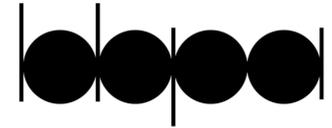


ANNUAL GENERAL MEETING

November 16, 2022



Black Business and Professional Association
Entreprise noire et Association Professionnelle

AGENDA

- 6:00 - 6:03 Call to Order - Ross Cadastre BBPA Interim President
- 6:03 - 6:06 Land Acknowledgement/Prayer
- 6:09 - 6:12 Approval of July 22, 2021 AGM Minutes Business Arising from Minutes
- 6:12 - 6:14 Resolution of Board Members
- 6:14 - 6:20 Annual Report - Nadine Spencer
- 6:20 - 6:25 Treasurer's Report - Michael Pinnock
- 6:25 - 6:30 Auditor's Report
- 6:30 - 6:33 Move to Approve Auditors Report (2) Move to Approve Auditor for 2023
- 6:33 - 6:35 **Introduction of Guest Speaker - Frances Delsol**
- 6:35 - 6:45 **Guest Speaker - Dr. Carl James**
- 6:45 - 6:55 Election, Ratification and Announcement of Board Appointments - Ross Cadastre
- 6:55 - 6:58 Introduction of Board of Directors - Ross Cadastre
- 6:58 - 7:00 Closing Remarks & Announcements - Nadine Spencer
- 7:00 - 7:15 Adjournment

SLATE PRESENTED

BBPA 2022-2023 BOARD OF DIRECTORS

Chair - Ross Cadastre

Vice Chair - Janelle St. Omer

Treasurer - Camille Stewart-Edwards

Director - Pennie Santiago

Director - Bryan Duarte

Director - Stephen Dorsey

Director - Charles Buchanan

Director - Carmen Hanson Hoyte

Director- Tosin Ajibola

Director - Rustum Southwell





Ross Cadastre

Chair Declared



Black Business and Professional Association
Entreprise noire et Association Professionnelle

Ross is a goal driven, people centric recruitment executive. He is a change agent and lives by Barack Obama's quote "A change is brought about because ordinary people do extraordinary things." Ross began his working life in St Lucia where he worked in various family-owned businesses. On the island, his experience included Insurance Companies, Hotels and Bakeries.

In 1998, he moved to Canada and began his career in the recruiting industry. Ross has worked in small to medium sized and large global and multinational organizations. He is recognized as a builder and strategic change agent in the area of organizational growth.

In 2010 Ross led the Canadian recruitment delivery operations for Experis (a ManpowerGroup division). In this role he was responsible for the strategic and transformational growth of the delivery team. During his tenure, he was part of a leadership team that led the Canadian operation to extreme growth. In 2017 Ross founded ITS Global, a global talent solutions company focused on assisting organizations solve complex talent acquisition challenges. He also sits on the board of a boutique technology consulting company.

Aside from his extremely busy career Ross finds time to give back. He has served on many community based organization including the St Lucia Toronto Association, Council of Caribbean Associations Canada & the OECS Council Canada. He is currently the President of The Union of St. Lucian Overseas Associations, an umbrella organization made up of St. Lucian community organizations globally. Ross is ambitious, charismatic and self motivated, always bringing his energy, knowledge and commitment to every initiative.



Janelle St. Omer

Vice Chair Candidate



Black Business and Professional Association
Entreprise noire et Association Professionnelle

Janelle St. Omer is Vice President, Impact & Inclusion at Benevity where she has built her career for the past 7 years. She is responsible for leading Benevity's ESG and DEI strategies. Working to embed ethical, sustainable, and equitable practices into the business.

Before joining the team at Benevity, Janelle worked in both the corporate and non-profit sectors where she consulted on employee engagement program design, led employee fundraising, volunteering and corporate partnerships most notably at TD Bank Group. Janelle has a strong background in Social Impact, Employee Engagement and DEI.

Janelle is a highly focused and thoughtful leader and those who work closely with her say she is the kind of female powerhouse you want to align yourself with and learn. She is a 2021 Canada's Top 40 under 40 Nominee and was selected as a 2011 DiverseCity Fellow a fellowship for rising city builders through Civic Action and is a member of the Emerging Leaders Network. Janelle is an entrepreneur, small business owner and co-founder. She is a regular webinar facilitator, Industry speaker and host on Benevity's Social Impact Show.

Janelle is the former President of the St. Lucia Toronto Association, Junior Achievement and Black People in Technology Network volunteer. She has also served as Fundraising Director for the Lekan Olawoye City Council campaign. Janelle loves to travel, volunteer, does Zumba and plays Tennis. She supports children's health, racial justice, and youth development causes.



Camille Stewart- Edwards

**Treasurer
Candidate**



Camille Stewart-Edwards is the VP Finance at Atlas Vanlines Canada, one of Canada's largest relocation service providers.

A Chartered accountant by profession, she has amassed over 20+ years of finance and accounting experience across various industries.

She is a leader, mentor and motivator to many over the span of her career and a strong advocate for positive change even when it's uncomfortable.

In addition to her contribution to the corporate world, Camille volunteers in a finance capacity at her local church.

She also serves as Finance Director for Donor Drive 4 Dorothy (DD4D). This charity provides support for patients with blood cancer, especially minorities.

When she is not immersed in her professional or volunteer work, Camille is pursuing her dream to travel the world.

This has certainly enhanced her experience and appreciation for people with different backgrounds and cultures.

Her passion is to remain intentional in the appreciation and recognition of Blacks in our society.



Pennie Santiago

MBA, P.Eng

**Director
(DECLARED)**



Black Business and Professional Association
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Pennie is an experienced professional, with strong leadership skills and business competencies, built over a career focused on blending product design expertise with front-line client leadership, and a strong technology background.

In her current role as Sr. Director, Finance IT Delivery, Pennie leads an international team of program directors, finance specialists and intake specialists, leveraging both agile and traditional methodologies to deliver on critical Finance Technology enhancements and systems upgrades.

In over 10 years working with the Royal Bank of Canada, Pennie has worked with a breadth of amazing teams, spanning roles as diverse as working front line, client facing, as a retail Regional Vice President in the Toronto market, to strategic product development in our early digital payments strategy, to the development of a Client Experience Practice in our Technology Infrastructure area.

Pennie joined RBC in 2008, from the Global Automotive Industry, where she where she spent eight years on a variety of global design projects as a mechanical engineer, designing in engines and alternative fuels vehicles. She holds an MBA from the Schulich School of Business. She also holds both a Bachelor degree in Mechanical Engineering and a second Bachelor degree in Computer Programming.



S.I. Rustum Southwell

**Director
(DECLARED)**



Black Business and Professional Association
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Island of Saint Kitts, Dr. Southwell made Nova Scotia his home in 1972. One of the first Black franchisees in Nova Scotia, he owned and managed various restaurants for many years before becoming the Executive Director of the African Canadian Business Development Centre.

Dr. Southwell is best known as founding CEO, what he considers to be his life's work, – the Black Business Initiative (BBI). Unique in Canada, BBI addresses the fundamental challenges inherent to Black business owners in Nova Scotia. Retiring in 2012 after holding the position of Chief Executive Officer for 17 years, he returned in 2016 as interim CEO to help shape another twenty years of growth.

A demonstrated history of non-profit organization management, with extensive expertise in Government, business consulting, corporate governance, and strategic planning; Dr. Southwell has shepherded the creation and expansion of the hundreds of Black-owned businesses; he champions the employing of Black entrepreneurial participation in community economic development strategies.



Carmen Hanson- Hoyte

**Director
(DECLARED)**



Black Business and Professional Association
Entreprise noire et Association Professionnelle

Carmen Hanson-Hoyte, MA, CHRL, is a Senior Human Resource professional with over 15 years of experience working in the voluntary, not for profit and corporate sector, a senior management level. Expertise in: Org review, Succession Planning, Leadership Coaching, Employee Mentorship, Employee & Management Training and Development, Leadership Competency Review, Job Evaluation, Employee On-boarding & Engagement, Policy Development, Corporate Communication, Conflict Resolution, and Team Building.

Carmen has also actively supported the BBPA for the past 5 years as a scholarship committee member and as a member of the Harry Jerome selection committee, striving towards recognizing and supporting those striving for excellence.

Carmen strongly believes in the philosophy of giving back to community and paying it forward and has demonstrated this by volunteering within the VAW sector on the board of director's for the past 10 years where she has provided governance, strategic planning, HR support and critical leadership support to the Executive Director.



Stephen Dorsey

**Director
(Candidate)**



Black Business and Professional Association
Entreprise noire et Association Professionnelle

Stephen Dorsey is a senior-level business, brand and marketing strategists with 25 plus years of international experience engaging with Fortune 1000 organizations in Canada, the US, Australia, Europe, South America, and the Caribbean.

Stephen is the author of *Black and White, An Intimate Multicultural Perspective on “White Advantage”*, and the *Paths to Change* (Nimbus 2022), a podcast host of *Black and White with Stephen Dorsey* on Evergreen Podcast Network, and a recognized EDI thought leader, consultant, speaker, facilitator and moderator based in Toronto, Canada.

Stephen's articles, essays and op-eds have been published broadly including in the *Globe and Mail* and *Le Devoir*, and he has been a frequent interviewee on Canadian radio and television. He is a civically engaged community leader with extensive experience engaging with municipal, provincial and federal government policy makers and agencies to help drive positive change.

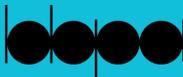
In addition to his board role with the BBPA, Stephen is a volunteer director on the Friends of Sorare Park board, and a founding member of Democracy House, a grassroots think tank and civic minded movement dedicated to preserving and strengthening democratic systems and practices in Canada and around the world.

Stephen believes we can all Be Better, Do Better, and Live Better, Together.



Charles Buchanan

**Director
(Candidate)**



Black Business and Professional Association
Entreprise noire et Association Professionnelle

Charles Buchanan is the Founder and CEO of Technology Helps. He spent nearly three decades in corporate technology leadership, management consulting and entrepreneurship with senior roles at Suncor Energy, Deloitte, Oracle, MNP, and Royal LePage. He also has started and worked with numerous technology companies in many areas that span online games, fintech to environment protection. As the principal of a management consultancy, has provided expert advice and implemented large scale technology solutions for clients like Bell, Enerplus, TELUS, Government of Alberta, Canada Post.

Charles is a passionate contributor to the community – he does not see it as volunteering and has served on non-profit boards for the past 20 years, including being Board Chair at Centre for Newcomers. He currently serves as a founding board member of Calgary Black Chambers; a member of the GAIN Team at United Way of Calgary and Area; grant committee at Calgary Foundation; entrepreneur mentor at Venture Mentors Service of Alberta (VMSA); board member of The Common Approach to Impact Measurement; finance board committee member at Momentum; founder and advisory board member of UpRising Academy helping talented at-risk youth in Jamaica in STEM and sports.

He holds an MBA from the Smith School of Business at Queen's University and a B.Sc. (Hons) in electrical and computer engineering.

When recharging, Charles can be found on the golf course or hiking in the beautiful mountains near his home in Calgary.



Tosin Ajibola

**Director
(Candidate)**



Black Business and Professional Association
Entreprise noire et Association Professionnelle

Named 30 Under 30 Innovators in Atlantic Canada by the Atlantic Business Magazine in 2021, Top 25 Immigrants in Canada 2022 by Canadian Immigrants Award and Top youth Immigrant in Canada 2022, Tosin's core values are centered around simplifying complex day to day problems immigrants face, Predominantly Newcomers like himself who have decided to make the bold move to migrate from one region to another either by choice or by circumstances.

Tosin Ajibola, is a Computer Scientist, Tech Entrepreneur and Co-founder/CEO at Welkom-U Inc, a technology company established to help and support newcomers settle in a new community, leveraging technology and digitalizing the experience while achieving retention and promoting socio-economic growth in smaller communities within Canada.

He earned a master's degree in Technology Management and Entrepreneurship from the University of New Brunswick in 2020 and joined Atlantic Growth Solutions as a Business Development Manager.

He was a recipient of the RBC Community leadership Award in 2020 and a recipient of the Canadian Information Processing Society Award for Leadership in Innovation.



BRYAN DUARTE

**Director
(Candidate)**



Black Business and Professional Association
Entreprise noire et Association Professionnelle

Bryan is a Social Venturist, Entrepreneur, a licensed Professional Engineer and has over 30 years of experience in the Energy Industry. He is the Co-Founder and the Managing Partner at BlackTech Capital (“BTC”) and the Founder & CEO of Enliten. He has experience in creating, developing, and growing companies in the Energy, CleanTech and Sustainability Sectors with a focus on Black and other Underrepresented founders.

Given the challenges that Bryan faced as a black entrepreneur, especially around getting financing for his businesses, he is committed to helping to remove those obstacles for other black entrepreneurs. In addition to his work through BTC, he is a CleanTech Entrepreneur in Residence (“EIR”), Mentor or Advisor for the University of Toronto’s Black Founders Network, the Canadian Black Chamber of Commerce, Toronto Metropolitan University’s (formerly Ryerson) Social Venture Zone and EIR for numerous other accelerators and innovation centres. He also sits on the Board of the Centre for Learning and Development in Regent Park.

Helping to develop and grow early-stage companies and their founders is a passion for Bryan; it is all about helping others to make their dreams come true. His core values are Love, Integrity and Transparency with a focus on developing companies that are Good for People and Good for Planet.