

Canadian
Dermatology
Association



Association
canadienne de
dermatologie

101st CDA

Annual General Meeting

Thursday, June 25, 2026

Calgary TELUS Convention Centre

Hall C

9:00-10:00 am MST

dermatology.ca



2025 – 2026 Board of Directors

Mark Kirchhof	President
Gabriele Weichert	Immediate Past President
Mariusz Sapijaszko	President Elect
Nicole Maillet-Lebel	Vice President
Tetyana Khlabatyn	Secretary
Julien Ringuet	Treasurer
Michelle Pratt	Regional Director – Atlantic Provinces
Elena Netchiporouk	Regional Director - Quebec
Stéphanie Turmel.....	Regional Director - Quebec
Laura Pickett	Regional Director - Ontario
Maxwell Sauder	Regional Director - Ontario
Laurie Parsons.....	Regional Director - Prairie Provinces
Marcie Ulmer	Regional Director - British Columbia
Marissa Burnell-Higgs	Community Director
Kindha Gorman.....	Community Director
Tom Bursey.....	Community Director
Kirk Barber	Editor in Chief, JCMS
Sonya Abdulla.....	Royal College Specialty Committee Representative
Jessica Ho	CDA-RFS Representative
Valerie Doyon	CDA-RFS Representative
Jacinthe Desaulniers.....	Chief Executive Officer



CDA 101st Annual General Meeting
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9:00-10:00 am MST
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Hall C

AGENDA

1. Call to order and confirmation of quorum
2. Approval of agenda
3. Approval of minutes – June 19, 2025
4. Introduction of 2025-2026 Board of Directors
5. President’s Report
6. CEO’s Report
7. Secretary’s Report
 - 7.1 Membership and Awards Committee report
8. Treasurer’s Report
 - 8.1 Review of 2025 audited financial statements
 - 8.2 Motion to appoint 2026 auditors
9. Governance & Nominating Committee Report
10. Membership Q&A
11. Governance Transition
 - 11.1 Election Results
 - 11.2 Presentation to outgoing Board members
 - 11.3 Introduction of 2026-2027 Board of Directors
12. Notice of the next CDA Annual General Meeting
13. Adjournment



**CDA 100th Annual General Meeting
Thursday, June 19, 2025
9:00 am ET**

MINUTES

- 1. Call to order and confirmation of quorum**
The meeting was called to order at 9:09 am ET.
79 voting members were in attendance (quorum was 47)
- 2. Approval of agenda**
MOVED by S. Hanna and seconded by L. Guenther to approve the agenda as presented.
CARRIED.
- 3. Approval of minutes – June 28, 2024**
MOVED by I. Oroz and seconded by M. Sapijaszko to approve the June 28, 2024 minutes as circulated. **CARRIED.**
- 4. Introduction of 2024-2025 Board of Directors**
G. Weichert introduced the 2024-2025 Board of Directors and thanked them for their dedication and hard work during the past year.

Gabriele Weichert	President
Michele Ramien	Immediate Past President
Mark Kirchhof	President Elect
Mariusz Sapijaszko	Vice President
Tetyana Khabatyn	Secretary
Maxwell Sauder	Treasurer
Julien Ringuet	Treasurer Elect
Michelle Pratt	Regional Director – Atlantic Provinces
Elena Netchiporouk	Regional Director - Quebec
Robin Wiviott	Regional Director - Quebec
Laura Pickett	Regional Director - Ontario
Sophia Colantonio	Regional Director - Ontario
Irina Oroz	Regional Director - Prairie Provinces
Marcie Ulmer	Regional Director - British Columbia
Ella Forbes-Chilibeck	Community Director
Tom Bursey	Community Director
Kirk Barber	Editor in Chief, JCMS
Sonya Abdulla	Royal College Specialty Committee Representative
Miranda Waugh	CDA-RFS Representative

Kayadri Ratnarajah
Jacinthe Desaulniers

CDA-RFS Representative
Chief Executive Officer

5. **President's Report**

G. Weichert began her remarks by expressing the honor it had been to serve as CDA President during the Association's 100th anniversary celebrations—a significant milestone that commemorates our Canadian heritage and positions the CDA to continue making a substantial impact over the next century.

She highlighted our fortunate position of having a rich history, shaped by exceptional dermatologist leaders who have influenced the trajectory of our specialty over the past hundred years. Reflecting on Winston Churchill's words, "The farther backward you can look, the farther forward you are likely to see," she emphasized the importance of understanding our journey, celebrating our achievements, and engaging our members in this process.

G. Weichert encouraged members to visit our 100-year anniversary webpage and to explore the on-site exhibit, "Celebrating a Century of Canadian Dermatology 1925 – 2025."

She explained that, in response to member requests, advocacy emerged as the strategic pillar receiving the most investment and progress. As the healthcare landscape becomes increasingly complex, the necessity for a strong, unified voice is vital.

She explained that January marked the public launch of our inaugural advocacy platform, which outlines the challenges faced by dermatologists and their patients, and more importantly, presents five actionable solutions to enhance care and improve patient outcomes. Developed with member input, the platform highlights the essential role of dermatologists and reaffirms the CDA's leadership within the national healthcare system.

G. Weichert noted that the Board of Directors conducted an in-depth review of our governance model and voted to adopt an evidence-based governance framework. This model aims to enhance board effectiveness by focusing on strategy, risk, performance, people, and purpose, thereby enabling the board to lead with vision and concentrate on core responsibilities such as strategy and accountability.

During her presidency, she had the pleasure of engaging with numerous dermatologists working in remote areas through an interview series titled "Remote Reflections: Dermatologists in Action."

She observed that contributors consistently highlighted both the challenges and rewards of providing care in remote and underserved communities. Despite the challenges, there is a profound commitment to patient care, accompanied by appreciation for the diversity and beauty of rural communities.

In conclusion, G. Weichert extended her gratitude to CDA members who generously volunteer countless hours on the Board of Directors and committees, as well as to the CDA staff, all of whom collaborate to unite dermatologists.

6. CEO's Report

J. Desaulniers began by inviting the members in attendance to read our refreshed annual report. She explained that this year, the team rose to the challenge of making the report more succinct and engaging, without compromising on comprehensiveness.

The annual report is organized around our three strategic pillars: advocate, protect, and support.

Advocate

J. Desaulniers highlighted that advocacy was a significant focus for the CDA this year:

- **Advocacy Platform:** Launched in December 2024/January 2025.
- **Deep Dive Initiatives:** Following the launch, we focused on two proposed solutions:
 1. **Increasing the number of trained dermatologists:** We are developing a white paper on this.
 2. **Team-based care:** We have developed case studies and are engaging with members.
- **Partnership with Melanoma Canada:** Through the Mole Mobile initiative 2025, we promoted skin cancer awareness and highlighted the importance of dermatologists in skin health across four provinces.
- **Government Relations:** We developed a pre-budget submission and were active during the federal election with an election toolkit, letters to candidates, and congratulatory notes.

J. Desaulniers also mentioned that we are now collecting signatures for our dermatology petition, aiming for 1,000 signatures. She encouraged members to help by signing and displaying the poster in their offices, which includes a QR code for patients to add their voices.

Protect

Moving on to the second strategic pillar, J. Desaulniers emphasized the CDA's commitment to protecting the value of our specialty and the expertise of our members, while also educating the public.

- **Misrepresentation Cases:** This year, 30% of reported cases were corrected swiftly after CDA intervention, and 60% remain active.
- **Recognized Product Program:** This program helps Canadians make informed choices while generating vital revenue to support our work. Over 260 products proudly display the CDA logo. This year, the board decided to expand into hair and makeup, with advisory groups working on robust criteria.
- **Sun Awareness Working Group (SAWG):** The 2025 Sun Awareness Month campaign focused on promoting sun safety through education and community engagement, with a special spotlight on the CDA's Shade Structure Grant Program. The strong response to this program underscores the high demand and critical need for sun-safe outdoor spaces.

Support

Concluding with the third strategic pillar, J. Desaulniers noted the CDA's commitment to supporting our members through various initiatives:

- **Member Value Benefits:** Including education, continuing professional development, accreditation services, and communication and outreach.

- Annual Conference: Last year's conference saw record attendance and satisfaction, both of which were surpassed this year in Halifax for our 100-year anniversary.
- Scientific Journal: The JCMS reached its highest impact factor of 3.1 this year.

J. Desautniers thanked the members in attendance and expressed hope that her brief presentation piqued their curiosity to read the full annual report. She closed by thanking the CDA staff for their relentless work to advocate, protect, and support dermatologists.

7. Secretary's Report

7.1 Membership and Awards Committee Report

T. Khlabatyn began by expressing her gratitude to the membership for entrusting her with the role of Secretary for the Board of Directors.

She reflected on the past year, describing it as busy yet productive, and provided a brief overview of the key accomplishments.

One of the most significant achievements was the creation of a Membership Strategy and Action Plan. This document will guide our efforts in the coming years by offering clear metrics for success. Our focus is on increasing market share and member satisfaction through six tactical indicators: renewal, retention, recruitment, enhancing member value, fostering a sense of community, and improving two-way communication between members and the CDA.

T. Khlabatyn emphasized the importance of retaining our newest resident graduates. In 2024, an adjusted dues schedule was implemented, offering new graduates reduced dues of \$200 for their first two years in practice. This initiative was highly successful, resulting in a 79% retention rate, compared to 37% the previous year.

She also highlighted the launch of a new member portal in late 2024. This portal provides members with better access to their benefits, control over their contact details, email subscription preferences, billing information, and more. Additionally, the enhanced 'Find-a-Dermatologist' public directory, private members directory, and discussion forum, now called 'CDA Communities,' were introduced.

The reaction to our 2024 member survey indicated rising member engagement, with a 40% increase in responses compared to 2023. These annual surveys offer vital insights that inform our priorities and focus and will continue to be conducted each Fall.

She concluded by discussing the committee's work on reviewing and refreshing the CDA Member Awards. The criteria and scoring were updated to better reflect the current landscape. The most significant update was to the Research Award, which now includes both published and unpublished research. The award also grants the recipient complimentary conference registration and the opportunity to present. In collaboration with the Equity, Diversity, and Inclusion Committee, the Inclusive Leadership Award was launched and will be presented for the first time.

Finally, T. Khlabatyn presented the breakdown of membership in 2024. 'Certified Dermatologist Members' includes all members practicing dermatology. The 'Resident and

Fellow' category includes all active residents and fellows, as well as 2024 graduates. The Associate category houses retired members and other associate categories.

She noted that our membership numbers remained steady year over year, ending 2024 with 469 practicing members compared to approximately 464 in 2023. T. Khlabatyn then congratulated the following members for their 25 years of membership with the CDA: Drs. Robin Billick, Christian-Allen Drouin, Régine Mydlarski, Lester Smoley, Victoria Taraska and Youwen Zhou.

She then congratulated the following members for their 50 years of membership with the CDA: Drs. Allan Behm, Denise Wexler and Anna Williams.

She concluded her report by thanking the Membership and Awards Committee members for volunteering their time, and for the passion shown over the past year.

8. Treasurer's Report

8.1 Review of 2024 Audited Financial Statements

M. Sauder noted that the AGM package included a complete copy of the final audited financial statements for 2024.

He explained that Welch LLP conducted an external audit of the CDA's financials and presented their findings to the Board of Directors on April 28. They issued a clean audit opinion, with no material misstatements or areas of concern identified. Following this, the Board approved the 2024 audited financial statements as presented.

For the year ending 2024, the CDA recorded a surplus of \$113,000. Total revenues reached \$4 million, with the majority generated through annual conference sponsorships and the CDA's logo programs (Skin Health and Sun Protection).

Total expenses were \$3.9 million, with most costs attributed to salaries and benefits, as well as the annual conference.

He explained that it is important to note that salaries and benefits support the delivery of core programming—including conferences, membership services, education, and the logo program. These human resource costs are reported under a single category in the financial statements.

M. Sauder indicated that overall, the CDA remains in a strong financial position, with the 2024 surplus bringing total reserves to \$3.3 million.

He then opened the floor to question. Two questions were raised— one regarding eliminating member dues and the other was regarding a reduced conference fee for new graduates. M. Sauder indicated that these would be brought to the Board for discussion.

Motion to Accept the 2024 Audited Financial Statements

MOVED by I. Oroz and seconded by I. Turchin that the members in attendance accept the 2024 Audited Financial Statements as presented. **CARRIED.**

8.2 **Motion to Appoint 2025 Auditors**

MOVED by G. Sibbald and seconded by Y. Asai that the members in attendance approve the appointment of Welch LLP as the CDA 2025 Auditors. **CARRIED.**

M. Sauder concluded by thanking the Finance and Audit Committee members for their continued oversight and stewardship of the CDA's financial position.

9. **Governance Refresh – Bylaw Amendments**

M. Kirchhof indicated that the CDA Board is proposing a governance refresh to modernize its governance model. The objective is to ensure the Board remains focused on high-level strategic opportunities and risks, while delegating operational responsibilities to the CEO and staff.

Governance Assessment Findings:

- In the summer of 2024, the CDA conducted a thorough governance assessment. The findings highlighted areas for potential improvements in governance practices.

Selection of Governance Solutions Inc. (GSI):

- In the winter of 2025, GSI was selected through a request for proposals (RFP) process.
- In spring 2025, the governance model proposed by GSI was reviewed and discussed twice by the Governance & Nominating Committee and twice by the Board of Directors.

Proposed Governance Model:

- The proposed model aims to enhance transparency, accountability, and responsiveness by shifting from operational to strategic focus and creating a smaller, competency-based Board.

Historical Context and Endorsements:

- 1992: UK Corporate Governance Code highlighted the lack of independence in governance oversight.
- 1994: Research replicated in Canada by the Dey Committee, David Beatty, University of Toronto, and others.
- Endorsed by the Canadian Coalition for Good Governance and the Conference Board of Canada.

Recommendations and Implementation Plan:

- Delineate governance and operational responsibilities.
- Restructure the Board to a competency-based model with a focus on fiduciary duties.
- Staff to fill Treasurer and Secretary roles to reflect reality and avoid Board member liability.

Bylaw Implications:

- Reduce Board size from 21 to 12 for greater efficiency.
- Eliminate the presidential slate and replace it with a 2-year presidential term.

Committee Restructuring:

- Retain two Board committees: Audit and Finance, and Governance, Nominating & Human Resources, plus a Nominating sub-committee.
- Remaining Advisory Committees and Working Groups will report to the CEO.

Nominating Sub-Committee Development:

- Develop a best practice competency matrix to guide the recruitment process.
- Candidates for President require current or previous CDA Board experience.
- Board members will fulfill geographical representation.

Annual Review and Accountability:

- The new governance/Board function will be reviewed annually.
- The CEO will be accountable for operational committees, with annual goals and measurements overseen by the Board.
- CDA Members will continue to actively contribute to committees.
- Any member may be nominated for election to Board positions with geographical representation, and President with CDA Board experience.
- The Nominating Sub-Committee will invite endorsed members to candidacy based on the competency matrix.

Summary:

- The proposed governance refresh will result in a smaller, leaner Board focused on governance responsibilities and strategy, and enhanced Board member competencies.
- The implementation of the changes is a prime fiduciary responsibility of the Board and will be overseen by the Board – your elected officials.

Next Steps:

- Commence committee restructuring in the fall of 2025 with a full review of operational and standing committee ToRs.
- Develop the Nominating Sub-Committee in the 2025-26 governance year

M. Kirchhof then proposed the motion for discussion:

That the members in attendance approve the bylaw amendments as presented.

MOVED by I. Turchin and seconded by J. Ringuet that the members in attendance approve the bylaw amendments as presented.

M. Kirchhof opened the floor for discussion, during which several concerns were raised. Participants felt that the discussion and decision were rushed, and that the changes were happening too quickly.

M. Kirchhof then called the motion, explaining that a special resolution requires 2/3 of voting members be in favour, or 66%.

37 or 47% were in favour

30 or 38% were opposed
10 or 13% abstained

The motion was defeated.

10. Governance Transition

10.1 Election Results

The following CDA members were elected as part of the 2025-2026 Board of Directors:

- Nicole Maillet-Lebel, Vice President
- Maxwell Sauder, Regional Director, Ontario

The following CDA members were acclaimed as part of the 2025-2026 Board of Directors:

- Stéphanie Turmel, Regional Director, Quebec
- Laurie Parsons, Regional Director, Prairie Provinces

10.2 Presentation to outgoing board members

G. Weichert introduced the outgoing Board of Directors and thanked them for their dedication and service:

- Michele Ramien
- Irina Oroz
- Robin Wiviott
- Sophia Colantonio
- Ella Forbes-Chilibeck
- Miranda Waugh
- Kayadri Ratnarajah
- Maxwell Sauder is retiring as Treasurer, but as mentioned previously, he will be rejoining as Regional Director, Ontario.

G. Weichert then welcomed Mark Kirchhof as President for the 2025-26 Governance Year.

M. Kirchhof shared his vision as President, emphasizing that as Board members, we are merely custodians of the CDA. He highlighted that many might not be aware that the CDA predates both the AAD and the EADV. Over the coming year, he aims to continue our advocacy efforts and promote the significance of dermatology and dermatologists. Additionally, the Board will renew its commitment to making the CDA an invaluable resource for new and early graduates, who represent the future of our specialty.

10.3 Introduction of 2025-2026 CDA Board of Directors

M. Kirchhof introduced the incoming Board of Directors acknowledging their hard work ahead in serving a strong and viable membership.

Mark Kirchhof	President
Gabriele Weichert	Immediate Past President
Mariusz Sapijaszko	President Elect
Nicole Maillet-Lebel	Vice President
Tetyana Khlabatyn	Secretary

Julien Ringuet	Treasurer	
Michelle Pratt	Regional Director	Atlantic Provinces
Elena Netchiporouk	Regional Director	Quebec
Stéphanie Turmel	Regional Director	Quebec
Laura Pickett	Regional Director	Ontario
Max Sauder	Regional Director	Ontario
Laurie Parsons	Regional Director	Prairie Provinces
Marcie Ulmer	Regional Director	British Columbia
Tom Bursey	Community Director	
Representative	CDA-RFS	
Representative	CDA-RFS	
Sonya Abdulla	Representative RC Specialty Committee	
Kirk Barber	JCMS-Editor-in-Chief	

On behalf of the Board of Directors and CDA members, M. Kirchhof extended sincere thanks to G. Weichert for her outstanding dedication and service to the CDA.

He noted that G. Weichert achieved a great deal during her term as President. The role is far from glamorous—it involves making tough decisions, putting in long hours, and carefully reviewing extensive documentation. Over the past year, under her leadership, the CDA has undergone a governance review, partnered with Melanoma Canada, and launched a new advocacy platform, among many other initiatives. Notably, G. Weichert has been instrumental in shining a spotlight on dermatologists practicing in remote and rural areas through her *Remote Reflections* series.

When asked about a token of appreciation, G. Weichert graciously requested a donation be made to Nanaimo Foodshare.

11. Notice of next CDA Annual General Meeting

101st Annual General Meeting
 Calgary, AB
 (Conference dates: June 24-27, 2026)

12. Adjournment

MOVED by I. Oroz and seconded by K. Kobayashi to adjourn the meeting at 10:13 am ET.
CARRIED.