

Building a Stronger Society for the Future

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The renewal and revitalization of CSHP came to the forefront at the 2002 Annual General Meeting (AGM) in Vancouver last summer. CSHP Council recognized that change was necessary, despite the Society's current and past successes and its increasing membership. Council members recognized a need to revisit the Society's internal structures, most notably its governance and planning processes. Coinciding with these tasks was the recruitment of a new Executive Director. Together, these initiatives would become the 3 cornerstones of the Society's renewal efforts in the months ahead.

An Internal Governance Task Force, under the leadership of Chair Tom Paton, was established to review the structures and processes of CSHP. In its phase I report the Task Force made a series of recommendations relating to the roles of Executive Officers, Council members, the Executive Director, the Finance Committee, and the Director of Finance. One of the key recommendations focused on enhancing the Society's strategic planning process.

Council is now developing an action plan to address the Task Force's recommendations. Priority areas have been identified, including clarification of the roles and responsibilities of Council members, and enhancement of orientation for new Council members and the Society's strategic planning process.

In fact, a new strategic planning process was initiated under the leadership of Bonnie Salsman at the March 2003 midterm Council meeting. Council began the process by affirming and refining the Society's mission, vision, and values. The strategic plan, including key strategic areas and objectives, will be completed at the AGM this coming August. Member input will be solicited over the coming months and will be crucial to the evolution and success of the plan.

The third cornerstone of the renewal process is the recruitment of an Executive Director. A Search and

Selection Committee, under the leadership of Chair Nancy Roberts, was established to lead this process. As the Committee conducted its work, Bonnie Salsman provided outstanding leadership and guidance for our staff and for Council in



her role as Interim Executive Advisor. In addition to her ongoing support of Society operations, Bonnie initiated the review of internal processes, including finances and planning. Bonnie's significant contributions have set the stage for future efforts in these areas. Council concluded that, while the Search and Selection Committee continues its work, the best immediate match of the Society's needs with available resources would be the creation of an Interim Executive Director position. We are pleased that Dr Myrella Roy joined the CSHP staff as Interim Executive Director in April of this year. Myrella's significant leadership and experience in pharmacy practice will be tremendous assets for the Society as renewal efforts continue.

The renewal and revitalization of the Society is well underway, but much work lies ahead. The review of Society governance and processes and the development of a strategic plan will set the future direction for the Society. Your support and feedback will be critical as these initiatives move forward. Take time to answer the call and shape the Society of the future.

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