



**Western Institute for the Deaf and Hard of Hearing
(the "Society")
Operating as Wavefront Centre for Communication Accessibility**

2026 Annual General Meeting - Meeting Agenda

Date: Wednesday, June 24, 2026

Time: 5:00 PM – 6:00 PM Pacific Standard Time

Virtually: Zoom (registration required)

Item	Action	Who	Time
1 - Call to Order and Land Acknowledgement	Information	G. Pither	5:00
2 - Confirmation of Notice and Quorum	Information	G. Pither	5:05
3 - Approval of Agenda	Motion	Members	5:05
4 - Approval of 2025 AGM Minutes	Motion	Members	5:05
5 - Chair's Remarks	Information	G. Pither	5:10
6 - Presentation of 2025 Audited Financial Statements 6.1 - Appointment of Auditor for 2026	Information & Motion		5:15
7 - Governance Committee Report	Information	N. Michael	5:25
8 - Special Resolution 8.1 - Bylaw Replacement	Information & Motion	G. Pither	5:35
9 - Closing Remarks & Adjournment	Information	G. Pither	5:55



Governance Committee Report & Candidate Package

Wavefront Centre for Communication Accessibility

2026 Annual General Meeting - Governance Committee Report & Candidate Package

June 3, 2026

[TO BE REVIEWED & APPROVED BY NATALIE]

[MISSING DATA NEEDED]

Governance Committee Report

On behalf of the Governance Committee, I am pleased to provide this update on the Committee's activities over the past year, including governance modernization, membership review, Board succession planning, and director recruitment.

Over the past year, the Governance Committee has continued to support the Board in strengthening governance practices, improving transparency, and ensuring Wavefront Centre's governance framework continues to align with the organization's mission, strategic priorities, and the communities it serves.

Key areas of focus during the year included:

- Smooth leadership transition and CEO onboarding
- Board recruitment and succession planning
- Board skills matrix review and gap assessment
- Membership review and governance modernization
- Advisory Council development
- Bylaw review and proposed amendments
- Board orientation and accountability enhancements

As Wavefront Centre continues through a period of organizational transformation, the Committee remains focused on ensuring the Board reflects an appropriate balance of:

- lived experience
- governance and oversight capability
- strategic leadership
- financial and operational expertise
- fundraising and business development capacity
- community credibility and trust

Membership Update



As part of the Governance Committee's broader governance review, a detailed review of the Society's membership records has been completed. As of June 3rd, 2026 Wavefront Centre's membership includes:

- Voting Members in Good Standing: **[XX]**
- Legacy Lifetime Members: **[XX]**
- Non-Voting Members: **[XX]**
- Total Members on Record: **[XX]**

Through this review, the Committee identified opportunities to improve membership clarity, communication, record accuracy, and long-term alignment between the Society's membership structure and its evolving governance model. Areas currently under review include:

- historical membership communication practices
- legacy lifetime membership status
- membership renewal processes
- eligibility and voting rights
- long-term governance modernization opportunities

The Committee expects to continue this work throughout 2026 and will bring forward additional recommendations as appropriate.

Board Composition Update

As of the date of this Annual General Meeting the board composition includes:

- Current Directors: 9
- Directors Continuing: 7
- Directors Stepping Down: 2
- Directors with Terms Expiring in 2026: 5
- Directors Extending Their Terms: 5
- Maximum Authorized Directors: 11
- Vacancies: 4

The Governance Committee continues to prioritize recruitment aligned with both the Board Skills Matrix and the organization's strategic needs. Priority recruitment areas identified this year included:

- lived experience from Deaf and DeafBlind communities
- fundraising and philanthropy
- social enterprise
- turnaround and transformation experience
- strategic technology and innovation



- professional services and business development
- governance and risk oversight

Director Recruitment Process

During the 2026 recruitment cycle:

Applications Received: **3**

Applicants Interviewed: **3**

Candidates Recommended: **2**

Each candidate was assessed against:

- the Board Skills Matrix
- governance readiness
- strategic contribution potential
- community alignment
- lived experience and representation priorities
- ability to support the organization's current mandate and long-term strategic direction

Nominees for Election

Following this review, the Governance Committee is pleased to recommend the following candidates for election to the Board of Directors for a term of 2 years:

Renu Sangha

Renu Sangha is a Chartered Professional Accountant (CPA) and currently serves as Chief Financial Officer and Director of Operations for Video Interpreter Providers at the Canadian Administrator of Video Relay Service (CAV). She brings more than 15 years of leadership experience spanning finance, operations, information technology, project management, and organizational transformation.

Renu has extensive governance experience, including previous Board service within the accessibility sector, and offers a unique combination of financial expertise, operational leadership, and deep knowledge of communication accessibility services. As a Deaf professional, British Columbia resident, and parent of a CODA, she also brings valuable lived experience and strong connections to the Deaf community. Her experience aligns particularly well with the Board's current priorities around financial sustainability, governance, technology, strategic growth, and community representation.

Valerie Marshall



Valerie Marshall is a Project Manager with a background in Speech-Language Pathology and extensive experience working alongside Deaf and Hard of Hearing communities. Her professional experience includes healthcare, accessibility, project management, stakeholder engagement, strategic planning, risk management, and cross-sector collaboration.

Valerie's early career focused on communication accessibility and service delivery for Deaf and Hard of Hearing children and families, providing her with a strong understanding of Deaf culture, accessibility, and inclusive communication practices. More recently, she has worked within healthcare system transformation and complex project management environments. Valerie would bring strong strategic thinking, healthcare expertise, systems-level perspective, and a demonstrated commitment to accessibility and inclusion.

Mohammed Abughali

Mohammed Abughali brings experience in accessibility coordination, disability advocacy, community engagement, and data analysis. His professional background includes coordinating accessibility supports for students with disabilities, leading advocacy initiatives, stakeholder engagement, and community outreach.

As a person with hearing loss and a Wavefront Centre client, Mohammed offers both lived experience and a direct understanding of the organization's services and impact. He also brings experience in data analysis, performance measurement, and business planning, supported by training in Python, SQL, and Excel. Mohammed's perspective would contribute to discussions involving accessibility, community engagement, equity, service delivery, and stakeholder experience.

Governance Committee Recommendation

After completing its review, interviews, and assessment process, the Governance Committee recommends that the membership elect the above nominees to the Board of Directors.

Motion: The Governance Committee recommends that the membership elect the nominated candidates as presented.



Special Resolution Package

Wavefront Centre for Communication Accessibility 2026 Annual General Meeting - Special Resolution Package June 3, 2026

[TO BE REVIEWED BY LAWYER]

The following special resolution will be presented for consideration at the 2026 Annual General Meeting. In accordance with the British Columbia Societies Act and the Society's bylaws, special resolutions require approval by not less than two-thirds (2/3) of votes cast by members entitled to vote.

BE IT RESOLVED, AS SPECIAL RESOLUTIONS, THAT the bylaws of the Western Institute for the Deaf and Hard of Hearing be repealed in their entirety and replaced by the bylaws in the form posted on the society's website at:

www.wavefrontcentre.ca/agm-fy-2026/.

This resolution is being brought forward not simply as administrative changes, but as part of Wavefront Centre's broader commitment to rebuilding trust, strengthening representation, and ensuring our governance framework reflects both our history and the communities we serve.

The proposed amendments to the bylaws below are intended to strengthen governance, deepen accountability, reaffirm Wavefront Centre's commitment to the communities it serves, and support the organization's long-term sustainability.

Summary of Key Bylaw Amendments

Improve Board Representation and Community Voice

Amendment: At least one Board Director be both a local BC resident and identify as either Deaf or DeafBlind.

Purpose: This amendment is intended to strengthen community trust and representation, ensure local lived experience remains embedded in governance, support informed strategic decision-making, and align governance with Wavefront Centre's mission, vision, and values.

Strengthen Board Director Orientation and Community Commitment



Amendment: All Directors are expected to complete a Deaf Culture education program approved by the Society; and complete an introductory American Sign Language course within the first twelve months of their appointment,

Purpose: This amendment is intended to ensure all Directors have a foundational understanding of Deaf culture and basic communication tools to support respectful and informed governance, build stronger relationships with community members, create consistent expectations across future Boards, and ensure this commitment is embedded beyond any one leadership team.

Strengthen Staff Orientation and Community Commitment

Amendment: All new employees, including senior managers complete a Deaf Culture education program approved by the Society; and complete an introductory American Sign Language course within the first twelve months of employment.

Purpose: To ensure all new employees have foundational cultural and communication awareness aligned with Wavefront Centre's mission by ensuring that and to create a shared culture of accessibility and inclusion, support respectful communication with clients, colleagues, and community members, and ensure Wavefront Centre lives its mission internally as well as externally.

Reinstatement of Legacy Lifetime Members

Amendment: Lifetime Membership to be reinstated as a membership category and previous Lifetime members be recognized as members in good standing with full voting rights; however, no new Lifetime Memberships shall be issues following this special resolution.

Purpose: To recognize and reinstate individuals who previously purchased Lifetime Memberships and to restore their voting rights, while closing this membership category to future applicants. This amendment is intended to restore trust with long-standing supporters, recognize historical commitments made by the organization.

Voting Instructions

Members in good standing may vote:

- Virtually
- By proxy, in accordance with the Society's bylaws

Each special resolution requires approval by not less than two-thirds of votes cast.



Proxy Form

The form below is built as a MS Form here: [Proxy Form - Wavefront Centre for Communication Accessibility – Fill out form](#)

FOR USE AT THE ANNUAL GENERAL MEETING OF THE MEMBERS ON THE 24th DAY OF JUNE, 2026.

Please complete the following information below:

1. The undersigned Member of the Society hereby appoints (selected below), as their proxy

Chair of the Meeting
Other Member (Name):

2. Ordinary Resolution: To approve the Agenda as presented.

For
Against
Abstain

3. Ordinary Resolution: To approve the Minutes from the Annual General Meeting held on Wednesday, June 24, 2025 via Zoom; as presented.

For
Against
Abstain

4. Ordinary Resolution: To appoint the firm of Tompkins Wozny LLP. as auditors for the fiscal year ending December 31, 2026.

For
Against
Abstain

5. Special Resolution: BE IT RESOLVED, AS SPECIAL RESOLUTIONS, THAT the bylaws of the Western Institute for the Deaf and Hard of Hearing be repealed in their



entirety and replaced by the bylaws in the form posted on the society's website at:**[insert link]**"

For
Against
Abstain

9. The proxy holder of the undersigned (has or does not have) the authority to vote in their discretion on any amendments or variations to the above resolutions and on any other matters which may properly come before the meeting or any adjournment thereof.

Has
Does not Have

10. Name of the Member

Name:

11. Email of the Member

Email:

12. Mailing address of the Member

Mailing Address:

13. I understand that by selecting "I agree" below, this document, constitutes a legal signature confirming that I acknowledge and warrant the truthfulness of the information provided in this document. By submitting this application, I hereby agree that each member has the right to appoint a proxy. Given this is a virtual meeting, the proxy by default will be the Chair of the meeting. I also understand that if this form is returned without an indication as to how the membership registered in the member's name is to be voted, the proxy holder appointed above will exercise his/her discretion as to whether he/she votes and if so, how

I Agree
I Disagree