachers' Action for Learning (TAL). Project Overseas was once again a great success, with very positive feedback from both our partner organizations and Canadian teacher participants. The partnership research project with the United Nations Girls Education Initiative (UNGEI) has moved from planning to implementation. CTF conducted four missions this year, one to Haiti with the Confédération Nationale des Éducatrices et Éducateurs d'Haïti (CNEH), another to Togo with the Fédération des Syndicats de l'Éducation Nationale (FESEN), a third to Ghana with Project Nkabom, and a fourth to Uganda with the Uganda National Teachers' Union (UNATU), all with a view to short- and long-term planning. CTF is also facilitating south-south cooperation, including a working partnership between the UNATU and the Ghana National Association of Teachers (GNAT).

This year, some of CTF's most compelling work has been in support of teacher unions and teachers in Sierra Leone and Liberia as they dealt with the Ebola epidemic. As a response to the crisis, CTF Member organizations made generous contributions, coming at times from their grassroots and from Project Overseas alumni. It was both heart-breaking and gratifying to read reports from the Sierra Leone Teachers' Union (SLTU) and the National Teachers' Association of Liberia (NTAL) describing the aid they were able to provide to teachers and their families and the leadership they exercised in response to the crisis. This was a shining example of the strong relationships that undergird CTF's International Program, extending beyond any one project or event to creating ties of friendship and professional regard around the globe.

As always, we are working to ensure the long-term viability and impact of the CTF International Program. Please note that, as of the 2015-2016 budget year, the Trust Fund reports will include information about the Imagineaction Program, since this program operates under the Trust Fund umbrella.

Many thanks to CTF Member organizations, which continue to provide human and financial resources, to make this development cooperation possible.


Dianne Woloschuk



PO 2014 in Sierra Leone



The year 2014-2015 saw the implementation of Teachers' Action for Learning, CTF's new approach to its International Program. Teachers' Action for Learning includes three components — Teachers' Action for Teaching, Teachers' Action for Gender Equity, and Teachers' Action for Teacher Organizations — which allow CTF Member organizations to contribute not only to Project Overseas, but to all International Program initiatives. Some Member organizations choose to make a financial contribution, whereas others make their members' expertise available to our overseas partners. Whatever form it takes, our Member organizations' support is invaluable. Thanks to their generosity, several projects were undertaken under each of the three International Program's components in partnership with organizations in Africa, Latin America, the Caribbean, and Asia.

Also, instead of participating in activities geared toward one specific country as was done in the past, our Member organizations now have the opportunity to engage in any one of the Program's components, based on their interests and priorities. This new approach allows them to participate collectively and within their means to broad international projects in addition to Project Overseas. This approach offers a win-win solution to both our Member organizations and our overseas partners!

It is with great pride and happiness that I have joined CTF's team last April as the Director of CTF's newly created Services to the Profession. With the International Program, Imagineaction and professional development now united under the same roof, it is with a focus on continuous improvement that the Services to the Profession team members will enter the coming year. Our first objectives will be to build bridges with CTF's well-established program areas, and then to develop our action plan. With the support of an extremely competent team, I trust we will live up to whatever challenges come our way in 2015-2016.

I look forward to working more closely with my CTF colleagues, the trustees, our Member organizations, our partners in Canada and overseas, as well as with Education International, so I can truly understand the ins and outs of all the projects and programs I am responsible for, and continue the excellent work done by my predecessors. Finally, I feel privileged to have the opportunity to serve my profession!

Brigitte Bergeron



Services to the Profession Staff: Alex Davidson, Salwa Maadarani, Brigitte Bergeron, and Pauline Théoret

CTF INTERNATIONAL PROGRAM

Rooted in the most promising practises of teacher professional development and international development cooperation, the CTF International Program, *Teachers' Action for Learning*, works in partnership with national teacher organizations around the globe to support teachers as professionals with the agency to make a tremendous difference in the on-going struggle for quality, inclusive, public education for all. Core funding is provided by CTF Member organizations with supplementary funding from other like-minded organizations and some personal donations. Work is coordinated with other national teacher organizations engaged in Education International (EI) development cooperation. Canadian teachers and teacher leaders from CTF Member organizations contribute invaluable assistance as volunteers, collaboratively planning and/or facilitating many workshops, in-services, and initiatives each year with CTF partner organizations in Africa, Asia, and the Caribbean.

The CTF International Program, *Teachers' Action for Learning*, consists of three program areas, undertaken to advance *Teachers' Action for Teaching* (TAT), *Teachers' Action for Gender Equity* (TAGE) and *Teachers' Action for Teacher Organizations* (TATO). These program areas are supported through Project Overseas and through other complementary support of the work being undertaken by CTF partner organizations overseas.

PROJECT OVERSEAS

Project Overseas 2014 was a resounding success. Fifty-two teachers from 13 CTF Member organizations provided Professional Development programs with colleagues at 13 projects in 11 countries. Hundreds of teachers and thousands of students benefitted, and long term goals of overseas partner organizations were advanced, building sustainable professional services for teachers and school heads. It was Teachers' Action for Teaching at its finest.

Every year brings unique challenges to Project Overseas, and, while all challenges were met successfully, 2014 was not lacking in this. As teachers met in Ottawa for the Orientation, a bulletin about a possible terrorist attack at Uganda's Entebbe Airport appeared; the mosquito born disease, Chikungunya, was invading the Caribbean, and Ebola (which we had been watching since March when it was first detected in Guinea) was now in isolated areas of Sierra Leone and Liberia.

Orientation dealt with all these items as we watched travel advisories change, then lift with regard to Uganda, and discussed the nature and prevention of Chikungunya and Ebola. As well, we engaged in team building, assignment preparation, intercultural skills building, disaster preparedness, conflict resolution and a host of other topics in preparation for the placements overseas. This year, almost half of the Team Leaders were new to the role, and they all proved to be up to the challenge. As teams left for their destinations, there were the inevitable flight changes and delays, but no difficulties that could not be easily handled using the ever necessary "PO flexibility"!



PO 2014 Participants

OTHER COMPLEMENTARY SUPPORT

All contributing Member organizations participate in one International Program. Here is a brief overview of the work that has been undertaken through their contributions to CTF's International Program beyond that of Project Overseas.

Teachers' Action for Teaching (TAT)

As an extension to Project Overseas, a number of CTF supported Teachers' Action for Teaching projects work with clusters of publicly funded schools in disadvantaged and/or neglected areas. There is a focus on whole school change, cooperation with the community, and gender-friendly school environments are an important aspect of school action plans (see the section on TAGE). Other TAT work include projects to support new entrants to the profession, action research projects, peace education and others.

Teachers' Action for Gender Equity (TAGE)

As well as being integrated into Project Overseas in-service programs, TAGE is found in CTF supported partner projects to address school based gender violence and enhance gender-friendly school environments. CTF also supports women's networks in Africa, Asia, and Latin America, and provides support to teacher organizations as they strengthen the role of women teachers both within and beyond their organizations.

Teachers' Action for Teacher Organizations

Capacity building is an integral part of all CTF supported partner projects. Beyond this, CTF also provides institutional support, including salary support on a temporary basis, leadership training such as the John Thompson Fellowship Program, and support to organizations as they monitor and strengthen organizational activities.



CTF Trust Fund – Preamble

As of April 1, the Canadian Teachers' Federation hired Brigitte Bergeron as Director – Services to the Profession. The International Program and Imagineaction, a CTF social justice program, now fall under Brigitte's supervision. The Trust Fund budget has been re-organized to provide a complete budget for all CTF Trust Fund activities and reflect current and new practices within the department, as well as to be comparative in structure to the Canadian Teachers' Federation budget. Notes have been added throughout the budget to provide more information and context.

The Trust Fund has four main funds — the International Program Fund, the International Aid Fund, the Janet Cass Memorial Fund and the Imagineaction Fund.

International Program Fund

There are two main program areas within the International Program — Project Overseas and Teachers' Action for Learning. For Project Overseas 2015, there will be 57 participants, resulting in a revenue of \$570,000. Teachers' Action for Learning revenues are budgeted for \$500,000, with \$205,000 expected to come from current year Member organization contributions. As of April 1, 2015, there was over \$1 million of deferred revenue related to Teachers' Action for Learning (formerly Consortia funds). This year, a focus will be to establish a long term plan to use these funds, as well as to create a sustainable future for the program. With this in mind, there is currently \$40,000 of funds budgeted towards partner and project development.

Imagineaction Fund

Formally the J.W. McConnell Family Foundation Fund, this fund is used to administer the Imagineaction Program. The Canadian Teachers' Federation will be the agent of the Trust Fund carrying out the activities. The expenses and revenue within this budget primarily reflect those items from September 1, 2015 to March 31, 2016. The majority of the funds from April 1, 2015 to August 31, 2015 will flow directly through the Federation. In addition, it is important to note that a large portion of administrative costs (salaries, travel, etc.) are covered directly by the Federation and only a small portion, approximately \$20,000, is expected to be recoverable. Only those expenses related to McConnell Family Funding and a donation received in relation to the "Keep the Promise" project are reflected in the prior year figures. The comparative figures should be viewed with this in mind.

International Aid Fund and Janet Cass Memorial Fund

See notes throughout the budget.

CTF TRUST FUND BUDGET

		Actual 2014-2015	Budget 2014-2015	Proposed Budget 2015-2016	Comments
1	Revenue				
2	International Program Fund				
3	Project Overseas	520,500	520,000	570,000	There are 57 participants in Project Overseas for 2015, revenue recognized is \$10,000 per participant. In 2014-2015 the Trust Fund received \$223,000 of Member Contributions. For the current year budget of \$500,000, \$205,000 is expected to come from current year MO contributions, the remainder will be from deferred revenue.
4	Teachers' Action for Learning	145,207	230,000	500,000	
5	Grants, Donations, Other Revenue	29,508	50	5,000	
	Investment Income	32,620	40,000	45,000	
6	International Aid Fund				UNGEI Funding, Donations, etc. Conservative investment revenue estimate (approx. 4% after moving some fund to investments and adjusting asset mix).
7	CTF Contribution	-	-	5,000	
8	Grants, Donations, Other Revenue	62,000	-	18,605	
9	Investment Income	964	-	1,000	
10	Janet Cass Memorial Fund	-	-	-	Carried over from deferred revenue account (Fund collected in prior year for Ebola and amounts restricted by the Trustees in October 2013).
11	Imagineaction Fund				
12	Grants, Donations, Other Revenue	23,784	10,000	-	
13	McConnell Family Contributions			4,500	
14	Johnson Funds		-	50,000	See Notes in Section 3 of expenses.
15	Keep the Promise		-	10,000	
16	Canadian Museum for Human Rights		-	10,000	
17	Investment Income	478	-	500	
18	Total Revenue	815,061	800,050	1,219,605	
19	Expenses				
20	1. International Program	757,060	938,500	1,120,000	See Notes in Section 3 of expenses.
21	2. International Aid Fund	62,000	-	18,605	
22	3. Janet Cass Memorial Fund	-	-	-	
23	4. Imagineaction Fund	24,262	-	75,000	
24	Total Expenses	843,322	938,500	1,213,605	
25	Surplus (Deficit)	(28,261)	(138,450)	6,000	

CTF TRUST FUND BUDGET

		Actual 2014-2015	Budget 2014-2015	Proposed Budget 2015-2016	Comments
26	1. International Program				
27	1.1 PD Program - Project Overseas				
28	Fielding and Project Delivery	506,089	520,000	525,000	
29	Medical Insurance	7,038	8,500	8,000	
30	Support and Monitoring	5,516	5,000	6,000	
31	1.2 Direct Program Costs				
32	Teachers' Action for Teaching	59,319	125,000	200,000	
33	Teachers' Action for Teacher Organizations	13,105	75,000	60,000	
34	Teachers' Action for Gender Equity	62,000	125,000	200,000	
	Teachers' Action for Learning	10,783	-	40,000	Includes amount related to partner and project development.
35	Other	29,181	-	5,000	Amount includes UNGEI expenses.
36	1.3 Governance and Communication				
37	Trustees Meetings	27	15,000	15,000	No face to face meetings occurred in 2014-2015, two face to face meetings expected in 2015-2016.
38	Consulting Meetings	11,373	15,000	10,000	One consultation meeting during the year that includes members, partners, staff, etc., expected to occur during the same period as other meetings (potential national staff) to reduce travel costs.
39	El Meetings	7,930	15,000	15,000	
40	PO Volunteer	2,963	5,000	5,000	
41	Annual Report	56	2,000	-	
42	1.4 Administrative Overhead				
43	Audit	15,718	12,000	9,000	Audit rate based on the proposal from Collins Barrow would have been \$7,500 for 2014. Considering expected annual increases, 2016 Audit fees estimated at \$9,000.
44	Admin and Salary Recovery	15,000	-	15,000	CTF charges the Trust Fund a recovery of \$1,250 per month, based on CTF's approved budget.
45	Office Expenses	10,962	16,000	7,000	Includes bank charges, international fund transfer fees, postage, etc.
46	Total Expenses	757,060	938,500	1,120,000	

CTF TRUST FUND BUDGET

		Actual 2014-2015	Budget 2014-2015	Proposed Budget 2015-2016	Comments
47	2. International Aid Fund				
48	2.1 Direct Program Costs				
49	Ebola Crisis	62,000	-	11,605	The remainder of the funds contributed to the Ebola fund are expected to be expended in 2015-2016, ongoing difficulties with teacher organizations in Guinea has made disbursement of these funds difficult.
50	Haiti Funds	-	-	5,000	
51	Other	-	-	-	
52	2.2 Awards				
53	Norm Goble Award	-	-	2,000	The Norm Goble Award is \$1,000 a year for 10 years. The funds for 2014-2015 fiscal year had not been released as of year end as such 2 awards will be sent in 2015-2016.
54	Total Expenses	62,000	-	18,605	
55	3. Janet Cass Memorial Fund				
56	3.1 Bursaries	-	-	-	The Janet Cass Memorial Fund is an endowment fund established to honour the late Janet Cass and support the work of women in education, specifically in the Caribbean and in Ontario. The Fund was to have two main components: A \$700 CDN annual bursary to CUT to support the education of disadvantaged girls and women, and a biennial bursary of \$1,500 CDN, given in "odd" years, and administered by OSSTF, to a teacher for Action Research. There is currently \$7,567 available for bursaries. However, relation with OSSTF as well as the application process with CUT have deteriorated making it increasingly difficult to award these bursaries. An effort will be made in 2015-2016 to again contact the late Janet Cass' Estate to update the use of these funds.
57	Total Expenses	-	-	-	

CTF TRUST FUND BUDGET

		Actual 2014-2015	Budget 2014-2015	Proposed Budget 2015-2016	Comments
58	4. Imagineaction Fund				
59	4.1 Direct Program Costs	24,262	-	-	In prior years costs were recorded in only one category, therefore breakdown is not available.
60	School Subsidies	-	-	30,000	Subsidies are \$300 per school, which will allow for 100 school-community social action projects.
61	Promotion	-	-	3,000	Amount included funds for workshops, on the road publications and displays, etc.
	Technology	-	-	5,000	Includes website costs, etc.
	Contracts	-	-	3,000	
62	4.2 Program Management				
63	Publishing	-	-	3,000	
64	Program Assessment	-	-	5,000	
65	Consultation	-	-	5,000	
	Other	-	-	1,000	
66	4 Administrative Recovery	-	-	20,000	Fund contributed by Johnson allows a recovery for salaries and administrative costs.
67	Total Expenses	24,262	-	75,000	

Trust Fund Liabilities and Fund Balances

	As at March 31, 2014	Unaudited As at March 31, 2015
Current Liabilities		
Accounts Payable and Accrued Liabilities	\$ 52,233	\$ 57,233
Deferred Revenue	1,326,512	1,648,615
	<u>1,378,745</u>	<u>1,705,848</u>
Fund Balances		
Internally Restricted		
Self-Insurance Reserve	37,187	37,187
Emergency Aid Reserve	150,000	150,000
Other	15,000	30,836
Endowment	23,661	23,661
Unrestricted	40,457	(3,640)
	<u>266,305</u>	<u>238,044</u>
Total Liabilities and Fund Balances	<u>\$ 1,645,050</u>	<u>\$ 1,943,892</u>