The Canadian Addison Society

Annual General Meeting Agenda

Date: June 13, 2026 • 9am PST • 12pm EST Duration: 120 minutes
REGISTRATION REQUIRED – Register here for the **Zoom** Meeting

Time allocation	Subject	Presentor	Action required
10 min	Welcome from the President Call to order	Debby Thomson	//
5 min	Chairperson, Secretary and Scrutineers Notice of Meeting Approval of agenda and last AGM minutes	Debby Thomson Kim Fuller	For approval
10 min	Financial report for the year ending December 31, 2025	Mike Taylor	For approval
10 min	Updated By-laws	Kim F.	For approval
15 min	Elections - Incoming directors - Directors up for re-election Thanks to outgoing directors	Kim F. Debby T.	For approval //
5 min	Adjournment of the formal portion of the AGM	Kim F.	For approval
15 min	The CAS 2026-2029 Strategic Plan - Presentation of the plan - Brief Q&A	Thomas Ledwell Debby T.	For information
30 min	Special guest speaker: Sam Wadsworth, Chief Scientific Officer at Aspect Biosystems will be presenting on the topic of *Bioprinting Adrenal Tissues to Transform the Treatment of Primary Adrenal Insufficiency.*	Sam Wadsworth	For information
15 min	General question & answer period with the Board	//	Participation from members
	Closing	Debby & Kim	//

The Canadian Addison Society

Annual General Meeting Minutes

Date: Saturday, October 4, 2025 at 12pm EST
Location: Virtual Meeting (via Zoom)
Chair: Deborah (Debby) Thomson, President
Secretary: Kim Fuller
Scrutineers: Jackie MacKenzie and Carly Charron

1. Call to Order and Welcome

The meeting was called to order by **President Deborah Thomson**, who welcomed all members to the Annual General Meeting of the Canadian Addison Society.

Debby highlighted the accomplishments of the Society over the past year (ending December 31, 2024), including:

- The creation and growth of new support groups for **Pumpers, Caregivers, French-speaking members, and Young Adults**.

- Expansion of **resources in hospitals and clinics** and increased national awareness of adrenal insufficiency.

- Active participation in national and international networks such as the **International Adrenal Disease Consortium**, **Canadian Society of Endocrinology and Metabolism**, and **Quebec Coalition of Orphan Diseases**.

She extended her gratitude to all **volunteers, donors, and members**, recognizing that their involvement drives the Society's success.

Debby emphasized the CAS's mission: ensuring that no one with Addison's disease or adrenal insufficiency feels alone.

2. Chairperson and Secretary of the Meeting

In accordance with the Society's General By-Laws:

- **Deborah Thomson** acted as **Chairperson**.

- **Kim Fuller** acted as **Secretary** for the meeting.

3. Scrutineers

Jackie MacKenzie and **Carly Charron** were appointed as scrutineers to oversee voting conducted via Zoom polls.

4. Notice of Meeting and Quorum

The Secretary confirmed that notice of the meeting was sent to all members of record on **September 20, 2025**. Quorum was established, and the meeting proceeded accordingly.

5. Approval of the Agenda

Motion: To adopt the agenda as circulated in the AGM package.
Moved by: Kim Fuller
Seconded by: Brenda Dinsdale
Vote: Motion carried unanimously.

6. Approval of Minutes from 2024 AGM

The minutes of the Annual General Meeting held on **October 5, 2024** were circulated to members in advance.
Motion: To dispense with the reading of the 2024 AGM minutes and approve them as written.
Moved by: Kim Fuller
Seconded by: Carly Charron
Vote: Motion carried unanimously.

7. Treasurer's Report

Presenter: Mike Taylor, Treasurer

Mike presented the **Financial Report for the fiscal year 2024**, noting:

- Total assets: **$85,700** (bank account and two TD Bank GICs).
- Operating gain: **$3,274.30**, based on revenues of **$11,242.31** and expenses of **$7,968.01**.
- Membership increased to **578 members** (up from 49 new members in 2023).

- Donations decreased by ~$2,400, offset by higher interest and membership revenue.
- Transition to the **Zeffy platform** for donation and membership management, improving efficiency and automating receipts.
- Major expenses include telephone services, insurance, support groups, and newsletters (now digital).

He reported that 2025 was off to a strong start, with **steady membership, rising donations, and reduced operating costs**.

Motion: To adopt the 2024 financial statements as presented.
Moved by: Mike Taylor
Seconded by: Jackie MacKenzie
Vote: Motion carried unanimously.

8. Election of Directors

Presented by: Kim Fuller

Following the open call for board nominations, **nine candidates** applied. One candidate withdrew prior to the AGM.

Motion: That the following **seven (7)** individuals be elected as Directors for a three-year term, serving until the 2028 AGM or until successors are appointed:

- Kim Fuller
- Mike Taylor
- Stacey Thornton
- Robert Gee
- Julie Baumann
- Sara Rodrigues
- Britt Burnham

Continuing Directors:

- Melanie Westover
- Dany Desjardin
- Candice Johannesson
- Brenda Dinsdale
- Deborah Thomson

- Annmarie West

Moved by: Kim Fuller
Seconded by: Dany Desjardin
Vote: Motion carried unanimously.

Deborah Thomson thanked all candidates who applied and expressed appreciation for their enthusiasm and willingness to serve. She confirmed that the Society will invite all applicants to participate on CAS committees.

9. Recognition of Outgoing Directors

Deborah expressed heartfelt thanks to the outgoing directors for their years of dedication and service:

- **Sheri Thiffault:** Advocate for children's access to proper medical care and long-time leader of the South Central Ontario Support Group.

- **Derek Burpee:** Joined CAS in 2014, served as Director (2015) and Vice President (2019–2025). Known for his thoughtful contributions and mentorship.

- **Roger Steinmann:** Served since 2014, including five years as Vice President; remains active in committees.

- **Derek Clarke:** Director since 2010 and leader of the Vancouver Island Support Group. Continues to support the BC regional transition.

- **Pascale Schicks:** President in 2022 following Harold Smith's passing; instrumental in modernizing CAS practices and advancing digital transformation.

Debby commended each for their leadership and impact on the Society's evolution.

10. Adjournment

Having no further points of order, **Deborah Thomson** called for a motion to terminate the formal portion of the meeting.

Motion: To adjourn the meeting.
Moved by: Carly Charron

Seconded by: Brenda Dinsdale
Vote: Motion carried unanimously.

The AGM was officially adjourned. The meeting continued with **CAS updates, introductions of new board members, and a Q&A session**.

The Canadian
Addison Society

Feb 28, 2026

2025 Year End Financial Report

Attached are the Financial Reports for the Canadian Addison Society for the fiscal year 2025.

The Canadian Addison Society remains financially healthy with assets of $85,576. The assets include our bank account, and two GICs with TD Bank.

The operating expenses this year were increased due to new outreach and conference attendance and development of our new website. We were however able to offset much of the additional expenses with new fundraising initiatives, amounting to a shortfall of only $3,248.

Our new member count in 2025 was 72 and we far exceeded donations for any previous years at over $13,000. Total membership is around 660. We have increased the lifetime membership fee to $50 to account for shipping charges for the trial vials.

We have three major expense areas on an ongoing basis:

1. Telephone ($2,000 per year, roughly evenly split between Bell Canada and i24, our 24-hour answering service – we will be looking into other options to improve our phone service and reduce costs)
2. Insurance ($2,000 per year for both D&O Liability and General Liability)
3. We have added expenses due to outreach in the form of new brochures (one-time) and conference attendance. ($4,000)
4. We also incurred a one-time expense $2,000 for our website translation

For this past fiscal year, we are still in good shape. Membership is steady, donations are increasing and our new fundraising efforts will help cover future expenditures.

Mike Taylor
Treasurer
treasurer@addisonsociety.ca

Statement of Financial Position

Canadian Addison Society

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	
1000 TD Canada Trust	$40,029.44
1010 The Equitable Trust Company(1)	$0.00
1020 The Equitable Trust Company(2)	$0.00
1030 TD Direct Investing GIC (1)	$25,905.17
10950 TD Direct Investment	$14,263.19
12000 Undeposited Funds	$0.00
Business Investor Account	$6,000.00
PayPal balance account - CAD	-$837.63
PayPal deposit account - CAD	$146.20
Total for Cash and Cash Equivalent	**$85,506.37**
Inventory Asset	$68.29
Total for Current Assets	**$85,574.66**
Total for Assets	**$85,574.66**
Liabilities and Equity	
Liabilities	
Current Liabilities	
PayPal cash advance	$26.19
Total for Current Liabilities	**$26.19**
Total for Liabilities	**$26.19**
Equity	
39000 Opening Balance Equity	$45,229.95
32000 Unrestricted Net Assets	$43,566.94
Net Income	-$3,248.42
Total for Equity	**$85,548.47**
Total for Liabilities and Equity	**$85,574.66**

Statement of Activity

Canadian Addison Society

January-December, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
4000 Donations - Tax Receipted	$11,021.70
4001 Donations - Unreceipted	$2,061.21
4010 Membership Dues	$1,949.30
4020 Bank Reimbursement	$59.40
Channel sales	
PayPal sales	$1,185.84
Total for Channel sales	**$1,185.84**
Total for Income	**$16,277.45**
Cost of Goods Sold	
Channel selling fees	
PayPal fees	$9.80
Total for Channel selling fees	**$9.80**
Total for Cost of Goods Sold	**$9.80**
Gross Profit	**$16,267.65**
Expenses	
5100 Advertising and Publicity	$3,233.81
5105 Dues and Subscriptions	$1,869.97
5120 Postage, stationery & Supplies	$2,907.89
5125 Support Group Expenses	$105.94
5135 Newsletter Expenses	$38.21
5140 Telephone Expense	$2,174.99
5145 Web Site	$2,571.88
5150 Bank Service Charges	$89.40
5160 Insurance	$2,191.32
5170 Travel & Accommodation	$4,280.70
Channel expenses	
PayPal expense	$51.96
Total for Channel expenses	**$51.96**
Total for Expenses	**$19,516.07**
Profit	**-$3,248.42**

The Canadian
Addison Society

BY-LAW No. 2
Revised April 28, 2026

BE IT ENACTED as a by-law of **THE CANADIAN ADDISON SOCIETY/LA SOCIETE CANADIENNE D'ADDISON** (hereinafter referred to as the "Association") as follows:

1 HEAD OFFICE

The Head Office of the Association shall be in the City of Toronto, in the Province of Ontario, and at such place as the Directors may from time to time determine.

2 PURPOSE

The purposes for which this Association was organized are as follows:

- to undertake public education, family support services, dissemination and publication of information about Addison's Disease, and other adrenal disorders, and to co-ordinate medical care and social services for persons living with Addison's Disease and other adrenal disorders.
- to promote the establishment of local branches of The Canadian Addison Society/La Societe Canadienne d'Addison throughout Canada
- to provide funds for research into the cause, control and cure of Addison's Disease
- the furtherance of the clinical study, laboratory research, publication and teaching and the knowledge of Addison's Disease and the application of such knowledge to the prevention, treatment and cure of the disease
- to perform any acts, including the raising of funds, necessary or incidental to the carrying out of any of the purposes hereinabove set forth
- to do and participate in all and everything necessary, suitable or proper for the accomplishment of the Association's purposes and the attainment of its objects, subject to the restrictions of all applicable laws.

3 BOARD OF DIRECTORS

3.1 Composition

The affairs of the Association shall be managed by a Board of Directors. The Board of Directors must be composed of a minimum of seven (7) Directors and a maximum fifteen (15) Directors. Directors shall be over the age of eighteen (18) years and a member in good standing.

As a charitable organization, the Board of Directors must be composed of more than 50% of directors who are at arm's length from one another.

3.2 Powers

The Directors of the Association shall administer the affairs of the Association in all things and make or cause to be made for the Association, in its name, any kind of contract which the Association may lawfully enter into and, save as hereinafter provided, generally, may exercise all such other powers and all such other acts and things as the Association is by its charter or otherwise authorized to exercise and do.

If it sees fit, the Board of Directors may delegate some of its administrative responsibilities and powers to an executive director or to a committee.

3.3 Committees

The Board of Directors shall designate an Executive Committee consisting of the Officers of the Association. The President of the Board of Directors shall preside the Executive Committee. The Executive Committee shall possess all the powers of the Board of Directors to make decisions between regular meetings of the Board of Directors. The President of the Executive Committee shall report on all the activities of the Executive Committee at each meeting of the Board of Directors.

The Board of Directors may appoint any other Committees as it shall see fit and it will assign a specific mandate and designate the powers of any such committees. Each Committee will name a Chair from among its members, who is not the President of the Board of Directors.

The President of the Board of Directors and the Executive Director, should the Board of Directors name one, are ex-officio, non-voting members of each of the Association's Committees.

3.4 Election and Term

The Directors shall be elected by the members during an Annual Meeting of the Association. At the time of their election or within ten (10) days thereafter and throughout their term of office the elected member shall be a Director of the Association.

Each Director normally shall be elected to hold office for a two (2) year term. Each Director may renew their term three times. No Director shall hold office for more than eight (8) consecutive years.

3.5 Vacancies, Board of Directors

A vacancy on the Board of Directors may arise when, before the end of the two (2) year term, a director:

a. Resigns
b. Dies
c. Becomes bankrupt
d. Is found to be incapable by a court
e. Is removed from office

When a vacancy arises, the remaining members of the Board of Directors may appoint a member from among the membership to fill the vacancy until the next Annual Meeting of the Association. The appointed Director may be elected by the members to complete the balance of the term for which they were appointed.

3.6 Remuneration of Directors

The Directors shall receive no remuneration for acting as such. Upon resolution of the Board of Directors, Directors may be reimbursed for any expenses incurred in the performance of their duties.

3.7 Disciplinary Act or Termination of a Director for Cause

The Board of Directors may pass a resolution recommending disciplinary action or the termination of a director’s term for violation of any provision of the law, the by-laws, or the policies of association, or for any of the reasons enumerated in the approved Board Policy Manual. The resolution must be presented to the membership for approval before the Director may be disciplined or terminated. The resolution must be approved by two-thirds of the members in attendance at the special meeting before the recommendation is implemented.

The members’ resolution and decision are final.

4 MEETINGS OF THE BOARD OF DIRECTORS

4.1 Quorum

A majority equivalent to, or greater than 50% + 1 of the Directors in office shall form a quorum for the transaction of business during meetings.

4.2 Location of Meetings

Except as otherwise required by law, the Board of Directors may hold its meetings at such place or places as it may from time to time determine.

A meeting of the Directors or Committee meetings may be held entirely by one or more telephonic or electronic means or by a combination of in-person attendance and by one or more electronic means, provided that all individuals attending the meeting are able to communicate with each other. Any individual attending by any means is deemed to be present at the meeting.

If a majority of the Directors participating at a meeting held as herein provided are then in Canada, the meeting shall be deemed to have been held in Canada

4.3 Calling of Meetings and Notice

Directors' meetings may be formally called by the President or the Vice President, or by the Secretary on direction in writing of three Directors. Notice of such a formal meeting shall be delivered, telephoned or e-mailed to each Director not less than fifteen (15) days before the meeting is to take place. The statement of the Secretary or President that notice has been given pursuant to this by-law shall be sufficient and conclusive evidence of the giving of such notice.

In special or emergency circumstances, 24 hours notice is sufficient to call and hold a meeting of the Board of Directors.

Notice of a meeting is not necessary if all of the Directors are present, and none objects to the holding of the meeting, or if those absent have given their consent to the holding of such a meeting.

A directors' meeting may also be held, without notice, immediately following the annual meeting of the Association. The Directors may consider or transact any business either special or general, at any meeting of the Board.

4.4 Regular Meetings

The Board may appoint, by resolution, a day or days in any month or months for regular meetings at an hour to be named and of such regular meeting, no notice need be sent.

The Board of Directors may also, by resolution, approve an annual calendar for meetings, which serves as sufficient notice.

4.5 Voting

Questions arising at any meeting of Directors shall be decided by a majority of votes. Each Director has one vote. In case of an equality of votes, the President **shall cast the deciding vote**. All votes at any such meeting shall be taken by a show of hands unless any Director present requests that votes be taken by secret ballot.

A declaration by the President that a resolution has been carried and an entry to that effect in the minutes shall be admissible in evidence as prima facie proof of the fact, without proof of the number of proportion of the votes recorded in favour or against such resolution. In the absence of the President, the Vice-President shall perform these duties. Any other Director may be appointed by the Board of Directors from time to time to fulfil the duties of the Chair.

4.5.1 Members are entitled to vote by proxy.

4.5.1.1 Applicability

Proxy voting applies only to members' meetings (such as the Annual General Meeting or Special General Meetings). Proxy voting is not permitted for meetings of the Board of Directors or its committees.

4.5.1.2 Conditions for Proxy Voting

A member in good standing who cannot attend a meeting may appoint another member in good standing as their proxy.

A proxy holder may not hold more than two (2) proxies in addition to their own vote.

The proxy must be in writing, signed and dated by the member granting the proxy.

The proxy must state whether the proxy holder is authorized to vote as they see fit or in accordance with specific instructions.

4.5.1.3 Submission and Deadline

Proxy forms must be submitted to the Secretary of the Society no later than 48 hours before the scheduled start of the meeting.

Electronic submission is acceptable.

4.5.1.4 Revocation of Proxy

A member may revoke their proxy at any time before the vote by submitting a written revocation to the Secretary or by attending the meeting and voting in person.

4.5.1.5 Recording of Proxies

The Secretary will verify and record all proxies received before the meeting and ensure they are counted toward quorum and voting.

4.6 Resolution in Lieu of a Meeting

A resolution signed (on paper or electronically) by all Directors in office shall be equivalent to a resolution approved during a meeting of the Board of Directors.

4.7 Errors in Notice

No error or omission in giving such notice for a meeting of Directors shall invalidate such meeting or invalidate or make void any proceedings taken or had at such meeting. Any Director may at any time waive notice of any such meeting and may ratify and approve any or all proceedings taken or had thereat.

5 MEMBERSHIP

5.1 Members

There shall be two categories of members: legal persons, such as corporations, and natural persons (individuals) may become members of the Association. The membership shall consist of those persons as are admitted as members by the Board of Directors, and who have submitted a Membership Form and Dues payment to the Society.

Members may resign at any time in writing or by telephone, or by electronic means, effective upon notification.

Membership is not transferable and automatically terminates if the Member resigns, dies, is dissolved, in the case of a legal person, or their membership is otherwise terminated.

5.2 Annual and Other Meetings of Members

The annual or any other general meeting of the members shall be held at the head office of the Society, or elsewhere in Canada, as the Board of Directors may determine and on such day as the said Directors shall appoint, ***but in no event later than 12 months*** after the end of fiscal year of the Association.

At every annual meeting, in addition to any other business that may be transacted, the report of the Directors, the financial statement shall be presented, and members of the Board of Directors elected for the ensuing two (2) years or the duration of the term, for a vacant seat (when applicable).

In the event of an emergency; or if there is no quorum of the Board; or should the Board of Directors be unable to reach consensus on an issue(s), then the President, the Vice-President, or any three Directors in office, shall have the power to call a special general meeting of the members of the Association.

A majority of the members in good standing may submit a written request to the President of the Board of Directors to call a special meeting of the members.

5.3 Notice

When an annual or special general meeting is called, the time, place and purpose of the meeting must be communicated to the members of the Association by mail, telephone or electronic means, at least fifteen (15) days prior to the meeting date.

5.4 Quorum

A quorum for the transaction of business at any meeting of the members is a majority of the members present.

5.5 Voting Members

Each member of the Association shall at all meetings of members be entitled to one vote.

Legal persons who are members shall be deemed to vote through the one natural person representing them as a member.

At all meetings of the members, every question shall be decided by a majority of the votes of the members present, unless otherwise required by the by-laws of the Association, or by law of general application. Every question shall be decided in the first instance by a show of hands unless a poll is demanded by any member. Upon a show of hands, every member having voting rights shall have one vote, and unless a poll be demanded, a declaration by the President that a resolution has been carried or not carried and an entry to that effect in the minutes of the Association shall be admissible in evidence as prima facie proof of the fact without proof of the number of proportion of the votes accorded in favour of or against such resolution the demand for a poll may be withdrawn, but if a poll be demanded and not withdrawn, the questions shall be decided by a majority of votes given by the members present, and such poll shall be taken in such manner as the Chairperson shall direct and the result of such poll shall be deemed the decision of the Association in general meeting upon the matter in question. In case of an equality of votes at any general meeting, whether upon a show of hands or at a poll, the Chairperson shall be entitled to a deciding vote, when the vote is tied.

5.6 Disciplinary Act or Termination of Membership for Cause

The Board of Directors may pass a resolution authorizing disciplinary action or the termination of membership for violation of any provision of the law or the by-laws of association. The Board of Directors will issue a notice to the member outlining the reasons for the disciplinary action or termination. The Board of Directors' resolution and decision are final.

5.7 Errors or Omissions in Notice

No error or omission in giving notice of any annual or special general meeting or any adjourned meeting, whether annual or general, to the members of the Association shall invalidate such meeting or make void any proceedings taken thereat and any member may at any time waive notice of any such meeting and may ratify, approve and confirm any or all proceedings taken or had thereat. For the purpose of sending notice to any Member, Director or Officer for any meeting or otherwise, the address of any Member, Director or Officer shall be the last address recorded on the books of the Association.

5.8 Adjournments

Any meetings of the Association or of the Directors may be adjourned at any time. Meetings may be adjourned and resumed later. No additional notice is required, even if a quorum is not present.

6 OFFICERS OF THE ASSOCIATION

The officers of the Association shall be as follows: a President, a Vice-President, a Secretary, and a Treasurer, all of whom shall be members, and such other officers as the Board of Directors may determine by by-law from time to time. The same person may combine the office of Secretary and Treasurer and in this case may be designated under the name of Secretary Treasurer. Terms of office shall not exceed two (2) years and may be renewed three times. No individual may hold office for more than eight (8) years.

The Board of Directors shall at its first meeting following the annual general meeting of Directors and subsequently, when circumstances so require, elect the officers of the Association.

Should any officer of the Association be absent or unable to perform the assigned duties or for any other reason deemed sufficient by the Board of Directors, the Board may delegate the authority of such officer to any other officer or to any Director of the Board of Directors.

6.1 Duties of the President

The President shall, when present, preside at all meetings of the Members of the Association and of the Board of Directors and shall have the deciding vote when there is a tie. The President shall also be charged with the general management of the affairs and operations of the Association, or the supervision of the Executive Director, should the Board of Directors delegate the general management of its affairs to such a person.

The President will have signing authority and must be one of the two official signatories on all official documents and by-laws of the Association.

The President is responsible for:

- Establishing the agenda for each board meeting, in collaboration with the Executive Director, if one is engaged;
- Leading the board's annual self-evaluation
- Setting a high standard for board conduct
- Serving as an ex-officio member on all Committees

The President with the Secretary shall sign all approved minutes to be placed in the Association's minutes book.

The President shall fulfil the duties as may be required by law or as the Board of Directors may determine from time to time.

6.2 Duties of the Vice-President

During the absence or inability of the President, the duties and powers of the President may be exercised by the Vice-President.

The Vice-President shall oversee the Association's support group co-leads and hold other responsibilities that will support the President.

The Vice-President shall fulfil the duties as may be required by law or as the Board of Directors may determine from time to time.

6.3 Duties of the Secretary

The Secretary shall attend all meetings of the Board of Directors and be responsible for recording all facts and minutes of all proceedings in the books kept for that purpose.

The Secretary is responsible for:

- Giving all notices required to be given to Directors and to the membership.
- Maintaining all books, papers, records, correspondence, contracts and other documents belonging to the Association.
- Delivering up documents when authorized by a resolution of the Board of Directors to do so and to such person or persons as may be named in the resolution.
- Chairing the Governance Committee.

The Secretary with the President shall sign all approved minutes to be placed in the Association's minutes book as the Secretary is one of the authorized signatories of the Association.

The Secretary shall fulfil the duties as may be required by law or as the Board of Directors may determine from time to time.

6.4 Duties of the Treasurer

The Treasurer, or person performing the usual duties of a Treasurer, shall be responsible for full and accurate accounts of all receipts and disbursements of the Association in proper books of account and shall cause to be deposited, all monies or other valuable effects, in the name and to the credit of the Association in such chartered bank, trust company or credit union authorized to do business in the Dominion of Canada as may from time to time be designated by the Board of Directors. The Treasurer shall disburse the funds of the Association under the direction of the Board of Directors, taking proper vouchers therefore and shall render to the Board of Directors at the regular meetings thereof or whenever required, an account of all transactions as Treasurer, and of the financial position of the Association.

The Treasurer is one of the authorized signatories on behalf of the Association.

The Treasurer shall fulfil the duties as may be required by law or as the Board of Directors may determine from time to time.

6.5 DUTIES OF OTHER OFFICERS

The duties of all other officers of the Association shall be such as the terms of their engagement call for or the Board of Directors requires of them.

7 EXECUTION OF DOCUMENTS

Deeds, transfers, licenses, contracts and engagements on behalf of the Association shall be signed by one signatory. One of the signatures must be that of either the President, the Vice-President, Treasurer or as designated by the President.

7.1 Books and Records

The Directors shall see that all necessary books and records of the Association required by the by-laws of the Association or by any applicable statute or law are regularly and properly kept.

8 FINANCIAL YEAR

The fiscal year of the Association shall terminate on the 31st day of December each year.

9 DUES

The dues to be paid by the membership shall be fixed by a resolution of the Board of Directors.

10 CHEQUES AND BILLS OF EXCHANGE

All cheques, bills of exchange or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Association, shall be signed by one officer, agent or agents of the Association and in such manner as shall from time to time be determined by resolution of the Board of Directors. This signature may be written or in an electronic format to facilitate online transfers and payments.

Any one officer or agent may alone endorse notes and drafts for collection on account of the Association through its bankers, and endorse notes and cheques for deposit with the Association's bankers for the credit of the Association.

11 NOTICE

Whenever under the provisions of the by-laws of the Association, notice is required to be given, such notice may be given either personally, or by telephone, by email, or by courier, or by regular mail or any form of communication that becomes available and approved by the Board of Directors to notify members.

12 CONFLICT OF INTEREST

12.1 Conflict of Interest

A Director who is a party to a material contract or transaction or proposed material contract or transaction with the Association or is a director or officer of, or has a material interest in, any person who is a party to a material contract or transaction or proposed material contract or transition with the Association shall make the disclosure required by law. No such Director shall attend any part of a meeting of Directors during which the contract or transaction is discussed or vote on any resolution to approve any such contract or transaction.

Any such conflict or disclosure must be noted in the minutes of the meeting.

12.2 Charitable Organization

As a charitable organization, no Director shall, directly or through an associate, receive a financial benefit, through a contract or otherwise, from the Association.

13 AMENDMENTS

These by-laws may be amended or repealed by a two-thirds vote of members in good standing entitled to vote and in attendance at any special general meeting or annual meeting, provided that notice in writing, on paper or electronically, of the proposed amendment be given at least fifteen (15) days in advance of the meeting at which such amendment is to be considered.

14 DISSOLUTION CLAUSE

Upon dissolution of the Association, and after payment of all debts and liabilities, the remaining assets of the Association shall be transferred to any charitable organization in Canada carrying on activities similar to those of the Association.

CONFIRMED by the members of the Association at the Annual General Meeting assembled in part for the purpose of amending the above noted by-law this June 13, 2026, and evidenced by members present this day. (Duly Signed Document on file). Amendments made to by-law No.1.

Deborah Thomson President	Kim Fuller Secretary

The Canadian Addison Society
La société canadienne d'Addison

2026-27 Proposed slate of directors

Prepared by the Kim Fuller, Secretary for the 2026 Annual General Meeting

Background

Following the adoption of revised bylaws, all current board member terms are being reset as of the 2026 Annual General Meeting. This is standard practice when bylaws are substantially revised, it ensures every member is operating under the same governance framework from this point forward.

To avoid a situation where all board members come up for renewal at the same time, which would risk significant leadership disruption, the board must stagger term lengths across the slate. As required:

- 5 current members will renew for a one-year term (renewal at the 2027 AGM)
- 6 current members will renew for a two-year term (renewal at the 2028 AGM)
- 4 new members will be added to the slate, alternating between one- and two-year terms

One-year renewals (5 members)

The following five members are recommended for a one-year term renewal. They will be eligible for re-election at the 2027 Annual General Meeting.

Deborah Thomson, President
Mike Taylor, Treasurer
Candice Johannesson, Director
Robert Gee, Director
Britt Burnham, Director

Two-year renewals (6 members)

The following six members are recommended for a two-year term renewal. They will be eligible for re-election at the 2028 Annual General Meeting.

Melanie Westover, Vice-President
Kim Fuller, Secretary
Annmarie West, Director
Stacey Thornton, Director
Sara Rodrigues, Director
Julie Baumann, Director

New members (4 positions)

The CAS nominating committee is pleased to put forward nominations for the following volunteers to join the board. Their backgrounds and expertise are varied, and they provide a healthy balance of patient and caregiver perspectives which will greatly contribute to the CAS community as well as our committee structure.

Julie Girodat, Oakville, Ontario
Lori O'Brien-Adams, Paradise, Newfoundland
Harriet Davies, East Lawrencetown, Nova Scotia
Mhairi Hilliker/Knapp, Harrowsmith, Ontario

Appointment

One-year renewals

The following two members are recommended for a one-year term renewal. They will be eligible for re-election at the 2027 Annual General Meeting.

- Julie Girodat
- Mhairi Hilliker/Knapp

Two-year renewals

The following two members are recommended for a one-year term renewal. They will be eligible for re-election at the 2028 Annual General Meeting.

- Lori O'Brien-Adams
- Harriet Davies

The Canadian Addison Society

Strategic Plan 2026–2029



Building the foundation for what comes next.

Who we are

Living with a rare disease in Canada means navigating a healthcare system that wasn't designed with you in mind, where diagnosis takes years, referrals go unmade, and the people who understand what you're going through are hard to find. The Canadian Addison Society exists to change that.

We've built the entire organization on volunteer time, with limited resources and no professional staff. That's not a gap in the story, it is the story. The Canadian Addison Society (CAS) exists because people who understood what it meant to receive a rare diagnosis also understood what it meant to find others who had been there. That instinct to turn personal experience into community is what the CAS has always been, and what this plan is designed to protect and grow.

The mission, vision, and values were established by the CAS board and remain the foundation upon which this plan is built.

What drives us

Our mission is to improve the lives of Canadians affected by Addison's Disease and Adrenal Insufficiency through education, support, advocacy, and the promotion of awareness, while fostering collaboration with healthcare professionals and researchers.

Our vision for the future

A world where every individual with Addison's Disease and Adrenal Insufficiency receives timely diagnosis, optimal care, and empowered support for a full and healthy life.

Our values

EMPOWERMENT

We believe in equipping individuals with Addison's Disease and Adrenal Insufficiency, along with their families and caregivers, with the knowledge and resources they need to take charge of their health and well-being.

COMPASSION

We are committed to fostering a supportive and inclusive community, offering empathy, understanding, and encouragement to everyone affected by these rare conditions.

ADVOCACY

We strive to raise awareness, reduce stigma, and promote policies and practices that lead to better care, research, and recognition for those living with Addison's Disease and Adrenal Insufficiency.

HOW WE GOT HERE

This plan was built from what you told us. In early 2026, 214 members responded to a national survey, a 33% response rate that speaks to how much this community cares about where the CAS is headed. Seven stakeholder interviews, an environmental scan of the rare disease landscape, and structured planning sessions with the CAS board and a dedicated Steering Committee rounded out the picture. Every priority in this plan was discussed, challenged, and endorsed before it was written.

THIS MOMENT

Thirty years of groundwork. One turning point.

The CAS has arrived at a genuine turning point, and it didn't happen by accident. Three decades of community building, clinical relationship-making, and volunteer-powered service delivery have put us in a position that most small patient organizations never reach: we are known, we are trusted, and we are ready for something more.

But readiness is only valuable if it's acted on. The consultation that grounded this plan surfaced four questions that have been quietly gathering weight for years.

How do we protect the credibility we've earned?
How do we build on the generosity of this community without letting that generosity become a structural vulnerability?
How do we reach the Canadians who need us and haven't found us yet?
And who, ultimately, is the CAS for?

These are not rhetorical questions. This plan answers them, with honesty about what the work will require, and with the full confidence of a board and a membership that have already done harder things than this.

WHERE WE’RE HEADED
Five objectives. Three years. One direction.

These priorities are sequenced, not parallel — the governance and financial work of the first two objectives creates the conditions for everything that follows.

1

Build to last

We will achieve federal incorporation and modernize our governance, giving the CAS the legal standing and structural durability that every other ambition requires.

- Incorporate under federal law, removing personal liability from every volunteer who has been quietly carrying it for years.
- Modernize our bylaws with staggered terms and succession provisions, so no single election cycle ever leaves the board exposed.
- Map and document every critical operational function, so the CAS can weather a volunteer transition without missing a beat.

Earn our place in the room

2

We will build formal partnerships with Canadian medical associations, close the referral gap between diagnosis and community, and make sure that when a physician diagnoses adrenal insufficiency, they know exactly where to send their patient.

- Formalize our relationship with the Canadian Society of Endocrinology and Metabolism through a signed partnership agreement.
- Survey Canadian endocrinologists through CSEM to understand how many know the CAS exists and how many refer patients to us.
- Develop clinician-facing resources for emergency medicine, primary care, and the specialist communities beyond endocrinology, including improving awareness of adrenal crisis recognition and emergency management across frontline care settings.

3

Sustain what we've built

We will achieve federal incorporation and modernize our governance, giving the CAS the legal standing and structural durability that every other ambition requires.

- Incorporate under federal law, removing personal liability from every volunteer who has been quietly carrying it for years.
- Modernize our bylaws with staggered terms and succession provisions, so no single election cycle ever leaves the board exposed.
- Map and document every critical operational function, so the CAS can weather a volunteer transition without missing a beat.

Deepen our reach

4

We will strengthen the support group network, close the gap in French-language services, and build clear, intentional pathways for caregivers and newly diagnosed members so that finding the CAS feels less like luck and more like a system working as it should.

- Strengthen the support group network with shared facilitation resources and onboarding that makes new volunteer leadership viable.
- Close the French-language gap: translated materials, bilingual communications, and francophone support group capacity so that the CAS functions as a genuinely national organization.
- Build specific pathways and resources for caregivers and the newly diagnosed, the two populations for whom connection matters most and who are currently least well served.
- Deepen our participation in the International Adrenal Disease Consortium, so that Canadian voices and Canadian research needs are represented in the global rare disease conversation.

5

Widen the circle

We will undertake a thorough community consultation, reaching beyond our current membership, and arrive together at a decision on whether the CAS should expand its mandate to serve all Canadians living with Adrenal Insufficiency, not only those with Addison's Disease.

- Conduct an honest internal readiness assessment measuring what expansion would actually require against what this plan has built.
- Reach Canadians living with secondary and steroid-induced adrenal insufficiency who aren't yet members and ask them directly what they need.
- Bring a ratified, documented decision to the board before the end of this planning cycle whichever direction that decision ultimately points.

WHAT COMES NEXT

The CAS enters this planning cycle in a stronger position than it has ever been, and with a clearer sense of what it will take to honour that strength. Thirty years of community building have produced something real: an organization that people turn to at the hardest moments of their lives, and that reliably shows up for them. This plan is about making sure that continues — and that more people get to experience it.

These five objectives are ambitious, but they are grounded in what you told us, what the evidence supports, and what three decades of doing hard things on volunteer time has proven is possible. Each one connects to the next. The foundation gets built first. Then the clinical relationships. Then the financial capacity that makes everything else sustainable. Then the programs and services that reach further. And then, with all of that in place, the community comes together to answer the biggest question of all.

We'll report progress against every objective at each Annual General Meeting. You'll know where we are, what's working, and where we need to adjust. The decisions in this plan, including the most consequential one about who the CAS is ultimately for, will be made *with* the community, not *for* it. That has always been the CAS way. This plan will continue that collaborative tradition.

For more information or to get involved, please email us at info@addisonsociety.ca.