

Tamarack

August 2001

The newsletter of the Terrace Women's Centre

Important Stuff!!

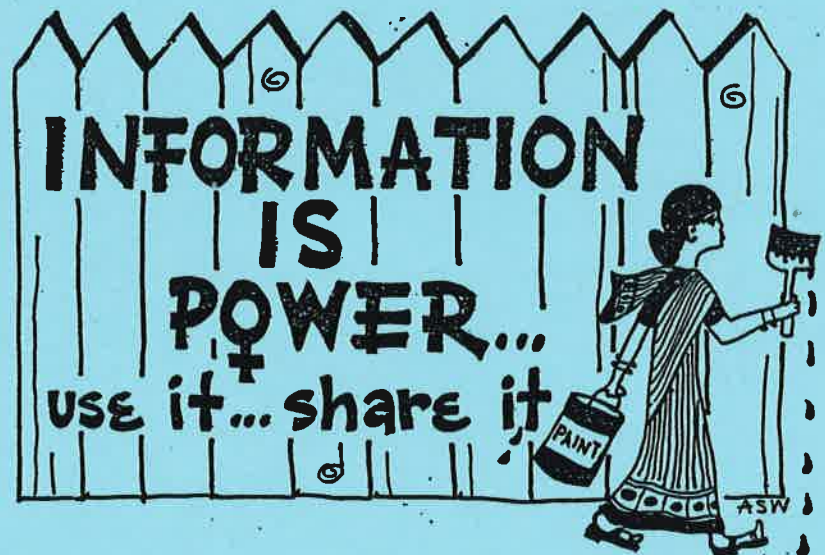
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you get this year!!!!*

There have been lots of changes at the Women's Centre this year. Good times and hard times, and this newsletter puts it all in perspective. As a member of the Terrace Women's Centre - you are invited to our Annual General Meeting on Wednesday, September 26, 2001 at the Coast Inn of the West (small banquet room) **WAIT, DON'T STOP READING!!!!**

We have lots of things to discuss - our response to the outside evaluator's recommendations, as well as some recommendations about how the Women's Centre is run and about the building the Family Place is in right now. This newsletter tries to put things in context for you - but if you have any questions feel free to call the centre. **ALSO - SHOW UP to the AGM.** We promise it won't be boring. Fun, Food, Sisterhood and the knowledge that you are making a difference. The Women's Centre is only as good as the people who give it direction. You are important. We want your input. The information is all inside!!!



Happenings

August 25

A Day to Celebrate Gay, Lesbian, Transgender, Bisexual and Two-Spirited People in Our Community.

Pot Luck Dinner

5:30 p.m. 4803 Walsh Ave.

Friends and Supporters welcome.

For more information call Maureen Bostock - 615-2143

September 6

Take Back the Night Planning Meeting

Interested in helping out? Want to bring new ideas? Show up and join us. 9:00 a.m. at the Women's Centre.

September 11 - 1:30 - 4:00

Mask Making

Terrace Women's Centre

Women are invited to make a mask to be used at Take Back the Night. A mask to speak to violence or to proclaim YOUR vision of a non-violent world. All supplies provided. For more information or to register call 638-0228

September 18 - 1:30 - 4:00

Mask Making

(see September 11 above)

September 21

TAKE BACK THE NIGHT

A march to address violence against women. Come and join your sisters - marching, entertainment, speeches, sisterhood.

7:00 p.m.

Venue to be announced - watch your local paper or television community channel - or call 638-0228 for more information.

September 26 - 6:30 p.m.

Annual General Meeting!!!!

Coast Inn of the West (small banquet room)

All members and interested women are invited to our Annual General Meeting. Have a voice in all the exciting things that are happening. Food, Fun and sisterhood. For more information please call 638-0228

September 29

Northwest Regional Child Care Conference

At NWCC - for more info contact The Family Place (638-1863)

Brochures will be out the last week of August

A reminder:

If you are going back to work or back to school you may want to access the child care subsidy program. Interested? For more information or an appointment call The Family Place - 638-1863. You'll get all the information you need with one quick phone call.

Yes! I would like to be proactive while enjoying a fabulous newsletter!!

This is a New membership Renewal

Name _____

Address _____

Postal Code _____ Phone (day) _____ (eve) _____

Email _____

Enclosed is \$10 (or what you can afford)
4542 Park Ave

Tamarack is produced by staff and volunteers at the Terrace Women's Centre. Letters, articles, graphics and, notices are all welcome. Members interested in learning or practising typography, composition, editing, writing and such like are more than welcome to come in and help out. Thanks to the people who helped out this month - not only with the Tamarack - they are: Maureen Bostock, Elizabeth Snyder, Pat Squires, Frances Birdsell, Laura Galema, Alexandra Weise, Jennifer Filby, just back from vacation and Geraldine.

Take Back the Night

On September 21, women across Canada will gather and take to the streets to share their individual and collective spirit. It is a women's march which is part vigil, part protest, part rallying cry and a show of solidarity against violence against women.

Take Back the Night was originally held as a "protest" and "conceptual art" march. Women dressed up as witches, they howled and made noise, took up space and challenged stereotypes. They made a scene. This year we would like to expand the march, to take up more space and be more visible. Along with the placards and chants - we will have masks of women on poles - to represent all the women of the world and proclaim their right to safety.

Are you interesting in making a mask? We have the materials at the Women's Centre - and invite all women to drop in - it only takes half an hour - do one on your lunch hour. We are also holding two mask-making workshops - on September 11 and September 18. At the Women's Centre 1:30 - 3:30. Make a mask to proclaim YOUR vision of a non-violent world.

Then join us on September 21. The gathering is at 7:00 p.m. with, a march through the streets of Terrace, and then returning to the hall for speeches and entertainment and a special closing. At the time of publication - we haven't found a suitable venue - but watch the papers or Channel 10 - we'll let you know WHERE as soon as we know.

The statistics about violence against women are staggering, with one in two Canadian women experiencing at least one incident of violence after the age of 16, and one in three women in violent relationships fearing for her life.

Don't let Take Back the Night go by without participating. Sisterhood is powerful, numbers are powerful. Come and bask in the energy, creativity and vibrancy of your sisters. Come to Take Back the Night.



The Terrace Women's Centre has been making decisions through weekly Thursday meetings for some years. With the evaluator's report, changes in staffing, and the many things on the table at each meeting, decisions were getting bogged down. There were also fewer and fewer members coming out to noon meetings. We tried to change the times of the meetings - but there were still too many things to get through. Finally, some unpaid collective members got together to make decisions. Their information follows. This is a new and different management style which should be addressed at the AGM.

Terrace Women's Centre Interim Management Committee(IMC)

On July 16, 2001 Frances Birdsell, Elizabeth Snyder and Maureen Bostock met and decided to establish an interim Management Committee to govern the Women's Centre until the 2001 Annual General Meeting. Pat Squires joined on July 23, 2001. This departure from the existing management structure of open-ended Thursday noon hour meetings came about as a result of our frustrations:

- a) lack of efficiency in decision-making
- b) lack of sufficient shared information to enable members to participate decision-making
- c) the failure of the pre-existing structure to handle personnel matters with due care and attention

Our Basis of Unity

1. The IMC will act as employer for personnel purposes.
2. The IMC will bring recommendations to the AGM on issues arising from Deborah Thien's evaluation of the Centre.
3. The IMC supports the continued unionization of staff.
4. The IMC will work to achieve consensus in decision making.
5. Liaison positions were created:
 - a) Finance/Funding - Maureen
 - b) Personnel/Union contract - Elizabeth
 - c) Women's Centre Operations - Frances
 - d) Family Place Operations - Pat

Proposals and issues are presented in writing to IMC. Issues of urgency brought to liaisons between meetings.

The IMC + staff reps joint meetings are on the last Monday afternoon of the month, at which time monthly reports from staff/projects are presented .

In the subsequent month and a half since the establishment of the Interim Management Committee, we have received positive feedback from staff at the Family Place and the Women's Centre in regards to the improvement this structure offers.

The liaison positions improve the degree and quality of communication between staff and members of the IMC. The recommendation regarding structure reflects what we have put into place, the only difference being that we believe the name Coordinating Collective could replace Interim Management Committee.

It is important that the membership consider the issue of structure carefully. While this has addressed our concerns as listed earlier, it is a significant departure from the past where staff participated in decisions with respect to finance and personnel. In this structure staff report on activities to the Interim Management Committee. Please give this careful consideration when you come to vote on the resolution #1.

Note: Resoluitons are on pages 5 and 6. Resolutions are in bold, italicized type. Actions taken by the IMC or suggested by the IMC are in plain type - but underlined so they are easily found.

The Terrace Women's Centre began the process of seeking an evaluator in the fall of 2000. We identified the following areas:

The philosophy of the centre (how to balance the reactive and proactive parts of our services)

The infrastructure of the centre (how it works in its current form and possible alternatives)

The ability of the centre to service its members and the community

The following are the recommendations which came from the outside evaluator. The actions which follow are actions which the IMC or the centre staff have taken on that issue. The recommendations are to be brought to the AGM for member input. We also encourage any member to ask any questions about any of the actions or recommendations.

Resolutions and Actions resulting from Evaluation Report

- 1) Re-organize organizational structure to a traditional non-profit organization model.

Resolution: *That the Terrace Women's Resource Centre Society elect a minimum of 5 members to sit for 1 year as the Coordinating Collective with the following liaison positions: finance/funding, personnel/union, women's centre operations liaison, family place operations liaison. Two of these positions will have signing authority.*

The Collective will make decisions using consensus. The Collective will have monthly meetings with staff reps.

- 2) Hire an executive director to coordinate TWRC as a non-profit organization.

action: no

- 3) Replace Coordinating Collective with a Board using a nomination or application process

action: already addressed in #1, nominations from the floor at AGM.

- 4) Clarify mandate and goals of the TWRC

action: full day visioning session with TWRC and Family Place staff/ Coordinating Collective plus interested members - proposed idea - a retreat at the Hotsprings, fun in the pool then dream/vision/plan over food/drinks.

- 5) Clarify steps to maintaining a discriminatory free workplace through anti-racism workshop and/or training

action: staff to take immediate steps to identify workshop facilitator (from outside community) and book her to do a feminist anti-racism training for staff/ coordinating collective/membership to be scheduled after the AGM.

- 6) Develop a checklist for project development

action: Interim Management Committee in conjunction with staff develop a project development checklist

- 7) Reschedule TWRC hours of operation

action: agreed, hours of operation need to expand to reach more women. Will look at strategies to achieve this.

- 8) Immediately attend to reorganization of staff

action: IMC/CC's new structure has resolved a lot of issues relative to this recommendation.

- 9) Maintain 2 of 3 coordinators positions and increase hours of each position

action: no executive director - will look at increasing staffing hours and seek funding for other positions.

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Resolutions and Actions resulting from Evaluation Report (cont)

Institute an annual process for external evaluation of

action: recommend internal annual evaluation through the Personnel Liaison position.

Institute First Nations Liaison position

action: no, philosophically opposed to First Nations Liaison position, but need to find better ways to serve the needs of women of First Nations ancestry - requires ongoing reflection.

Schedule Work Hours to accommodate shared responsibility for front desk work

action: Women's Centre Operation Liaison person will discuss this with staff.

Reschedule times for Board meetings

action: Interim Management Committee now meets at 4:45 Mondays. New Coordinating Collective will set their meeting times.

Actively solicit committee memberships

action: new structure open to involvement and participation

Clarify relationship of One Stop Access and TWRC.

action: The Interim Management committee structure seems to satisfy these concerns through liaison relationships.

Project Staff Protocol Checklist

action: see #6 above - Project Checklist

Oral presentation of evaluation report to staff/collective/community members.

action: done - June 18th/01

Work toward enhancing the demonstrated successes of TWRC by committing to a review of the evaluation report in 6-12 months.

action: A progress report to be done by next AGM(2002) by Interim Management committee/Coordinating Collective

19) Institute a process of ongoing evaluation internally and externally.

action: yes, see #22

20) Maintain focus on young women's involvement

action: yes, using annual evaluation, vision retreat, ongoing input from staff re. projects

21) Develop media strategy for outreach and promotion of TWRC

action: yes, develop in-house media expertise ie. professional development workshop.

22) Build on success of International Women's Day event

action: yes, any time women come together is an opportunity to determine from women what is working at the Women Centre and provide future direction.

23) Professional Development

action: bring people into Terrace for professional development opportunities. Then make available these facilitators for community workshops.

Resolution: Purchase of the Family Place.

Be it resolved that the Terrace Women's Resource Centre Society purchase the "Family Place" building at 4553 Park Ave. on September 30, 2001.

Other issues -

Establish Future Goals

Develop Media Strategy

Use women's gatherings for input to Women Centre planning

