

ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

MINUTES OF THE

FULL BOARD MEETING of the BOARD OF GOVERNORS

Held on May 27, 2025, at 5:30 p.m. in the President's Board Room #A3315E,
in Windsor, ON.

Present

Mr. A. Barron
Mr. W. Beck
Ms. P. Corro-Battagello
Mr. G. Fenn
Mr. C. Hotham, **Vice Chair**
Mr. J. Parent
Mr. M. Palumbo
Ms. J. Piccinato, **Past Chair**
Mr. G. Rossi, **Chair**
Ms. S. Sasseville, virtually
Mr. M. Silvaggi, **President**
Mr. A. Teshuba
Ms. M. Watters, virtually
Ms. G. Wrye
Ms. J. Yee

Regrets:

Ms. R. Anguiano Hurst
Mr. A. Provost

Also Present:

Ms. K. Adams, Board Secretary
Ms. K. Di Paolo, Faculty Observer
Mr. E. Dominguez, Events Coordinator, Saints Students Athletics Association (SSAA), (For SSAA presentation only)
Mr. J. Fairley, Senior Vice President, Communications, Advancement & External Affairs
Mr. R. Garton, Manager, Communications & Public Relations
Mr. M. Jones, Senior Vice President, Finance, Administration & Chief Financial Officer
Mr. G. Karatzias, President, Saints Students Athletics Association (SSAA), (For SSAA presentation only)
Ms. J. Lehoux, Executive Director, President's Office & Corporate Secretary
Mr. R. Nicoletti, Senior Vice President, International Relations & Student Services.
Ms. K. Parrinello, Support Staff Observer

Mr. C. Seguin, Executive Director, Saints Students Athletics Association (SSAA), (For SSAA presentation only)
Mr. J. Sirianni, Senior Vice President, Human Resources & Facilities Services
Ms. M. Staley Liang, Senior Vice President, Academics & Career Supports

Having a quorum of Governors in attendance either virtually or in person, the Notice of Meeting and the Agenda having been duly sent to all Board members, the meeting was declared regularly constituted. A copy of the Notice of Meeting/Agenda is attached as **Appendix 'A'**.

Mr. G. Rossi chaired the meeting and Ms. Adams was the recording Board Secretary.

The Board Chair welcomed the Saints Student Athletic Association to provide the Board with their annual presentation.

2024-2025 Saints Student Athletic Association (SSAA) Executive:

Christian Seguin, Executive Director.
George Karatzias, President.
Bryan Stevenson, Vice President – Varsity.
Judy Lafleur, Vice President – Intramural.
Matteo Palumbo, Vice President – Student Life.
Directors: Gabriella Riberio, Robert Durling, Jonah Certossi, Matthew Guenette, Andrew Weiler, Mohammad Asfar Shaikh and Riley Sagriff.

Mr. Seguin noted that the SSAA's Annual Report was distributed with the Full Board documents. As per the Ministry's Policy Framework for Tuition and Ancillary Fees, Saints Student Athletic Association (SSAA) confirms its role in the compliance for ensuring that information is made available to the College community, including students and potential students, regarding the use of revenues from ancillary fees and other aspects of policy related ancillary fees.

Mr. Seguin, Mr. Karatzias and Mr. Dominguez outlined some of the SSAA's activities and initiatives over the 2024-2025 academic year:

The 2024-2025 Varsity Year in Review can be viewed at:

<https://m.youtube.com/watch?v=zPPFxCbjc6o&pp=ygUUU3NhYSBzdCBjbGFpciBjb2xlZ2U%3D>

- Student Recreational Offerings.
- Benefits of Intramural and Extramural Sports.
- Intramurals directly impacted 9,751 St. Clair College students over the 2024-2025 academic year – an increase of 1,606 students over 2023-2024, with 17 different sports through 157 intramural events, 25 competitive tournaments/leagues and an average of 62.1 students per event.

- Varsity Medals:
 - Women's Softball – OCAA and CCSA Bronze Medalists.
 - Women's Cross Country – OCAA 4th place and qualified for Nationals.
 - Women's Volleyball – OCAA Silver.
 - Women's Golf – OCAA Silver and qualified for Nationals.
 - Women's Indoor Soccer – OCAA Bronze.
 - Men's Baseball – OCAA Gold Medalists.
 - Men's Basketball – OCAA Bronze.
 - Saints Football – OFC Champions, CJFL National Champions.
 - Men's Cross Country – OCAA 5th place and qualified for Nationals.
 - Men's Golf – OCAA Gold Medalists and qualified for Nationals.
 - Men's Indoor Soccer – qualified for OCAA Championships.
 - There were seven 2024 OCAA Coaches of the Year in their respective sports.

Saints Nation went on the road to five different gyms with over 200 students from 17 different countries to represent the College at varsity events. There were 3,899 St. Clair College students who attended home varsity games in 2024-2025 and the SSAA hosted at least one giveaway night for each varsity sport.

- Community Involvement:
 - WECSSAA Championships – Student Recruitment Initiative.
 - OFSAA Football Bowl Series.
 - SSAA Junior Saints Invitational.
 - Spikin' 4 SACU.
 - LaSalle Fire Department.
 - Legacy Run.
 - The Bridge Volleyball Tournament.
 - Hoopin' Around the Clock.
 - Polar Plunge Kick-Off Event.
 - Start Here Go Anywhere Legacy Run/Walk.
 - CMHA Suicide Awareness Walk.
- Partnerships:
 - Windsor Tennis Management Inc.
 - Herc's Nutrition.
 - St. Clair Sports Park.
 - Zekelman Tennis Centre.
 - St. Clair College Woodland Hills Golf Course.
- Social Media and Student Communications:
 - Instagram.
 - Monthly event calendars.
 - Event promotion.
 - Increased social media presence.

- Future Plans:
 1. Expand programming to participate in the Ontario College Recreational Division.
 2. Plan, promote and organize more fundraisers, community events and camps to build revenue.
 3. Expand intramural offerings.
 4. Build website.
- Upcoming Student Events for the Spring Semester:
 - Youth Athletic Camps.
 - Pickleball Tournament.
 - Summer Basketball League.
 - Back 40 Golf Tournament.
 - Flag Football Showdown.
 - Beach Volleyball Nights.
 - Intramural Open Nights and Tournaments.

2025-2026 Saints Student Athletic Association (SSAA) Executive:

Christian Seguin, Executive Director.

George Karatzias, President.

Bryan Stevenson, Vice President – Varsity.

Andrew Weiler, Vice President – Intramural.

Matteo Palumbo, Vice President – Student Life.

Directors: Robert Durling, Gabriella Ribero, Noah Graziano, Matthew Guenette, Sean Nisi, Noah Allsop and Braelyn Banks.

Mr. Seguin thanked the Board of Governors and the Senior Management Team for their support over the past year.

A Governor noted that the Amherstburg Town Council recently approved the plans to retrofit Anderdon Park for a proposed cricket field. Did the SSAA collaborate on this proposal or is there potential for any synergies moving forward.

Mr. Seguin responded that historically the SSAA has used Jackson Park and has a good working relationship with the City of Windsor. Jackson Park offers a central location for students at both the Windsor and Downtown campuses. However, the SSAA is not opposed to new opportunities.

A Governor noted the popularity of flag football leagues and inquired if this is an SSAA offering.

Mr. Seguin responded that yes, the SSAA does offer a flag football league. The league is competitive and many of the participants are past football players. The SSAA is looking at the possibility of also offering a female flag football league and are seeking feedback from our female students on this and other offerings.

A Governor inquired what the SSAA's biggest challenge was this past academic year and will it be handled differently moving forward.

Mr. Dominguez responded that the biggest challenge was coordinating indoor cricket. The SSAA offered a two-day tournament that had more than 200 students participating. The SSAA is working to expand offerings with increased participation. As this grows, there are small hurdles, but the end results have been good.

A Governor inquired how the SSAA equalizes men's and women's varsity scholarships and what is done to ensure there are equal opportunities for men and women.

St. Clair College offers the maximum scholarship amount permitted by the OCAA, which is \$1,500 per semester for a two-semester sport. This is offered through the College. All athletes, male or female are offered the same level of scholarship if they remain eligible. In addition, for all teams, with the exception of football, there is a female varsity team for every male varsity team.

The SSAA PowerPoint presentation is attached to the minutes.

1.0 Adoption of the Agenda and Declaration of Conflict of Interest

Hearing no declarations of conflict of interest and no changes to the agenda, it was

RESOLVED THAT the Board
of Governors adopt the Full
Board agenda as presented.

2.0 Approval of the Minutes of the Full Board meeting held on Tuesday April 29, 2025, in Chatham, ON

Hearing no amendments, errors or omissions to the minutes, it was

RESOLVED THAT the Board of
Governors approve the Full Board
minutes of the April 29, 2025
meeting.

3.0 Constituent Reports

Support Staff

Ms. Parrinello reported the following initiatives and activities on behalf of the Support Staff:

- On Saturday, March 1, 2025, Local 137 hosted a social where members, for a minimal cost, boarded a bus to visit local establishments, including Walkerville Brewery, the Cookie Bar and What's Poppin' Popcorn Factory. Members received swag at each location and the group finished the day with appetizers at Wolfhead Distillery.
- Nine members from Local 137 attended the OPSEU Convention, held in Toronto, April 25 – 27, 2025. Resolutions and constitutional amendments were discussed and voted on. As there was an additional day of meetings, the majority of agenda items

were addressed. Team bonding activities were scheduled in the evenings, including a comedy show at Second City and a night of gaming at the Rec Room.

- On May 3 – 4, 2025, some members of Local 137 attended the College Support Staff Demand Set Meeting. Ontario College representatives gathered to discuss, debate and vote on the items that will be recommended to the Bargaining team to bring forward for negotiations for the new Collective Agreement. The current agreement is set to expire August 31, 2025.
- Local 137 is planning another social event for its members for the Spring/Summer.

Student Representative Council (SRC)

Mr. P. Singh Benipal reported the following initiatives and activities on behalf of the SRC:

- Mr. Singh Benipal provided the 2025-2026 SRC Board:

Pratham Singh Benipal, President.
Ali Hadwan, Vice President, South Campus.
Souravdeep Singh, Vice President, Downtown Campus.
Directors: Nanza Bedi, Alysa Dumeah and Brigitte Yabar.
- The SRC held Spring Orientation at the Windsor and Downtown campuses.
- SRC Vice Presidents are getting set to commence the Spring semester Class Rep meetings. The SRC have introduced the new Discord server, that will provide up-to-date, useful information and will allow Class Reps to bring forward concerns in real time.
- The SRC Office will be moving to summer hours as of May 16, 2025.
- The SRC hosted an Outdoor Welcome Back Fest on Thursday, May 15, 2025, on the softball diamond. Cotton candy, popcorn, snow cones, and swag were handed out and students could participate in lawn games, inflatables, rides and visit the waffle truck.
- Student Activities for the Spring semester include:
 - Beginner Salsa Class.
 - Oragami.
 - Yoga.
 - Therapy dogs.
 - Friendship bracelet making.
 - Food Bank at Windsor and Ace Acumen campuses.
 - Nexus Arena is open for student use.
 - Club applications are available for the Spring semester.
 - The computer labs are open at full capacity.
 - The Opt-out deadline for the Saints Pass, Health Plan and Legal Care fees is Saturday, May 31, 2025. The forms can be accessed online or at the SRC Office.

- The Food Bank is active and can be accessed online or through the coordinator at the Downtown Campus.
- The Esports team is active and has had a very successful year.
- Food services on campus for the Spring semester include Bamboo and Blossom, Tim Hortons and Subway.
- The SRC is working on new plans for the Fall Welcome Back Fest, and an update will be provided once details have been confirmed.

A Governor inquired how many students have been accessing the student food bank.

Mr. Singh Benipal noted that while he does not have the actual statistics, there continues to be significant requests for access to the food bank.

4.0 President's Report

The Board Chair called on the President to provide his report to the Board.

Mr. Silvaggi noted that the President's Report was included in the Full Board Agenda package. The events and initiatives that have occurred since the last Board meeting are included in the report:

- On Thursday, April 17, 2025, the Essex-Windsor EMS held a special Service Awards and Recognition Ceremony at the St. Clair College Centre for the Arts, for those employees who reached 15, 25 and 35-years of service, retirees and those who have lost their lives between 2021 – 2023.
- On Friday, April 25, 2025, President Silvaggi and John Fairley attended an event honouring Dr. John Cappucci, President and Vice-Chancellor, Assumption University, on his receipt of the King Charles III Coronation medal. Dr. Cappucci received the medal for his contributions to the community and for his unwavering dedication to fostering dialogue and understanding across diverse religions and cultural communities.
- On Monday, April 28, 2025, President Silvaggi brought greetings at a Corporate Training event for the Windsor-Essex Catholic District School Board Guidance Counsellors. The event provided hands-on experience in Culinary and Hospitality, as well as the opportunity to meet with various College departments.
- On April 28, 2025, Erie Shores Healthcare, Hotel-Dieu Grace Healthcare, Windsor Regional Hospital, St. Clair College and the University of Windsor signed a Memorandum of Understanding, continuing the collaboration that has positioned WE-SPARK Health Institute, as a catalyst for transformative health research in our region.
- On Wednesday, April 30, 2025, President Silvaggi and John Fairley met with June Muir, CEO, Unemployed Help Centre and Dino Chiodo, Director of Automotive, UniFor, to discuss potential collaborations.

- On Thursday, May 1, 2025, the Multicultural Council of Windsor-Essex held their 23rd Annual MCC Awards Gala. President Silvaggi presented the Kathleen Thomas Inspire Award, recognizing a Canadian newcomer who has overcome significant challenges to build a better future for themselves and their family to Christine Mbaio Machina.
- On Friday, May 2, 2025, St. Clair College students showcased their research projects to a panel of top executives at the Annual Ford Innovation Showcase Competition. The event included speed networking opportunities with industry professionals. Cole Dennie and Colton Thibert, students of the Mobile Applications Development program, won the top prize in the 2025 Ford Innovation Showcase.
- The 32nd Annual Alumni of Distinction banquet was held on Friday, May 2, 2025, at the St. Clair College Centre for the Arts. The 2025 recipients are:
 - Chuck Kelly, President and CEO, Movati Athletics - recipient in the category of Business and Information Technology.
 - Sheri Lynn Koscielski, FIRST Robotics Senior Mentor, FIRST Robotics Windsor-Essex - recipient in the category of Community Studies.
 - Walter LaPlante, Control and Industrial Connectivity Supervisor, Ford Motor Company - recipient in the category of Technology/Engineering.
 - Dino Micelli, President and Owner, Calibur Tool and Mold – recipient in the category of Skilled Trades.
 - Paula Reaume-Zimmer, President and CEO, Bluewater Heath – recipient in the category of Nursing and Health Sciences.
 - Adelina Sisti-DeBlasis, Red Seal Endorsed Honour Society Chef, GECD SB Secondary School Culinary Teacher/Co-op Specialist – recipient in the category of Creative Arts.
- This year's list of honourees will bring a total of 143 graduates recognized by the College since 1992.
- On May 9 - 10, 2025, St. Clair College and the Alumni Association supported the Play for a Cure Hockey event, raising funds for local cancer research. The St. Clair College team was made up of staff, alumni and community members, all who participated in fundraising for the event.
- On Tuesday, May 13, 2025, the Windsor Police Service hosted its Community Heroes Appreciation Luncheon, recognizing community members, organizations and agencies who have provided outstanding support in working with the Windsor Police Services. Both President Silvaggi and John Fairley, Senior Vice President of Communications, Advancement and External Affairs were recognized for their outstanding service and dedication to the community.

- On Wednesday, May 21, 2025, St. Clair College hosted its second annual Jill Of All Trades event at the Windsor Campus. The event provides hands-on activities designed to introduce young women in secondary school to a variety of occupations in the skilled trades, through workshops led by female mentors, faculty and students.
- On Thursday, May 15, 2025, the Business Excellence Awards were held at the Chrysler Theatre. St. Clair College was the proud sponsor of the 2025 Company of the Year (over 26 employees) Award, which was awarded to Families First. The awards were followed by dinner in the Alumni Skyline Ballroom.
- On Friday, May 16, 2025, President Silvaggi was honoured with the “Distinguished Partner of Windsor Essex Child and Youth Advocacy Centre (WECYAC) 2025” award at the WECYAC 2025 Victims Week Breakfast. The award recognizes the College’s exceptional dedication, significant contributions and unwavering commitment to supporting the wellbeing of children and youth in Windsor-Essex.
- The President’s report is attached to the minutes as Item #4.0.

The President also noted that the media report was sent out electronically and is attached for information.

5.0 **Consent Agenda**

The Board Chair noted the following items that have been provided on the Consent Agenda:

- 5.1 St. Clair College Annual Update on Sexual Violence Reports and Sexual Violence Prevention Committee Initiatives.
- 5.2 College Sustainability

RESOLVED THAT the Board of Governors receive and approve the contents of the May 27, 2025 Consent Agenda, as presented.

6.0 **Approval Items**

6.1 **Audit Committee Report**

The Board Chair called upon Mr. Fenn to present the Audit and Finance Committee report. Mr. Fenn highlighted the following:

- The Audit and Finance Committee meeting was held on Tuesday, May 20, 2025, and the meeting met quorum as there were three Committee members present.
- The minutes of the March 11, 2025, meeting were approved.

- Mr. Jones, Senior Vice President, Finance and Administration, highlighted the significant items in the audited financial statements.
- The 2024-2025 fiscal year was KPMG's eighth year on the College audit and the College's contract with KPMG will continue to August 31, 2026.
- Ms. Cynthia Swift of KPMG presented the Audit Findings Report to the Audit and Finance Committee:
 - Ms. Swift thanked College administration and staff for assisting KPMG in carrying out their audit work.
 - On March 11, 2025, KPMG distributed an Audit Planning Report to the Audit and Finance Committee. During the audit, no significant changes from the Audit plan occurred.
 - KPMG focused on eight areas of risk during the audit.
 - Based on the audit procedures performed, including discussions with management, KPMG did not identify any:
 - Significant financial reporting risks.
 - Corrected or uncorrected differences.
 - Exceptions relating to fraud risk.
 - Significant weaknesses in internal controls or financial reporting processes.
 - Unreasonable accounting estimates.
 - KPMG stated that in their opinion, the financial statements are free of material misstatement and will be issuing an unqualified opinion on the College's financial statements. Once the financial statements are approved by the Board of Governors, KPMG will sign and date the Auditor's Report.
- A motion was proposed and approved that the Audit and Finance Committee "recommend to the Board of Governors that the Audited Consolidated Financial Statements for the Year ending March 31, 2025, be approved".
- The Audit and Finance Committee thanked Mr. Marc Jones and the Finance Department for all their efforts over the past fiscal year.

Mr. Fenn noted that Mr. Jones will be bringing forward an update regarding what to expect at the Mid-Year Budget Review, as well as the 2025-2026 budget.

Mr. Parent noted that while there will not be any unexpected information presented, there will be some challenges in the upcoming fiscal year.

A Governor inquired if College Administration could provide details regarding the upcoming challenges and if the College is moving forward in order to meet the challenges.

Mr. Jones responded that College Administration will provide an update regarding the challenges at the June Board meeting. The largest challenges stem from international enrolment and the international student recruitment environment. Day 10 Enrolment for the Spring 2025 semester enrolment did not meet the original budget projections by 175 students. The Fall 2025 semester had a significant international enrolment projection of 1,442. Data that has been received through IRCC and from the trends in student applications, payment received, VISA approval rates are at approximately 30%, as opposed to the historical rate of 50% - 60%. As a result, College Administration has adjusted the Fall 2025 forecast to an intake of 375 international students, significantly impacting the 2025-2026 budget.

An additional challenge is the requirement for colleges to utilize 50% of their PAL allotment by June 30, 2025. If the requirement is not met, the colleges are at risk of a 20% reduction in their allocation. St. Clair College is not unique in terms of the ability to utilize the PAL allocation. The deadline is an additional risk to the College as the volume of applications and VISA approval is not meeting the budgeted targets. Without reducing the variable costs related to teaching and learning, there will be a significant impact downward in terms of the revenue budget, resulting in an increased deficit.

There will continue to be an analysis of applications and payments received as the June 1, 2025, payment deadline approaches for domestic students. College Administration is moving forward with recruitment strategies for Winter 2026 to offset the lower Fall 2025 enrolment. College Administration will also continue to move forward with strategies to offset the decreased revenue. This will require significant efforts by College Administration and larger decisions regarding recommendations to the Board.

President Silvaggi noted that there have been significant discussions at the Committee of Presidents (COP) regarding recommendations to be brought forward to the Ministry with respect to the decline in international enrolment, such as reducing the targets to mitigate the risk. The elements that can be controlled are on the cost side. The update that will be provided at the June Board meeting will highlight the path forward and the initiatives that College Administration will be working to implement to reduce costs.

A Governor inquired as to how College Administration has pivoted to recruit international students and what reports are being received from the recruitment agents.

College Administration has engaged the services of an agency that works to improve the VISA approval rates of international applicants, as Canada is currently not providing approvals. These approval rates are discouraging applicants across the international market.

A Governor inquired how the declining enrolment will impact staffing levels.

President Silvaggi responded that, as previously reported, College Administration is working to right size the institution while still providing the service that students require. College Administration offered Voluntary Early Leave Initiatives, the stability process is moving forward, as well as other expense lowering activities.

Mr. Fenn noted that as part of the audit process, KPMG concluded that College Administration and the Board's actions in implementing an Internal Reserve will assist in the College moving forward.

After a brief discussion it was,

RESOLVED THAT the Board of
Governors approve the Audit
and Finance Committee Report
for the Year Ended March 31, 2025.

6.2 Audited Consolidated Financial Statements for the Year Ended March 31, 2025, for Submission to the Ministry

The Board Chair called upon Mr. Jones to speak to this item. Mr. Jones provided a high-level overview of the Audited Consolidated Financial Statements for the year ended March 31, 2025, highlighting the following:

Statement of Financial Position: Assets

- Cash and temporary investments had a combined total of \$250 million, which is a decrease of \$87 from the prior year. This can be attributed to the reclassification of \$25 million into a long-term GIC as well as the decrease of \$61 million in deferred revenue, as a result of lower international student payments for future semesters.
- Accounts Receivable are at \$10 million, which is made up largely of Ministry grants and student receivables.
- Prepaid expenses of \$9.7 million is a decrease of \$3.8 million from the prior year, which can be attributed to the decrease in international enrolment.
- Long-term investments are at \$51.6 million, an increase of \$26 million from the prior year, which can mostly be attributed to the reclassification previously reported, as well as the market value of the Foundation's investments.
- Construction in Progress is at \$634,000, a decrease of nearly \$10 million, as a result of the completion of the Welcome Centre project.
- Capital assets had a net book value of \$258 million, which reflects an increase over the prior year of \$29 million.
- Additions in capital for this fiscal year totaled \$44 million, which included \$16 million for Deferred Maintenance, \$12 million for the Welcome Centre project

and \$500,000 in Ministry Capital grants, \$4 million towards the ground surface parking plan, \$600,000 for Fixtures and Equipment at the Marion property and nearly \$7 million on capital budget items previously approved by the Board.

Statement of Financial Position: Liabilities

- Accounts Payable and Accrued Liabilities is at \$88 million, a decrease of \$76 million over the prior year. This can mostly be attributed to the following:
 - Accounts payable and accrued liabilities are at \$37 million, a decrease of \$37 million, as a result of lower construction and holdback related items.
- Deferred revenue is at \$42.7 million, a decrease of \$62 million from the prior fiscal year, which can largely be attributed to lower future semester payments on record.
- The current portion of the College's Current and Long-term Debt decreased by \$2 million, which is reflective of the principal payment of the College's debt during the 2024-2025 fiscal year.
- Deferred Contributions is at \$14.6 million, which is a decrease of \$1.2 million that can be attributed to the Foundation flowing funds to the Saints Nation Academic Excellence scholarship, provided by the Board.
- Deferred Capital for Construction in Progress is at a nil balance, as a result of the Alumni Association donation for the naming of the Welcome Centre.

Statement of Financial Position: Net Assets

- Unrestricted Net Assets is at \$42.3 million, which is an increase from the prior year of \$17.8 million, which can be attributed to the College's surplus of \$33 million, as well as the non-cash elements of amortization.
- Vacation pay is at \$5.6 million across the three constituent groups and is \$668,000 lower than the prior year, which can be attributed to the various Voluntary Early Leave Incentives that were offered.
- Internally Restricted Reserves increased \$6 million to \$139 million, which reflects contributions and spending approved by the Board for this fiscal year.
- Overall Net Assets increase \$34 million to \$306 million.

Statement of Operations

St. Clair College has once again had strong financial results for this fiscal year and has realized its seventh consecutive surplus of over \$30 million, at \$32.9 million.

It was noted that if the surplus realized from the PCPP agreement was reduced, as well as Interest Income, the College would have realized a surplus of \$2.1 million.

Revenue:

- Total Revenue is at \$324 million, which is a decrease of \$50 million from the prior fiscal year which includes the following:
 - Grant Revenue of \$41.9 million, an increase of almost \$1 million from the prior year. This is a result of the International Student Recovery Program as there was decreased international student enrolment, year-over-year.
 - Tuition Revenue is at \$115 million, a decrease of \$5.5 million from the prior year. This decrease can be attributed to higher domestic tuition of \$1.5 million, and a lower international student tuition of \$5.8 million.
 - PCPP Revenue is at \$96 million, a decrease of \$4 million from the prior year, as a result of lower enrolment at the Ace Acumen campus.
 - Other Income is at \$29.7 million, a decrease of \$3.6 million from the prior fiscal year, which can be attributed to lower Interest Income, as well as lower health and dental insurance premiums.

Expenditures:

Overall Expenditures are at \$291 million, an increase of almost \$1 million from the prior fiscal year.

- Salaries and Benefits are at \$109 million, an increase of \$5 million over the prior year. This can be attributed to the Voluntary Early Leave Incentives, as well as other redundancy initiatives that were implemented over the past fiscal year.
- Operating Expenses were at \$69 million, a decrease of \$2.9 million from the prior year.
- Contract Services Other decreased as a result of lower agent commissions as a result of decreased international enrolment.
- Equipment Repairs and Maintenance increased \$1.1 million over the prior fiscal year due to higher licensing costs for PeopleSoft and Blackboard, as well as development costs incurred for the academic loading software.
- Scholarships increased by \$1.4 million as the domestic and international scholarship fund was expanded.
- PCPP expenses decreased by \$4.7 million as a result of lower enrolment.

- Amortization Expenses increased to \$15 million, an increase over the prior year of \$1.2 million as a result of the significant capital plan over the fiscal year.
- Ancillary Expenditures are at \$14.4 million, an increase of \$2 million over the prior year as a result of guaranteed leases at La Residence and the Marion property, as well as the Sports Park lighting and scoreboard repairs.

Mr. Jones stated that notes regarding the St. Clair College Centre for the Arts, Media Plex and TD Student Centre were removed from the Financial Statements, with approval from KPMG.

In addition, on page 37 of the Financial Statements it is noted that other risk includes the declining international student enrolment, as a result of the federal government legislative changes and the impact of the alignment of programs with the labour market. This has become the consistent practice being undertaken in the post-secondary sector, as it relates to year-end financial statements.

A Governor noted that international student tuition revenue was previously at \$95 million and is now at approximately \$30.5 million. Of the \$60 million variance, what would be the total after expenses that the College would have net.

Mr. Jones responded \$15 million.

After a brief discussion, it was

RESOLVED THAT the Board of
Governors approve the Audited
Consolidated Financial Statements
for the Year Ended March 31, 2025.

Mr. Jones' presentation is attached as Item #6.2.

6.3 Nomenclature Updates

The Board Chair called upon President Silvaggi to speak to this item. Mr. Silvaggi noted that the nomenclature updates for the Continuing Education Certificate programs was included in the Full Board agenda package for review. He highlighted the following:

The included certificate programs are offered on a part-time basis through St. Clair College's Continuing Education program. The certificate programs allow a part-time learner to complete a series of courses to obtain a certificate.

As part of the Quality Assurance process, programs are reviewed and updated to meet skills on demand and compliance with the marketing of program titles. In addition, the programs were modified in anticipation of assisting with the economic development with some of the forecasted changes that will be occurring in the College's region.

There is no risk to the institution, as the program will only be offered when there is sufficient enrolment to provide a positive financial contribution.

After a brief discussion it was,

RESOLVED THAT the Board of Governors receive the update regarding nomenclature updates for the following Board of Governors certificate programs offered through St. Clair College Continuing Education:

B400 – Accounting Studies.

B401 – Marketing Studies.

B406 – Human Resources Studies.

7.0 Date of the Next Meeting

7.1 The next Board meeting is scheduled for Tuesday, June 24, 2025.

The Full Board meeting adjourned at 6:50 p.m.

MISSION STATEMENT

Transforming lives and strengthening communities through high quality and accessible educational experiences that support career-readiness, innovation, and life-long learning.

ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

524th FULL BOARD MEETING

of the

BOARD OF GOVERNORS

NOTICE OF MEETING

DATE: Tuesday, May 27, 2025

TIME: 5:30 p.m. – Meeting

PLACE: President's Board Room #A3315E

NOTE: Dinner will be available for Board members, Senior Operations Group, Saints Student Athletic Association and Constituents in the President's Board Room at 5:00 p.m.

The Saints Student Athletic Association (SSAA) Annual Presentation to the Board will take place 5:30 p.m. – 6:00 p.m.

AGENDA

- 1.0 ADOPTION OF THE AGENDA AND DECLARATION OF CONFLICT OF INTEREST
- 2.0 APPROVAL OF THE MINUTES OF THE FULL BOARD MEETING HELD ON APRIL 29, 2025, IN CHATHAM, ON
- 3.0 CONSTITUENT REPORTS
- 4.0 PRESIDENT'S REPORT
(Policy – Executive Limitations Communication & Counsel #2003-21)

Information Item – The President will provide a report to the Board apprising the Board of any new developments since the last meeting.

5.0 CONSENT AGENDA

- 5.1 St. Clair College Annual Update on Sexual Violence Reports and Sexual Violence Prevention Committee Initiatives

Information Item – Administration has provided the Annual Update on Sexual Violence Reports and Sexual Violence Prevention Committee Initiatives, attached as Item #5.1.

5.2 College Sustainability

Information Item – Administration has provided a report on Strategic Direction #6 – College Sustainability – Increase Sustainability Fund, attached as Item #5.2.

6.0 APPROVAL ITEMS

6.1 Audit Committee Report

Approval Item – The Chair of the Audit Committee will present a report to the Board.

6.2 Audited Consolidated Financial Statements for the Year Ended March 31, 2025, for Submission to the Ministry. (Regulation 34/03, Article 9.1, Board Policy #2003-18, Budget Development, Board By-law 38.1)

Approval Item – Administration will present the Audited Consolidated Financial Statements for the year ended March 31, 2025, as approved by the Audit and Finance Committee on May 20, 2025, for Board approval, as required by the Ministry.

6.3 Nomenclature Updates

Approval Item - Administration has provided a request for nomenclature updates for Continuing Education certificate programs, attached as Item #6.3.

7.0 NEW BUSINESS

8.0 DATE OF THE NEXT MEETING

8.1 The next meeting is scheduled for Tuesday, June 24, 2025, at the Windsor Campus.

PRESIDENT'S REPORT

Meeting of the Board of Governors
Tuesday, May 27, 2025

1. Essex-Windsor EMS Service Awards

On Thursday, April 17, 2025, the Essex-Windsor EMS held a special Service Awards and Recognition Ceremony at the St. Clair College Centre For The Arts for those employees who reached 15, 25 and 35-year milestones in their careers in 2021, 2022 and 2023. They also honoured retirees and those who were lost during those years.

The ceremony was a heartfelt tribute to the dedication and service of Essex-Windsor EMS employees. St. Clair College is proud to collaborate with our community partners in recognizing and supporting the invaluable contributions of these exceptional individuals.



2. An Evening Honouring Dr. John Cappucci

On Friday, April 25, 2025, President Silvaggi attended an event honoring Dr. John Cappucci on his receipt of the King Charles III Coronation Medal. Dr. Cappucci was selected as a recipient for his exceptional contributions to the community as President of Assumption University and for his unwavering dedication to fostering dialogue and understanding across diverse religions and cultural communities which has promoted unity, respect and a shared purpose for Windsor-Essex and its residents.

Congratulations, Dr. Cappucci on this distinguished honour!



3. WECD SB Corporate Training Event

On Monday, April 28, 2025, President Silvaggi brought greetings at a Corporate Training event held for the Windsor-Essex Catholic District School Board's (WECD SB) Guidance Counsellors. The WECD SB contacted the College to provide a hands-on training experience for their Guidance Counsellors focusing on Culinary and Hospitality. This hands-on experience allowed the Guidance Counsellors to immerse themselves in the world of Culinary and Hospitality. Arrangements were also made for them to meet with various College departments. The event was a valuable opportunity for the Guidance Counsellors to gain practical insights and strengthen their connections with the College community.



4. WE- SPARK MOU Signing

On April 28, 2025, Erie Shores HealthCare, Hôtel-Dieu Grace Healthcare, St. Clair College, the University of Windsor, and Windsor Regional Hospital signed a Memorandum of Understand (MOU). This agreement continues the collaboration that has positioned WE-SPARK as a catalyst for transformative health research in our region. St. Clair College has signed on for one (1) additional year and will review our involvement on a year-by-year basis.



5. Breakfast Meeting

On Wednesday, April 30, 2025, President Silvaggi and John Fairley (Senior Vice President, Communications, Advancement and External Affairs) met with June Muir (CEO, Unemployed Help Centre) and Dino Chiodo (Director of Automotive, UniFor) for a breakfast meeting to discuss potential collaborations. This meeting underscored the commitment of all parties to fostering innovative partnerships that will benefit the community.



RISE ABOVE THE ORDINARY

6. MCC Awards Gala 2025

The Multicultural Council of Windsor-Essex held their 23rd annual MCC Awards Gala on Thursday, May 1, 2025 at the St. Clair College Centre For The Arts. President Silvaggi presented the Kathleen Thomas Inspire Award to Christine Mbao Machina. This award recognizes a Canadian newcomer who has overcome significant challenges to build a better future for themselves and their family. Proceeds from the event will benefit the MCC Foundation. The Multicultural Council of Windsor and Essex County was officially established 52 years ago in April of 1973.



7. MPP Harb Gill

President Silvaggi congratulated newly-elected MP for Windsor West, Harb Gill while attending the MCC Awards Gala on Thursday, May 1, 2025. St. Clair College looks forward to working with MP Gill to advance educational opportunities and community initiatives that benefit our region.



8. 2025 Ford Innovation Showcase

On Friday, May 2, 2025, our students showcased their research projects to a panel of top executives at our Annual @Ford Innovation Showcase Competition. The competition, held at the Main Campus, also included speed networking opportunities with top industry professionals for our students. Thanks to all of our industry partners for coming out and supporting our students as they continue to Rise Above the Ordinary.

Congratulations to Cole Dennie and Colton Thibert, students of the Mobile Applications Development program, for winning the Ford Prize in Innovation 2025! Their game stood out for its creativity and smart promotion of their academic program.

A big thank you to all the students who showcased their talents and ideas. Your ideas inspire us!



9. Alumni of Distinction Banquet

The 32nd Annual Alumni of Distinction ceremony took place on Friday, May 2, 2025 at the St. Clair College Centre for the Arts. The 2025 recipients come from diverse backgrounds, but they have all reached great success in their chosen fields. The honorees this year are the following:

- **Chuck Kelly**, President & CEO, Movati Athletic (Business & IT category).
- **Sheri Lynn Koscielski**, FIRST Robotics Senior Mentor, FIRST Robotics Windsor-Essex (Community Studies category).
- **Walter LaPlante**, Control & Industrial Connectivity Supervisor, Ford Motor Company (Technology/Engineering category).
- **Dino Micelli**, President & Owner, Calibur Tool and Mold (Skilled Trades category).
- **Paula Reaume-Zimmer**, President & CEO, Bluewater Health (Nursing/Health Sciences category).
- **Adelina Sisti-DeBlasis**, Red Seal Endorsed Honour Society Chef, GECDSEB Secondary School Culinary Teacher/Coop Specialist (Creative Arts category).



This year's list of honourees will bring a total of 143 graduates recognized by the College since 1992. *Congratulations to all our honourees!*

10. Play For A Cure 2025

St. Clair College and the alumni association continued their support for Play for a Cure which is a two-day hockey event. This event raises funds for local cancer research. This year the College had a team made up of staff, alumni and community members. Each member of the team was responsible for personally raising at least \$750 for the cause. Every team had an NHL player as a part of their team. Brad May who played on the Stanley Cup winning Anaheim Ducks, as well as Toronto, Buffalo and Detroit. Brad is now a proud member of Saints Nation!



11. WPS Community Appreciation Luncheon

The Windsor Police Service hosted a Community Heroes Appreciation Luncheon on Tuesday, May 13, 2025. The purpose of the event was to recognize community members, organizations and agencies who have provided outstanding support, acted courageously or otherwise demonstrated an act of good citizenship in working with the Windsor Police Service in service to our community. Both President Silvaggi and John Fairley were recognized for their outstanding service and dedication to the community.

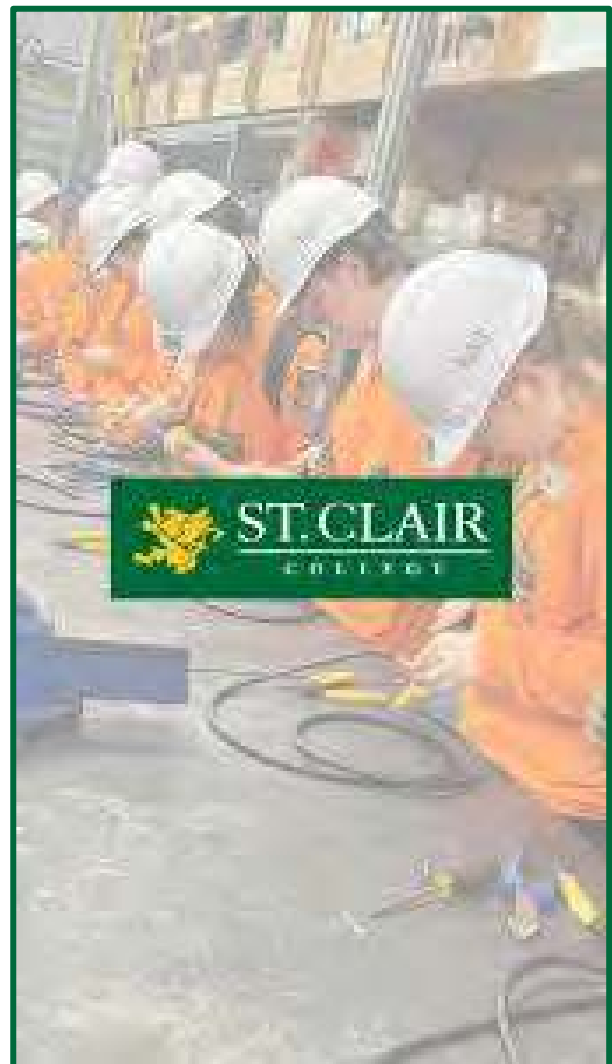


12. Media Advisory – Jill of All Trades

On Thursday, May 15, 2025, the College issued a Media Advisory announcing that we will be hosting our second annual Jill of All Trades event on Wednesday, May 21, 2025 from 8:30 a.m. to 4:30 p.m. at our Main Campus in the Classic Gym. The Jill of All Trades event is a hands-on day of activities designed to introduce young women from Grades 9 to 12 to a variety of occupations in the skilled trades. These events provide a safe and engaging learning environment where female mentors, faculty and students engage in skilled trades workshops. Through this introduction to non-traditional roles, Jill of All Trades aims to increase post-secondary enrolment in the trades to address the skilled trades shortage.

Over the next five years Canada will need at least 75,000 new tradespersons to fill the gap of people retiring – and that does not even consider the natural growth the trades will see. Meanwhile, only five per cent of skilled trades workers in Canada identify as women and only two per cent of 15-year-old female students indicate they are planning to pursue a career in the skilled trades.

Roughly 100 participants from area high schools will be split into groups and will visit four trades workshops, including areas with a focus on electrical, welding, powerline and sheet metal. Students will also be treated to breakfast, lunch, a candy bar, and will hear from keynote speaker Erin Gouin, a Millwright at Stellantis.



13. Windsor 2025 Business Excellence Awards

The Business Excellence Awards (BEAs) were presented at the Chrysler Theatre on Thursday, May 15, 2025 with many high-profile members of the community present. The award show was followed by an elegant dinner in the Skyline Ballroom of the St. Clair College Centre for the Arts.

St. Clair College was the proud sponsor of the 2025 Company of the Year (over 26 employees) Award. President Silvaggi, presented the award to Families First.

Congratulations to all of this year's finalists and winners on their outstanding achievements and contributions to our business community.



14. WECYAC Awards

On Friday, May 16, 2025, President Silvaggi was honored with the “Distinguished Partner of WECYAC 2025” award at the Windsor-Essex Child/Youth Advocacy Centre’s (WECYAC) 2025 Victims Week Breakfast, held at the Fogolar Furlan Club. This prestigious accolade recognizes the College’s exceptional dedication, significant contributions and unwavering commitment to supporting the wellbeing of children and youth in Windsor Essex.

The College’s impactful partnership with WECYAC has thrived due to their strategic location within St. Clair College, fostering collaborative programs, community initiatives and valuable internships for our students.

The event also featured engaging discussions with key community partners, addressing critical issues affecting local children and youth. We look forward to continuing our collaborative efforts to make a positive impact on the lives of children and youth in our community.





TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: MAY 27, 2025

**RE: ANNUAL REPORT ON THE SEXUAL MISCONDUCT POLICY AND
PROCEDURE, REPORTING AND PREVENTION STRATEGIES**

**SECTOR: JOSEPH SIRIANNI, SENIOR VICE PRESIDENT,
HUMAN RESOURCES AND FACILITIES SERVICES**

AIM:

To provide the Board of Governors with an update regarding the College's Annual Report on the Sexual Misconduct Policy and Procedure, Reporting and Prevention Strategies for the 2024-2025 academic year.

BACKGROUND:

The intent is to provide an update to the Board of Governors, in accordance with the requirements set out in subsection 17(7.1) of the Ministry of Training, Colleges and Universities Act (MTCU Act), on the number of reported incidents of sexual violence as well as the number of times that supports were provided to students who reported sexual violence.

This report covers the 2024-2025 academic year and provides statistics from the previous years for the purpose of comparison. An update on the prevention activities promoted by the Sexual Violence Prevention (SVP) Committee during the same time has also been provided for information.

This report must be made public by June of each year for the prior academic year. This report will be posted on the College's Sexual Violence Prevention webpage at <http://www.stclaircollege.ca/svp/>.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors receive the attached Annual Report on the Sexual Misconduct Policy and Procedure, Reporting and Prevention Strategies, 2024-2025, for information.



Annual Report on the Sexual Misconduct Policy and Procedure, Reporting and Prevention Strategies 2024-2025

Background

Pursuant to subsection 17(7.1) of the *Ministry of Training, Colleges, and Universities Act* (MTCU Act), St. Clair College is required to provide an Annual Report to its Board of Governors annually. This Annual Report must be publicly available and include the following information:

- Number of times supports, services and accommodations relating to sexual violence are requested and obtained by students enrolled at the college or university, and information about supports, services and accommodations.
- Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.
- The number of incidents and complaints of sexual violence reported by students and about such incidents and complaints.
- The implementation and effectiveness of the policy.

St. Clair College has two policies which deal with sexual misconduct. The first policy, entitled “Sexual Violence Prevention and Reporting Policy”, updated in June 2024, addresses student to student sexual violence. This policy requires a review every three years under the MTCU Act. The second policy, entitled, “Sexual Misconduct Policy” addresses sexual misconduct between students and College employees. This policy was initiated in June 2023 and was updated in February 2024. St. Clair College also has a webpage designed specifically to communicate supports, initiatives and reporting information for students and staff.

Since 2017, the College has been tracking the number of sexual violence incidents that are reported to Security, the College Resolution Officer and the sexual violence leads. The College’s protocol is that disclosures made to the Health Centre staff, counsellors, College staff, student representatives or other areas are communicated, in general terms, to the Sexual Violence Prevention Lead for tracking purposes. However, the numbers shown on the chart may not be fully represented if the disclosure was not communicated properly.

In all cases, College representatives inform the survivor of available supports and services (internal and external), as well as options for investigation. If a student wishes to pursue an investigation through the College, the College supports the students involved and has an external party (legal counsel) conduct the investigation.

It is also important to note that the term 'sexual violence' can include a wide range of sexual misconduct including inappropriate touching to rape. Therefore, when reporting sexual violence, one must keep in mind that while all sexual assaults are illegal and prohibited, the severity levels do vary and are not differentiated for the purpose of reporting.

Number of Sexual Violence Incidents and Supports Provided

| | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 |
|--|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Number of Informal Reports (Disclosures – Not Investigated by College) | 2 | 7 | 9 | 10 | 15 | 10 | 16 | 22 |
| Number of Formal Reports (Investigated by College) | 7 | 3 | 5 | 2 | 1 | 3 | 1 | 2 |
| Incidents That Occurred off Campus | 1 | 1 | 3 | 8 | 13 | 7 | 13 | 9 |
| Incidents That Occurred on Campus | 6 | 2 | 2 | 2 | 2 | 5 | 1 | 8 |
| Unknown Where Incidents Occurred | 2 | 7 | 9 | 2 | 1 | 1 | 3 | 7 |
| Services or Accommodations Provided | 5 | 6 | 14 | 6 | 13 | 11 | 14 | 20 |

The number of sexual violence incidents has shown a steady increase since 2017. The Sexual Violence Prevention Committee has increased awareness and encouraged reporting/supports for all students.

Supports

Supports provided to all students impacted by sexual violence include a range of options and comprise the following at a minimum:

- Interim measures (separation, change of sections, no-contact expectation, etc.).
- Counseling – Three Mental Health Therapists on site (CMHA) in Windsor and one Mental Health Therapist on site (Family Service Kent) in Chatham.
- St. Clair College Counselling Services are available at the Windsor and Downtown Campuses and at the Chatham Campus.

- Referral to and promotion of local supports:
 - Windsor:
 - Hiatus House <https://hiatushouse.com/>
 - Sexual Assault Crisis Centre <https://saccwindsor.net/>
 - Victim Services <https://vswec.ca/>
 - Chatham:
 - CK Women's Centre <https://ckwc.ca/>
 - CK Sexual Assault Crisis Centre <https://cksacc.org/>
 - CK Victim Services <https://ckvictimservices.com/>
- Medical follow-up with College Health Centre.
- Academic Accommodations and supports through Student Services.
- Safety Plans.
- Follow up by Sexual Violence Prevention Lead.
- Reporting through REES (Respect Educate Empower Survivors) portal.

Sexual Violence Prevention (SVP) Committee

The SVP Committee meets monthly to review initiatives and suggestions towards educating students and the College community about sexual violence prevention. The SVP Committee is comprised of representatives from the following areas:

- Manager, Student Safety, Rights and Responsibilities – Chair.
- Associate Vice President (AVP), Human Resources Office Administration and Facilities Services.
- Director, Student Services.
- One student representative from the Student Representative Council (SRC).
- One to five St. Clair College Student Wellness Ambassadors.
- One student representative from the Thames Student Incorporated (TSI).
- One student representative from the Saints Student Athletic Association (SSAA).
- Student Services Counsellors, one from Windsor and one from Chatham.
- One CMHA counsellor.
- College Resolution Officer.
- Management representatives from both on-campus Residences.
- A representative from Human Resources.
- A representative from Marketing.
- Tutoring Services Administrator.

The mandate of this Committee includes:

- Fostering greater awareness of sexual violence on campus through educational and awareness programs.
- Reviewing and proposing revisions to policy and procedures related to sexual violence and ensuring that the policy and procedures are reviewed annually.
- Remaining up to date on emerging best practices in prevention and support, to make recommendations for the creation of new programs and/or services where the need arises, or research suggests.

- Ensuring ongoing and appropriate training for faculty, staff and student leaders.
- Develop strategies and introduce initiatives aimed at promoting a culture of respect and ending sexual violence on campus.
- Receive and review the Annual Report from the AVP related to sexual violence which includes the following information:
 - The number of times students requested or received services, support or accommodations following an act of sexual violence and details on the services, support or accommodation measures requested or received.
 - Initiatives and programs introduced to promote awareness of services and support available to students.
 - The number and types of incidents and complaints of sexual violence reported by students. Details of implementation and effectiveness of the Policies and Protocols around Sexual Violence.

2024-2025 Initiatives

- Collaboration and promotion

REES

- REES (Respect Educate Empower Survivors) is an online reporting portal that allows students to anonymously report sexual violence incidents.
- Students can remain anonymous or connect with the College.
- Students can easily access supports within the community or at the College without having to talk to anyone at the College. They are also able to see our process for reporting sexual misconduct.
- REES provides the College with reports on disclosures at the end of each week.
- REES provides promotional materials for students in both print and digital formats.

EAAA: Flip the Script

- Sexual Assault Resistance Program for female identifying students.
- The SARE Centre facilitated sessions in the Fall 2024 and Winter 2025 semesters.
- [Flip the Script with EAAA® - SARE Centre](#)

- Training

- The residences located at St. Clair College held training sessions on consent, healthy relationships, sexual health and sexual violence prevention with students during orientation and throughout the school year.
- Onboarding of Bringing in the Bystander (A Prevention Workshop for Establishing a Culture of Responsibility and Respect) training for both staff and students; delivered separately. Six group sessions were delivered during 2024-2025.
 - <https://www.soteriasolutions.org/bringing-in-the-bystander>
- Student Wellness Ambassadors hosted information sessions at the residences (“Rez Chats”) regarding sexual violence prevention, consent, boundaries, etc. Both male and female identifying sessions were facilitated.
- Hosted self-defense workshops centered around Gender Based Violence.
- Updated the two separate sexual misconduct trainings to highlight the importance of Bill 26, Strengthening Post-Secondary Institutions and Students Act, prioritizing this information by mandating the modules for all staff and students.

- Student Wellness Ambassadors created a short video regarding consent, sexual violence prevention, resources and policies. This video was integrated into the sexual misconduct training for students, and is shown at all orientation sessions for new students coming into the College.
- Awareness and Engagement
 - Student-led groups provided a range of events and opportunities for students to engage in learning about healthy relationships, consent, sexual violence resistance and prevention.
 - Growth of the social media page @StClairStudentWellness to promote awareness and share information regarding on-campus supports, consent culture, and workshops/training opportunities for students.
 - Addition of posters/resources distribution on the back of all washroom stalls, across all Campuses.
 - Expanded to six Student Ambassadors across all three campuses to facilitate “Bringing in the Bystander” program through a peer-led model. The Student Ambassadors also supported social media posts and outreach opportunities to engage students in conversations regarding sexual violence, distribute promotional materials and participate in activities to create sexual violence awareness.
 - The Student Ambassadors facilitated educational and awareness campaigns related to consent, positive relationships, sexual violence prevention, mental health, etc.
 - Hosted keynote speaker Bonny Shade to engage students regarding the conversation to end sexual violence <https://www.bonnyshade.com/>. This event also hosted community providers (Sexual Assault Crisis Centre, Canadian Mental Health Association, SARE Centre, Hiatus House, and the Sahra Bulle Foundation).
 - Hosted a “Mocktail Mingle” event at both the Windsor and Chatham Campuses in partnership with community providers (MADD, Health Unit, Drink Smart). The intention was to increase awareness of partying safer, consent and sexual violence prevention.
 - Facilitated presentations regarding consent and healthy relationships to students in a specific program (Community Integration through Cooperative Education).
 - Started a Campus Human Trafficking awareness project to create awareness and access to resources.
- Collaboration
 - Invited community partners on-site to host information booths (Hiatus House, Health Unit, Sexual Assault Crisis Centre; Windsor and Chatham-Kent, CMHA, etc.).
 - Developed partnership with Violence Against Women Coordinating Community of Windsor-Essex.
 - Media collaboration with Chatham-Kent Sexual Assault Crisis Centre regarding Safe Campus/Safe Community.
 - Ongoing consultation with Victim Services and Windsor Police Services.
 - Representation on the newly founded Windsor-Essex Youth Violence Prevention Committee.

TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: MAY 27, 2025

RE: STRATEGIC DIRECTION UPDATE (2024-2025): FINANCIAL HEALTH AND SUSTAINABILITY – COLLEGE SUSTAINABILITY

**SECTOR: MARC JONES, SENIOR VICE PRESIDENT,
FINANCE, ADMINISTRATION AND CHIEF FINANCIAL OFFICER**

AIM:

To provide the Board of Governors with an update regarding Strategic Directions (2024 – 2025). This update pertains to Strategic Direction #6 – Financial Health and Sustainability, regarding an increase to the sustainability fund.

| Goal | Objective | Measure | Target |
|--------------------------|-------------------------|-------------------------------|----------|
| Financial Sustainability | College sustainability. | Increase sustainability fund. | May 2025 |

BACKGROUND:

The following table summarizes the financial Sustainability Reserve balance as of March 31, 2025:

| Line Item | Amount |
|------------------------|--------------|
| March 31, 2025 Balance | \$73,920,568 |
| Consists of: | |
| Principal | \$65,000,000 |
| Interest | \$8,920,568 |

The financial Sustainability Reserve balance is compliant with the College's Internally Restricted Funds Policy 4.5, which requires the reserve to be maintained at a minimum 3% of budgeted operating revenues. In addition, at the November 2024 and March 2025 meetings, Administration communicated to the Board of Governors on the need to pause the allocation of interest income into the reserve and to cap the reserve at \$73,920,568.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors receive this update regarding Strategic Direction #6 – Financial Health and Sustainability, regarding an increase to the sustainability fund, as information.



TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: MAY 27, 2025

**RE: AUDITED CONSOLIDATED FINANCIAL STATEMENTS FOR THE
YEAR ENDED MARCH 31, 2025**

**SECTOR: MARC JONES, SENIOR VICE PRESIDENT,
FINANCE, ADMINISTRATION AND CHIEF FINANCIAL OFFICER**

AIM:

To obtain Board approval of the Audited Consolidated Financial Statements for the Year Ended March 31, 2025.

BACKGROUND:

As in prior years, statutory financial statements are required to be submitted to the Ministry of Colleges, Universities, Research Excellence and Security. The Audit Committee of the Board met on Tuesday, May 20, 2025 to review the Audited Consolidated Financial Statements and to recommend Board approval.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board of Governors approve the Audited Consolidated Financial Statements for the Year Ended March 31, 2025.

Consolidated Financial Statements

THE ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Year ended March 31, 2025

The consolidated financial statements of The St. Clair College of Applied Arts and Technology (the “College”) are the responsibility of management and have been approved by the Board of Governors (the “Board”).

The consolidated financial statements have been prepared by management in accordance with Canadian public sector accounting standards for government not-for-profit organizations, including the 4200 series of standards, as issued by the Public Sector Accounting Board. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. Consolidated financial statements are not precise since they include certain amounts based on estimates and judgments. Management has determined such amounts on a reasonable basis in order to ensure that the consolidated financial statements are presented fairly, in all material respects.

The College maintains systems of internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and that the College’s assets are appropriately accounted for and adequately safeguarded.

The College’s insurance liabilities have been reviewed by management in consultation with its broker. There are no material liabilities in either fact or contingency as at the date of this report.

The Board is responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving the consolidated financial statements. The Board carries out this responsibility principally through its Audit and Finance Committee.

The Audit and Finance Committee is appointed by the Board and meets regularly with management, as well as the external auditors, to discuss internal controls over the financial reporting process, auditing matters and financial reporting issues, to satisfy itself that each party is properly discharging its responsibilities, and to review the consolidated financial statements and the external auditors’ report.

The Audit and Finance Committee reports its findings to the Board for consideration when approving the consolidated financial statements. The Audit and Finance Committee also considers, for review and approval by the Board, the engagement or reappointment of the external auditors.

The consolidated financial statements have been audited by KPMG LLP, the external auditors, in accordance with Canadian generally accepted auditing standards, on behalf of the Board. KPMG LLP has full and free access to the Audit and Finance Committee.

Michael Silvaggi
President

Marc Jones
Senior Vice President, Finance, Administration &
Chief Financial Officer

May 20, 2025

INDEPENDENT AUDITORS' REPORT

To the Board of Governors of The St. Clair College of Applied Arts and Technology

Opinion

We have audited the consolidated financial statements of The St. Clair College of Applied Arts and Technology (the College), which comprise:

- the consolidated statement of financial position as at March 31, 2025
- the consolidated statement of operations for the year then ended
- the consolidated statement of changes in net assets for the year then ended
- the consolidated statement of cash flows for the year then ended
- and notes to the financial statements and schedules, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditors' Responsibilities for the Audit of the Financial Statements" section of our auditors' report.

We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.



We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to

events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the College to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

Chartered Professional Accountants, Licensed Public Accountants

Windsor, Canada
May 20, 2025

THE ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Consolidated Statement of Financial Position

March 31, 2025, with comparative information for 2024

| | 2025 | 2024 |
|---|-----------------------|-----------------------|
| Assets | | |
| Current assets: | | |
| Cash and cash equivalents | \$ 57,771,016 | \$ 69,253,915 |
| Accounts receivable (note 17) | 10,285,731 | 10,686,888 |
| Temporary investments (note 2) | 172,473,772 | 247,983,107 |
| Prepaid expenses | 9,773,045 | 13,482,450 |
| | <u>250,303,564</u> | <u>341,406,360</u> |
| Long-term investments (note 2) | 51,692,864 | 25,331,540 |
| Construction in progress (note 3) | 634,450 | 10,531,702 |
| Capital assets (note 4) | <u>258,048,190</u> | <u>229,155,963</u> |
| | <u>\$ 560,679,068</u> | <u>\$ 606,425,565</u> |
| Liabilities and Net Assets | | |
| Current liabilities: | | |
| Accounts payable and accrued liabilities | \$ 37,797,510 | \$ 51,691,811 |
| Deferred revenue (note 6) | 42,756,484 | 104,754,305 |
| Vacation pay | 5,679,109 | 6,347,329 |
| Current portion of long-term debt (note 7) | <u>2,064,908</u> | <u>2,148,344</u> |
| | <u>88,298,011</u> | <u>164,941,789</u> |
| Long-term debt (note 7) | 17,171,470 | 19,236,378 |
| Post-employment benefits and compensated absences (note 8) | 4,193,999 | 3,693,000 |
| Deferred contributions (note 9) | 14,612,106 | 15,822,921 |
| Deferred capital contributions (note 10) | 129,392,841 | 129,088,671 |
| Deferred capital contributions relating to construction in progress (note 11) | - | 500,000 |
| Asset retirement obligations (note 5) | <u>787,876</u> | <u>844,076</u> |
| | <u>254,456,303</u> | <u>334,126,835</u> |
| Net assets: | | |
| Unrestricted: | | |
| Operating | 42,385,242 | 24,714,971 |
| Post-employment benefits and compensated absences | (4,193,999) | (3,693,000) |
| Vacation pay | <u>(5,679,109)</u> | <u>(6,347,329)</u> |
| | <u>32,512,134</u> | <u>14,674,642</u> |
| Invested in capital assets (note 12) | 110,053,421 | 88,714,272 |
| Externally restricted (note 13) | 23,799,904 | 22,788,044 |
| Internally restricted (note 14) | <u>139,857,306</u> | <u>146,121,772</u> |
| | <u>306,222,765</u> | <u>272,298,730</u> |
| Commitments (note 15) | | |
| Contingent liabilities (note 16) | | |
| | <u>\$ 560,679,068</u> | <u>\$ 606,425,565</u> |

See accompanying notes to consolidated financial statements.

Approved by the Board of Governors

Director

Director

THE ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Consolidated Statement of Operations

Year ended March 31, 2025, with comparative information for 2024

| | 2025 | 2024 |
|---|--------------------|--------------------|
| Revenue: | | |
| Grants and reimbursements | \$ 41,993,968 | \$ 41,024,596 |
| Capital support grants | 148,538 | 106,258 |
| Tuition revenue | 115,022,250 | 120,522,313 |
| Public college private partnership (note 19) | 96,838,064 | 103,870,335 |
| Contract training | 15,585,471 | 15,971,420 |
| Amortization of deferred capital contributions | 6,568,325 | 6,380,664 |
| Other income | 29,788,934 | 33,439,626 |
| Donations | 797,509 | 476,169 |
| Foundation | 3,948,600 | 4,489,550 |
| Ancillary operations | 14,153,147 | 13,980,148 |
| | <u>324,844,806</u> | <u>340,261,079</u> |
| Expenses: | | |
| Salaries and benefits | 109,267,703 | 104,006,644 |
| Operating expenditures | 69,876,059 | 72,798,868 |
| Public college private partnership (note 19) | 76,828,545 | 81,533,338 |
| Post-employment benefits and compensated absences | 501,000 | 137,000 |
| Foundation | 3,948,600 | 4,489,550 |
| Bursaries and scholarships | 793,054 | 468,169 |
| Amortization of capital assets | 15,076,411 | 13,912,840 |
| Other expenditures out of capital support grants | 141,027 | 106,284 |
| Ancillary operations | 15,496,515 | 13,484,259 |
| Loss on disposal of capital assets | 3,717 | 52,202 |
| | <u>291,932,631</u> | <u>290,989,154</u> |
| Excess of revenue over expenses | \$ 32,912,175 | \$ 49,271,925 |

See accompanying notes to consolidated financial statements.

THE ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Consolidated Statement of Changes in Net Assets

Year ended March 31, 2025, with comparative information for 2024

| | Unrestricted | Invested in capital assets (note 12) | Externally restricted (note 13) | Internally restricted (note 14) | 2025 Total | 2024 Total |
|--|---------------|---|---------------------------------------|---------------------------------------|----------------|----------------|
| Balance, beginning of year | \$ 14,674,642 | 88,714,272 | 22,788,044 | 146,121,772 | \$ 272,298,730 | \$ 239,406,866 |
| Endowment and annual funds received (transferred) during the year | - | - | 1,011,860 | - | 1,011,860 | (15,582,029) |
| Excess (deficiency) of revenues over expenses | 41,423,978 | (8,511,803) | - | - | 32,912,175 | 49,271,925 |
| Transfer of unrestricted to internally restricted | 6,264,466 | - | - | (6,264,466) | - | (798,032) |
| Net change in investment in capital assets (note 12b) | (29,850,952) | 29,850,952 | - | - | - | - |
| Balance, end of year | \$ 32,512,134 | \$ 110,053,421 | \$ 23,799,904 | \$ 139,857,306 | \$ 306,222,765 | \$ 272,298,730 |

See accompanying notes to consolidated financial statements.

THE ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Consolidated Statement of Cash Flows

Year ended March 31, 2025, with comparative information for 2024

| | 2025 | 2024 |
|---|---------------|---------------|
| Cash provided by (used in): | | |
| Operations: | | |
| Excess of revenue over expenses | \$ 32,912,175 | \$ 49,271,925 |
| Items not involving cash: | | |
| Amortization of capital assets | 15,076,411 | 13,912,840 |
| Amortization of deferred capital contributions | (6,568,325) | (6,380,664) |
| Accrual for post-employment benefits and compensated absences | 500,999 | 137,000 |
| Deferred contributions recognized as revenue in the year | (3,948,600) | (4,489,550) |
| Unrealized loss (gain) on long-term investments | 1,255,354 | (1,132,932) |
| Loss on disposal of capital assets | 3,717 | 52,202 |
| | 39,231,731 | 51,370,821 |
| Changes in non-cash operating working capital: | | |
| Accounts receivable | 401,157 | (530,760) |
| Prepaid expenses | 3,709,405 | (2,305,011) |
| Accounts payable and accrued liabilities | (13,894,301) | 18,347,527 |
| Accrual for vacation pay | (668,220) | 392,076 |
| Deferred revenue | (61,997,821) | (34,239,876) |
| | (33,218,049) | 33,034,777 |
| Financing activities: | | |
| Deferred contributions | 2,737,785 | 18,431,966 |
| Repayment of long-term debt | (2,148,344) | (2,037,497) |
| Internally restricted scholarship reserve transfer | - | (798,032) |
| Endowment and annual contributions (transfers), net | 1,011,860 | (15,582,029) |
| | 1,601,301 | 14,408 |
| Capital activities: | | |
| Contributions received for capital purposes | 6,872,495 | 7,144,008 |
| Contributions paid for construction in progress | (500,000) | (31,340) |
| Proceeds on disposal of capital assets | - | 26,177 |
| Purchase of capital assets and construction in progress | (34,075,103) | (32,914,199) |
| Asset retirement obligations settlement | (56,200) | (175,769) |
| | (27,758,808) | (25,951,123) |
| Investing activities: | | |
| Purchase of long-term investments | (27,616,678) | (7,639,628) |
| Redemption (purchase) of temporary investments | 75,509,335 | (13,525,992) |
| | 47,892,657 | (21,165,620) |
| Decrease in cash | (11,482,899) | (14,067,558) |
| Cash, beginning of year | 69,253,915 | 83,321,473 |
| Cash, end of year | \$ 57,771,016 | \$ 69,253,915 |

See accompanying notes to financial statements.

The St. Clair College of Applied Arts and Technology (the “College”), was incorporated in 1965 under the laws of the Province of Ontario, and is an Ontario college of applied arts and technology duly established pursuant to Ontario regulation 34/03 made under the Ontario Colleges of Applied Arts and Technology Act, 2002. The College is an agency of the crown and provides postsecondary, vocationally oriented education in the areas of applied arts, business, health sciences and technology.

The College is a not-for-profit organization and, as such, is exempt from income taxes under the Income Tax Act (Canada).

1. Significant accounting policies:

(a) Basis of presentation:

These consolidated financial statements of the College have been prepared in accordance with Canadian public sector accounting standards for government not-for-profit organizations, including the 4200 series of standards, as issued by the Public Sector Accounting Board (“PSAB for Government NPOs”).

The consolidated financial statements include the accounts of the College and its wholly controlled entity, St. Clair College Foundation. All significant inter-organization balances and transactions have been eliminated on consolidation.

These consolidated financial statements do not reflect the assets, liabilities and results of operations of the various student organizations.

(b) Revenue recognition:

Revenue is recognized when the College has the ability to claim or retain an inflow of economic resources and a past transaction or event giving rise to the asset has occurred.

The College follows the deferral method of accounting for contributions, which include donations and government grants. Tuition fees and contract training revenues are recognized as income to the extent that the related courses and services are provided within the fiscal year of the College.

Gifts in-kind are recorded at fair value in the year of receipt.

1. Significant accounting policies (continued):

(b) Revenue recognition (continued):

Ancillary revenues including parking, bookstore, residence, St. Clair College Centre for the Arts and other sundry revenues are recognized when products are delivered or services are provided to the student or client, the sales price is fixed and determinable, and collection is reasonably assured.

Unrestricted contributions are recognized as revenue when received or receivable and if the amount to be received can be reasonably estimated and collection is reasonably assured.

Externally restricted contributions and restricted investment income are recognized as revenue in the year in which the related expenses are incurred.

Restricted contributions for the purchase of capital assets are deferred and amortized into revenue on a straight-line basis corresponding with the amortization rate for the related capital assets.

Endowment contributions, having externally imposed restrictions requiring that the principal be maintained intact, are recognized as direct increases in endowed net assets.

Restricted investment income is recognized as revenue in the year in which the related expenses are incurred. Restricted investment income that must be maintained as an endowment is credited to net assets. Unrestricted investment income is recognized as revenue when earned.

Pledges are recorded as revenue when management can make a reasonable estimate of the amount and collection is reasonably assured. The College received pledges in the amount of \$290,000 (2024 - \$280,000) which have not been recorded in the accompanying financial statements.

1. Significant accounting policies (continued):

(c) Cash and cash equivalents:

Cash and cash equivalents include highly liquid investments with maturities of 30 days or less when purchased.

(d) Short-term investments:

Short-term investments are recorded at fair value. Subsequent changes in the fair value of short-term investments are adjusted through the statement of financial position.

(e) Long-term investments:

Long-term investments are recorded at fair value. Subsequent changes in the fair value of restricted long-term investments are adjusted through the statement of financial position.

(f) Investment income:

Realized gains and losses on the sale of investments are determined using the average cost of securities sold. Interest and dividend income is recorded on the accrual basis.

(g) Endowment funds:

Endowed funds consist of external contributions that the donor has designated as a permanent endowment. The endowed funds cannot be expended by the Foundation. The annual income earned on the endowed funds may be expended only for the externally restricted purposes specified by the donor.

(h) Capital assets:

Purchased capital assets are recorded at cost less accumulated amortization. Contributed capital assets are recorded at fair value at the date of contribution. Repairs and maintenance costs are charged to expense. Betterments that extend the estimated life of an asset are capitalized. When a capital asset no longer contributes to the College's ability to provide services or the value of future economic benefits associated with the capital asset is less than its net book value, the carrying value of the capital asset is reduced to reflect the decline in the asset's value.

1. Significant accounting policies (continued):

(h) Capital assets (continued):

Construction in progress is not recorded as a capital asset or amortized until it is put into service.

Capital assets are capitalized on acquisition and amortized on a straight-line basis over their useful lives, which has been estimated to be as follows:

| Asset | Basis |
|------------------------|----------|
| Buildings | 40 years |
| Site improvements | 10 years |
| Furniture & equipment | 5 years |
| Leasehold improvements | 5 years |
| Computer equipment | 3 years |

(i) Vacation pay:

The College recognizes vacation pay as an expense on the accrual basis.

(j) Retirement and post-employment benefits and compensated absences:

The College provides defined retirement and post-employment benefits and compensated absences to certain employee groups. These benefits include pension, health and dental, vesting sick leave and non-vesting sick leave. The College has adopted the following policies with respect to accounting for these employee benefits:

- (i) The costs of the post-employment future benefits are actuarially determined using management's best estimate of health care costs, disability recovery rates and discount rates. Adjustments to these costs arising from changes in estimates and experience gains and losses are amortized to income over the estimated average remaining service life of the employee groups on a straight line basis.

1. Significant accounting policies (continued):

(j) Retirement and post-employment benefits and compensated absences (continued):

- (ii) The costs of the post-employment future benefits are actuarially determined using management's best estimate of health care costs, disability recovery rates and discount rates. Adjustments to these costs arising from changes in estimates and experience gains and losses are amortized to income over the estimated average remaining service life of the employee groups on a straight line basis.
- (iii) The costs of the multi-employer defined benefit pension are the employer's contributions due to the plan in the period.
- (iv) The cost of vesting and non-vesting sick leave benefits are actuarially determined using management's best estimate of salary escalation, employees' use of entitlement and discount rates. Adjustments to these costs arising from changes in actuarial assumption and/or experience are recognized over the estimated average remaining service life of the employees.
- (v) The discount rate used in the determination of the above-mentioned liabilities is equal to the College's internal rate of borrowing.

(k) Financial instruments:

The College classifies its financial instruments as either fair value or amortized cost. The College's accounting policy for each category is as follows:

(i) Fair value:

This category includes equity instruments quoted in an active market. The College has designated its bond portfolio and term deposits that would otherwise be classified into the amortized cost category at fair value as the College manages and reports performance of it on a fair value basis.

1. Significant accounting policies (continued):

(k) Financial instruments (continued):

(i) Fair value (continued):

They are initially recognized at cost and subsequently carried at fair value. Changes in fair value on restricted assets are recognized as a deferred contribution until the criterion attached to the restrictions has been met.

Transaction costs related to financial instruments in the fair value category are expensed as incurred.

As the College has no financial instruments recognized at fair value which are not deferred, the College does not have a statement of remeasurement gains and losses.

(ii) Amortized cost:

This category includes accounts receivable, accounts payable, accrued liabilities and other liabilities. They are initially recognized at cost and subsequently carried at amortized cost using the effective interest rate method, less any impairment losses on financial assets.

Transaction costs related to financial instruments in the amortized-cost category are added to the carrying value of the instrument.

Write-downs on financial assets in the amortized cost category are recognized when the amount of a loss is known with sufficient precision, and there is no realistic prospect of recovery. Financial assets are then written down to net recoverable value with the write-down being recognized in the Statement of Operations.

1. Significant accounting policies (continued):

(l) Asset retirement obligations:

An asset retirement obligation ("ARO") is recognized when, as at the financial reporting date, all of the following criteria are met:

- There is a legal obligation to incur retirement costs in relation to a tangible capital asset;
- The past transaction or event giving rise to the liability has occurred;
- It is expected that future economic benefits will be given up; and
- A reasonable estimate of the amount can be made.

A liability for the removal of asbestos in several buildings owned by the College has been recognized based on estimated remediation costs of asbestos removal upon repair of affected areas or upon sale or closure of the building.

Actual remediation costs incurred are charged against the ARO to the extent of the liability recorded. Differences between the actual remediation costs incurred and the associated liability recorded within the consolidation financial statements is recognized in the consolidated statement of operations at the time of remediation.

The estimated undiscounted fair value of the ARO liability resulted in an accompanying increase to Building Capital Asset. The increase to the tangible capital asset is amortized in accordance with the amortization accounting policy for the College as outlined in (h).

(m) Use of estimates:

The preparation of financial statements in conformity with PSAB for Government NPOs requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the period. Actual results could differ from these estimates. Areas of key estimation includes the determination of fair value for long-term investments, allowance for doubtful accounts, the carrying amount of capital assets, the valuation and estimated timing of asset retirement obligations, and actuarial estimation of post-employment benefits and compensated absences liabilities.

2. Financial instrument classification:

The following table provides cost and fair value information of financial instruments by category. The maximum exposure to credit risk would be the carrying value as shown below:

| 2025 | Fair value | Amortization at cost | Total |
|--|---------------|-------------------------|---------------|
| Cash and cash equivalents | \$ 57,771,016 | \$ - | \$ 57,771,016 |
| Accounts receivable | - | 10,285,731 | 10,285,731 |
| Temporary investments | 172,473,772 | - | 172,473,772 |
| Long-term investments | 51,692,864 | - | 51,692,864 |
| Accounts payable and accrued liabilities | - | 37,797,510 | 37,797,510 |
| Long-term debt | - | 19,236,378 | 19,236,378 |
| | \$281,937,652 | \$ 67,319,619 | \$349,257,271 |

| 2024 | Fair value | Amortization at cost | Total |
|--|---------------|-------------------------|---------------|
| Cash and cash equivalents | \$ 69,253,915 | \$ - | \$69,253,915 |
| Accounts receivable | - | 10,686,888 | 10,686,888 |
| Temporary investments | 247,983,107 | - | 247,983,107 |
| Long-term investments | 25,331,540 | - | 25,331,540 |
| Accounts payable and accrued liabilities | - | 51,691,811 | 51,691,811 |
| Long-term debt | - | 21,384,722 | 21,384,722 |
| | \$342,568,562 | \$ 83,763,421 | \$426,331,983 |

Temporary investments consist of highly liquid investments, including guaranteed investment certificates with maturities of less than one year. Long-term investments consist of equity instruments in public companies, bonds, and term deposits. Long-term investments include \$26,016,220 (2024 - \$25,331,540) of investments externally restricted for endowment purposes (see Note 13).

2. Financial instrument classification (continued):

Long-term investments consist of the following:

| | 2025 | 2024 |
|---|----------------------|----------------------|
| Fair value: | | |
| Term deposits | \$ 25,676,644 | \$ - |
| Corporate and government bonds | 12,994,935 | 17,033,158 |
| Shares in public companies and mutual funds | 13,021,285 | 8,298,382 |
| | <u>\$ 51,692,864</u> | <u>\$ 25,331,540</u> |

| | 2025 | 2024 |
|---|----------------------|----------------------|
| Cost: | | |
| Term deposits | \$ 25,676,644 | \$ - |
| Corporate and government bonds | 12,727,974 | 16,955,196 |
| Shares in public companies and mutual funds | 12,408,267 | 6,241,011 |
| | <u>\$ 50,812,885</u> | <u>\$ 23,196,207</u> |

Maturity profile of bonds held is as follows:

| 2025 | Within 1 year | 1 to 5 years | 6 to 10 years | Over 10 years | No specific maturity | Total |
|-------------------|------------------|-----------------|------------------|------------------|-------------------------|---------------------|
| Carrying value \$ | 347,326 | \$5,467,851 | \$1,828,064 | \$ 471,718 | \$4,879,976 | \$12,994,935 |
| Percent of total | 3% | 41% | 14% | 4% | 38% | 100% |
| | | | | | | <u>\$12,994,935</u> |

| 2024 | Within 1 year | 1 to 5 years | 6 to 10 years | Over 10 years | Total |
|-------------------|------------------|-----------------|------------------|------------------|---------------------|
| Carrying value \$ | 2,083,808 | \$10,398,055 | \$4,105,286 | \$ 446,009 | \$17,033,158 |
| Percent of total | 12% | 61% | 24% | 3% | 100% |
| | | | | | <u>\$17,033,158</u> |

THE ST. CLAIR COLLEGE OF APPLIED ARTS AND TECHNOLOGY

Notes to Consolidated Financial Statements (continued)

Year ended March 31, 2025

2. Financial instrument classification (continued):

The following table provides an analysis of financial instruments that are measured subsequent to initial recognition at fair value, grouped into Levels 1 to 3 based on the degree to which the fair value is observable:

- Level 1 fair value measurements are those derived from quoted prices (unadjusted) in active markets for identical assets or liabilities using the last bid price;
- Level 2 fair value measurements are those derived from inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices); and
- Level 3 fair value measurements are those derived from valuation techniques that include inputs for the asset or liability that are not based on observable market data (unobservable inputs).

| 2025 | Level 1 | Level 2 | Level 3 | Total |
|---------------------------|---------------|---------|---------|---------------|
| Cash and cash equivalents | \$ 57,771,016 | \$ - | \$ - | \$ 57,771,016 |
| Temporary investments | 172,473,772 | - | - | 172,473,772 |
| Long-term investments | 51,692,864 | - | - | 51,692,864 |
| Total | \$281,937,652 | \$ - | \$ - | \$281,937,652 |

| 2024 | Level 1 | Level 2 | Level 3 | Total |
|---------------------------|---------------|---------|---------|---------------|
| Cash and cash equivalents | \$ 69,253,915 | \$ - | \$ - | \$ 69,253,915 |
| Temporary investments | 247,983,107 | - | - | 247,983,107 |
| Long-term investments | 25,331,540 | - | - | 25,331,540 |
| Total | \$342,568,562 | \$ - | \$ - | \$342,568,562 |

There was no movement between Levels 2 and 3 during the year.

3. Construction in progress:

Construction in progress represents costs incurred on certain building and equipment which was not available for use. Once the building and equipment is put in service, the total costs will be reclassified to capital assets and amortization will commence. As at March 31, 2025, construction in progress amounted to \$634,450 (2024 - \$10,531,702).

4. Capital assets:

| 2025 | Cost | Accumulated amortization | Net book value |
|---|-----------------------|-----------------------------|-----------------------|
| Land | \$ 6,036,323 | \$ - | \$ 6,036,323 |
| Buildings, including asset retirement costs | 321,467,836 | 105,318,635 | 216,149,201 |
| Site improvements | 34,163,318 | 15,674,351 | 18,488,967 |
| Furniture & equipment | 95,758,346 | 78,859,664 | 16,898,682 |
| Computer equipment | 3,284,624 | 2,975,882 | 308,742 |
| Leasehold improvements | 4,748,700 | 4,582,425 | 166,275 |
| | \$ 465,459,147 | \$ 207,410,957 | \$ 258,048,190 |

| 2024 | Cost | Accumulated amortization | Net book value |
|---|-----------------------|-----------------------------|-----------------------|
| Land | \$ 6,036,323 | \$ - | \$ 6,036,323 |
| Buildings, including asset retirement costs | 289,198,003 | 98,263,951 | 190,934,052 |
| Site improvements | 29,918,427 | 13,589,861 | 16,328,566 |
| Furniture & equipment | 95,146,091 | 79,835,742 | 15,310,349 |
| Computer equipment | 2,774,531 | 2,562,855 | 211,676 |
| Leasehold improvements | 4,748,700 | 4,413,703 | 334,997 |
| | \$ 427,822,075 | \$ 198,666,112 | \$ 229,155,963 |

Amortization expense for the year is \$15,076,411 (2024 - \$13,912,840).

5. Asset retirement obligations:

The College owns and operates several buildings that are known to have asbestos and there is a legal obligation to remove it upon repair of the affected areas or upon sale or closure of the building. Following the adoption of PS 3280 – Asset Retirement Obligations, the College recognized an obligation related to the remediation of asbestos in these buildings as estimated at April 1, 2021. The buildings had an estimated useful life of 40 years when they were acquired between 1970-2012.

| | 2025 | 2024 |
|---|------------|--------------|
| Balance, beginning of year | \$ 844,076 | \$ 1,019,845 |
| Less: obligations settled during the year | (56,200) | (175,769) |
| Balance, end of year | \$ 787,876 | \$ 844,076 |

6. Deferred revenue:

| | 2025 | 2024 |
|-----------------------|---------------|---------------|
| Advanced tuition fees | \$ 33,888,109 | \$ 95,388,591 |
| Unearned grants | 6,164,778 | 6,618,428 |
| Unearned rent | 395,298 | 364,258 |
| Other | 2,308,299 | 2,383,028 |
| | \$ 42,756,484 | \$104,754,305 |

7. Long-term debt:

The College has a \$5,000,000 operating line of credit. No amount has been drawn upon this operating line of credit as at March 31, 2025 (2024 - \$nil). The other long-term debt outstanding at year-end consists of:

| | 2025 | 2024 |
|--|---------------|---------------|
| 6.63% debt, payable \$128,585 monthly including interest, due March 28, 2028 | \$ 4,187,304 | \$ 5,408,405 |
| 2.147% debt, payable \$200,975 semi-annually including interest, due May 14, 2025 | 198,840 | 590,207 |
| 4.730% debt, payable \$628,383 semi-annually including interest, due September 2, 2042 | 14,850,234 | 15,386,110 |
| | 19,236,378 | 21,384,722 |
| Current portion of long-term debt | (2,064,908) | (2,148,344) |
| | \$ 17,171,470 | \$ 19,236,378 |

7. Long term debt (continued):

The scheduled principal amounts payable within the next five years and thereafter are as follows:

| | |
|------------|---------------|
| 2026 | \$ 2,064,908 |
| 2027 | 1,982,088 |
| 2028 | 2,105,485 |
| 2029 | 645,964 |
| 2030 | 676,853 |
| Thereafter | 11,761,080 |
| | <hr/> |
| | \$ 19,236,378 |

Security on the 6.63% long-term debt consists of a general assignment of the rents associated with the College's Windsor residence and a continuing interest in any and all monies deposited into an escrow account.

Security on the 2.147% long-term debt consists of entitlement to the Minister of Finance to deduct from monies appropriated by the Ontario Legislature for payment to the College, amounts equal to any amounts that the College fails to pay under these long-term debt arrangements.

Security on the 4.730% long-term debt consists of entitlement to the Minister of Finance to deduct from monies appropriated by the Ontario Legislature for payment to the College, amounts equal to any amounts that the College fails to pay under these long-term debt arrangements.

8. Post-employment benefits and compensated absences liability:

The following tables outline the components of the College's post-employment benefits and compensated absences liabilities and the related expenses.

| 2025 | Post-employment benefits | Non-vesting sick leave | Vesting sick leave | Total liability |
|---|-----------------------------|---------------------------|-----------------------|---------------------|
| Accrued employee future benefits obligations | \$ 1,066,000 | \$ 4,477,000 | \$ - | \$ 5,543,000 |
| Value of plan assets | (210,000) | - | - | (210,000) |
| Unamortized actuarial gains (losses) | 91,000 | (1,230,000) | - | (1,139,000) |
| Total liability | \$ 947,000 | \$ 3,247,000 | \$ - | \$ 4,194,000 |

| 2024 | Post-employment benefits | Non-vesting sick leave | Vesting sick leave | Total liability |
|---|-----------------------------|---------------------------|-----------------------|---------------------|
| Accrued employee future benefits obligations | \$ 865,000 | \$ 4,235,000 | \$ 52,000 | \$ 5,152,000 |
| Value of plan assets | (204,000) | - | - | (204,000) |
| Unamortized actuarial gains (losses) | 125,000 | (1,376,000) | (4,000) | (1,255,000) |
| Total liability | \$ 786,000 | \$ 2,859,000 | \$ 48,000 | \$ 3,693,000 |

| 2025 | Post-employment benefits | Non-vesting sick leave | Vesting sick leave | Total expense |
|---|-----------------------------|---------------------------|-----------------------|---------------------|
| Current year benefit cost | \$ 195,000 | \$ 391,000 | \$ 1,000 | \$ 587,000 |
| Interest on accrued benefit obligation | 3,000 | 155,000 | 1,000 | 159,000 |
| Amortized actuarial (losses) gains | (32,000) | 228,000 | 61,000 | 257,000 |
| Total expense | \$ 166,000 | \$ 774,000 | \$ 63,000 | \$ 1,003,000 |

8. Post-employment benefits and compensated absences liability (continued):

| 2024 | Post-employment benefits | Non-vesting sick leave | Vesting sick leave | Total expense |
|--|-----------------------------|---------------------------|-----------------------|------------------|
| Current year benefit cost | \$ 7,000 | \$ 322,000 | \$ 1,000 | \$ 330,000 |
| Interest on accrued benefit obligation | 3,000 | 124,000 | 2,000 | 129,000 |
| Amortized actuarial (losses) gains | (13,000) | 97,000 | - | 84,000 |
| Total expense | \$ (3,000) | \$ 543,000 | \$ 3,000 | \$ 543,000 |

The above amounts exclude pension contributions to the Colleges of Applied Arts and Technology pension plan, a multi-employer plan, described below.

(a) Retirement benefits:

CAAT Pension Plan:

A majority of the College's employees are members of the Colleges of Applied Arts and Technology Pension Plan (the "Plan"), which is a multi-employer jointly-sponsored defined benefit plan for eligible employees of public colleges and related employers in Ontario. The College makes contributions to the Plan equal to those of employees. Contribution rates are set by the Plan's governors to ensure the long-term viability of the Plan. Since the Plan is a multi-employer plan, the College's contributions are accounted for as if the plan were a defined contribution plan with the College's contributions being expensed in the period they come due.

Any pension surplus or deficit is a joint responsibility of the members and employers and may affect future contribution rates. The College does not recognize any share of the Plan's pension surplus or deficit as insufficient information is available to identify the College's share of the underlying pension assets and liabilities. The most recent actuarial valuation filed with pension regulators as at January 1, 2025, indicated an actuarial surplus of \$6.1 billion (2024 - \$5.3 billion). The College made contributions to the Plan and its associated retirement compensation arrangement of \$8,420,280 (2024 - \$8,510,363), which has been included in the statement of operations.

8. Post-employment benefits and compensated absences liability (continued):

(b) Post-employment benefits:

The College extends post-employment life insurance, health and dental benefits to certain employee groups subsequent to their retirement. The College recognizes these benefits as they are earned during the employees' tenure of service. The related benefit liability was determined by an actuarial valuation study commissioned by the College Employer Council.

The major actuarial assumptions employed for the valuations are as follows:

(i) Discount rate:

The present value as at March 31, 2025 of the future benefits was determined using a discount rate of 3.20% (2024 – 3.50%).

(ii) Medical premium:

Medical premium increases were assumed to increase at 6.04% per annum in 2025 (2024 – 6.16%) and decrease proportionately thereafter to an ultimate rate of 4.0% in 2040.

(iii) Dental costs:

Dental costs were assumed to increase at 4.0% per annum in 2025 (2024 – 4.0%).

8. Post-employment benefits and compensated absences liability (continued):

(c) Compensated absences:

Non-vesting sick leave:

The College allocates to certain employee groups a specified number of days each year for use as paid absences in the event of illness or injury. These days do not vest and are available immediately. Employees are permitted to accumulate their unused allocation each year up to the allowable maximum provided in their employment agreements. Accumulated days may be used in future years to the extent that the employees' illness or injury exceeds the current year's allocation of days. Sick days are paid out at the salary in effect at the time of usage. The related benefit liability was determined by an actuarial valuation study commissioned by the College Employer Council.

The assumptions used in the valuations of vesting and non-vesting sick leave are the College's best estimates of expected rates of:

| | 2025 | 2024 |
|-----------------------------|------|------|
| Wage and salary escalation: | | |
| Academic | 2.5% | 3.0% |
| Support | 2.5% | 3.0% |
| Discount rate | 3.2% | 3.5% |

The probability that the employee will use more sick days than the annual accrual and the excess number of sick days used are within ranges of 0% to 23.5% and 0 to 54 respectively for age groups ranging from 20 and under to 65 and over in bands of 5 years.

9. Deferred contributions:

Deferred contributions represent unspent externally restricted funding that has been received and relates to a subsequent year. Changes in the contributions deferred to future periods are as follows:

| | 2025 | 2024 |
|--|---------------|---------------|
| Balance, beginning of year | \$ 15,822,921 | \$ 1,880,504 |
| Less: bursaries awarded in the year | (3,948,600) | (4,489,550) |
| Add: amounts received in the year | 983,884 | 16,517,869 |
| Add: unrealized (loss) gain on long-term investments | (1,255,354) | 1,132,932 |
| Add: investment income received in the year | 3,009,255 | 781,166 |
| Balance, end of year | \$ 14,612,106 | \$ 15,822,921 |

Deferred contributions are comprised of:

| | 2025 | 2024 |
|------------------------------------|---------------|---------------|
| Scholarships and bursaries | \$ 14,460,606 | \$ 15,671,421 |
| Joint employment stability reserve | 151,500 | 151,500 |
| | \$ 14,612,106 | \$ 15,822,921 |

10. Deferred capital contributions:

Deferred capital contributions represent the unamortized amount and unspent amount of donations and grants received for the purchase of capital assets. The amortization of capital contributions is recorded as revenue in the statement of operations. The changes in the deferred capital contributions balances are as follows:

| | 2025 | 2024 |
|--|---------------|----------------|
| Balance, beginning of year | \$129,088,671 | \$ 128,325,327 |
| Less: amortization of deferred capital contributions | (6,568,325) | (6,380,664) |
| Add: contributions received for capital purposes | 6,872,495 | 7,144,008 |
| Balance, end of year | \$129,392,841 | \$ 129,088,671 |

As at March 31, 2025 there were \$nil (2024 - \$nil) of deferred capital contributions received which were not spent.

11. Deferred capital contributions relating to construction in progress:

Deferred capital contributions relating to construction in progress represents the amount of grants and other restricted funding received primarily for construction of building and equipment in progress.

| | 2025 | 2024 |
|--|------------|------------|
| Balance, beginning of year | \$ 500,000 | \$ 531,340 |
| Less: amounts transferred to assets in the year | (500,000) | (531,340) |
| Add: contributions received for capital purposes | - | 500,000 |
| Balance, end of year | \$ - | \$ 500,000 |

12. Investment in capital assets:

(a) Investment in capital assets represents the following:

| | 2025 | 2024 |
|---|---------------|----------------|
| Capital assets | \$258,048,190 | \$ 229,155,963 |
| Construction in progress | 634,450 | 10,531,702 |
| Less amounts financed by: | | |
| Long-term debt | (19,236,378) | (21,384,722) |
| Deferred capital contributions | (129,392,841) | (129,088,671) |
| Deferred capital contributions – construction | - | (500,000) |
| Balance, end of year | \$110,053,421 | \$ 88,714,272 |

(b) Change in net assets invested in capital assets is calculated as follows:

| | 2025 | 2024 |
|---|----------------|----------------|
| Deficiency of revenues over expenditures: | | |
| Amortization of deferred capital contributions related to capital assets | \$ 6,568,325 | \$ 6,380,664 |
| Amortization of capital assets | (15,076,411) | (13,912,840) |
| Loss on disposal of assets | (3,717) | (52,202) |
| | \$ (8,511,803) | \$ (7,584,378) |
| Net change in investment in capital assets: | | |
| Purchase and contribution of capital assets and transfers from construction in progress | \$ 34,075,103 | \$ 32,914,199 |
| Disposal of capital assets | (3,717) | (78,379) |
| Amounts funded by deferred capital contributions | (6,872,495) | (7,144,008) |
| Amounts funded by deferred capital contributions – construction | 500,000 | 31,340 |
| Loss on disposal of capital assets, net of expenses | 3,717 | 52,202 |
| Repayment of long-term debt | 2,148,344 | 2,037,497 |
| | \$ 29,850,952 | \$ 27,812,851 |

13. Externally restricted net assets:

Externally restricted net assets include restricted donations received by the College where the endowment principal is required to be maintained intact. The investment income generated from these endowments must be used in accordance with the various purposes established by donors. The College ensures, as part of its fiduciary responsibilities, that all funds received with a restricted purpose are expended for the purpose for which they were provided.

Investment income on externally restricted endowments that was disbursed during the year has been recorded in the Statement of Operations since this income is available for disbursement as scholarships and bursaries and the donors' conditions have been met. The unspent portion of investment income is recorded in deferred contributions. Investment income on endowed assets recognized and deferred was \$856,650 and \$2,774,264 respectively (2024 - \$770,850 and \$621,659).

Externally restricted endowment funds include grants provided by the Government of Ontario from the Ontario Student Opportunity Trust Fund and Ontario Trust for Student Support. Under these programs, the government matches funds raised by the College. The purpose of the programs are to assist academically qualified individuals who, for financial reasons, would not otherwise be able to attend College. The programs have been discontinued.

14. Internally restricted net assets:

Internally restricted net assets are funds restricted by the College Board of Governors for future expenses. The balance for future expenses relates to the following:

| 2025 | Financial Sustainability | Deferred Maintenance | Strategic Capital Project | Risk Management | Total |
|----------------------------------|-----------------------------|-------------------------|------------------------------|--------------------|---------------|
| Balance, beginning of year | \$ 73,920,568 | \$ 36,756,589 | \$ 25,444,615 | \$ 10,000,000 | \$146,121,772 |
| Add: contributions | - | 15,076,412 | 20,000,000 | - | 35,076,412 |
| Less: transfer for spend | - | (15,946,263) | (25,394,615) | - | (41,340,878) |
| Balance, end of year | \$ 73,920,568 | \$ 35,886,738 | \$ 20,050,000 | \$ 10,000,000 | \$139,857,306 |

14. Internally restricted net assets (continued):

| | Financial | Deferred | Strategic | Risk | International | |
|----------------------------|----------------|---------------|-----------------|---------------|---------------|---------------|
| 2024 | Sustainability | Maintenance | Capital Project | Management | Scholarships | Total |
| Balance, beginning of year | \$ 70,111,102 | \$ 25,878,768 | \$ 22,095,384 | \$ - | \$ 5,056,127 | \$123,141,381 |
| Add: contributions | 3,809,466 | 22,047,790 | 13,000,000 | 10,000,000 | 240,059 | 49,097,315 |
| Less: transfer for spend | - | (11,169,969) | (9,650,769) | - | (5,296,186) | (26,116,924) |
| Balance, end of year | \$ 73,920,568 | \$ 36,756,589 | \$ 25,444,615 | \$ 10,000,000 | \$ - | \$146,121,772 |

15. Commitments:

The College is committed to estimated minimum annual payments under operating lease agreements over the next five years as follows:

| | |
|------|--------------|
| 2026 | \$ 8,773,565 |
| 2027 | 4,314,813 |
| 2028 | 2,899,866 |
| 2029 | 1,151,589 |
| 2030 | 156,951 |

16. Contingent liabilities:

The College has been named as defendant or co-defendant in several actions for damages. The outcome and the amount of the losses, if any, are not determinable at this time and accordingly, no provision for losses has been made in these financial statements. The amount will be accounted for in the period when and if such losses are determined.

17. Risk management:

(a) Credit risk:

Credit risk is the risk of financial loss to the College if a debtor fails to make payments of interest and principal when due. The College is exposed to this risk relating to its cash, debt holdings in its investment portfolio, and accounts receivable. The College holds its term deposits with a provincially regulated credit union that is protected by the Deposit Insurance Corporation of Ontario and with Canadian banking institutions that are protected by the Canadian Deposit Insurance Corporation. In the event of default, the College's term deposits are insured up to \$101,740,000 (2024 - \$151,724,041). In addition, the College holds part of its equity investments with an investment firm that is protected by the Canadian Investor Protection Fund (CIPF). In the event of CIPF member default, the College's equity investments are insured up to \$1,000,000 (2024 - \$1,000,000).

The investment policy sets issuer type limits on the bond portfolio and operates in accordance with the Ontario Financial Administration Act by placing a composition limit on the bond portfolio. All fixed income portfolios are measured for performance on a monthly basis and monitored by management on a monthly basis. The policy limits the funds to be invested in bonds of a single issuer to a maximum of 10% of the market value of the bond portfolio, except for bonds issued by the Government of Canada and Canadian provinces. The maximum exposure to investment credit risk is outlined in Note 2.

The College measures its exposure to credit risk based on how long the amounts have been outstanding. An impairment allowance is set up based on the College's historical experience regarding collections. The amounts outstanding at year end were as follows:

17. Risk management (continued):

(a) Credit risk (continued):

| | Total | Current | Past due | | | |
|----------------------------|---------------|--------------|----------------|-----------------|-----------------|------------------|
| | | | 1 - 30 days | 31 - 60 days | 61 - 90 days | 91 - 120 days |
| Government receivables | \$ 4,187,866 | \$ 4,187,866 | \$ - | \$ - | \$ - | \$ - |
| Student receivables | 2,699,835 | 2,858 | 4,483 | 2,403 | (1,774) | 2,691,865 |
| Other receivables | 4,235,640 | 2,744,188 | 406,599 | 469,722 | 612,525 | 2,606 |
| Gross receivables | 11,123,341 | 6,934,912 | 411,082 | 472,125 | 610,751 | 2,694,471 |
| Less: impairment allowance | (837,610) | - | - | - | - | (837,610) |
| Net receivables | \$ 10,285,731 | \$ 6,934,912 | \$ 411,082 | \$ 472,125 | \$ 610,751 | \$ 1,856,861 |

The amount of other receivables aged greater than 90 days relates to banquet and general receivables for College services and accrued interest from the Foundation's investment portfolio and scholarship donations. Student receivables not impaired are collectible based on the College's assessment and past experience regarding collection rates.

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure the risk.

17. Risk management (continued):

(b) Market risk:

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate as a result of market factors. Market factors include three types of risk: currency risk, interest rate risk, and equity risk.

The investment policy's application is monitored by the Foundation Board, management, and the investment managers. Diversification techniques are utilized to minimize risk. The policy limits the investment in any single issuer to a maximum of 10% of the market value of the bond portfolio and 10% (2024 - 5%) of the market value of the equity portfolio. An exception exists for bonds issued by the Government of Canada and Canadian provinces.

There have been no significant changes from the previous year in the exposure to risk or policies, procedures, and methods used to measure the risk.

(c) Currency risk:

Currency risk relates to the College operating in different currencies and converting non-Canadian earnings at different points in time at different foreign levels when adverse changes in foreign currency rates occur. The College is exposed to this risk through its equity holdings within its investment portfolio.

At March 31, 2025, a 1% fluctuation in foreign exchange rates, with all other variables held constant, would have an estimated impact on the fair values of the College's non-Canadian holdings of \$38,698 (2024 - \$25,278).

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure the risk.

17. Risk management (continued):

(d) Interest rate risk:

Interest rate risk is the potential for financial loss caused by fluctuations in fair value or future cash flows of financial instruments because of changes in market interest rates.

The College is exposed to this risk through its interest-bearing investments and bank loans.

The College mitigates interest rate risk on its bank loans through fixed rates (see Note 7). Therefore, fluctuations in market interest rates would not impact future cash flows and operations relating to the bank loans.

The College's bond portfolio has interest rates ranging from 1.2% to 6.5% (2024 – 1% to 9%) with maturities ranging from November 4, 2025 to May 18, 2077 (2024 – June 2, 2024 to May 18, 2077).

At March 31, 2025, a 1% rise or drop in interest rates, with all other variables held constant, would have an estimated impact on the fair value of bonds of \$695,366 loss and \$695,366 gain respectively (2024 - \$650,156 loss and \$650,156 gain). The College's bank loans as described in Note 7 would not be impacted as the rate of the loans is fixed.

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure the risk.

(e) Equity risk:

Equity risk is the uncertainty associated with the valuation of assets arising from changes in equity markets. The College is exposed to this risk through its equity holdings within its investment portfolio. At March 31, 2025, a 10% movement in the stock markets with all other variables held constant would have an estimated effect on the fair values of the College's equities of \$1,184,077 (2024 - \$724,449).

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure the risk.

17. Risk management (continued):

(f) Liquidity risk:

Liquidity risk is the risk that the College will not be able to meet all cash outflow obligations as they come due. The College mitigates this risk by monitoring cash activities and expected outflows through extensive budgeting and maintaining investments that may be converted to cash in the near term if unexpected cash outflows arise. The following table sets out the contractual maturities (representing undiscounted contractual cash-flows of financial liabilities):

| 2025 | Within 6 months | 6 months to 1 year | 1 – 5 years | > 5 years |
|------------------|--------------------|-----------------------|--------------|---------------|
| Accounts payable | \$ 31,474,987 | \$ 3,301,900 | \$ 3,020,623 | \$ - |
| Long-term debt | 1,117,814 | 947,093 | 6,119,610 | 11,051,861 |
| | \$ 32,592,801 | \$ 4,248,993 | \$ 9,140,233 | \$ 11,051,861 |

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure the risk.

(g) Other risk:

On January 22, 2024, the Government of Canada (the “Government”) announced an intake cap on international student permit applications for a period of two years, resulting in a reduction of approximately 35% of approved study permits from 2023.

On September 18, 2024, the Government announced a further reduction to the intake cap on international student study permits for 2025 of 10% from the approved 2024 target. The 2025 cap will be maintained at the same level for 2026. Also included in this announcement was a change to Post-Graduation Work Permits (“PGWPs”), aligning work permit eligibility to labour market needs. Further details on the implementation of this change were released throughout Fall 2024, resulting in a significant reduction of the programs eligible for PGWPs.

17. Risk management (continued):

(g) Other risk (continued):

As a result of these policy changes, students at St. Clair College's public-private partnership, in the Greater Toronto Area, will no longer be eligible for post-graduate work permits, which affects the sustainability of this partnership. The last planned enrolment for the public-private partnership will be in 2025-2026, which represents the flow-through enrolment from the last intake in Spring 2024.

A significant portion of the College's tuition revenues is derived from international students and the College continues to assess the impact of this announcement on its ability to earn revenue from international students.

18. Related parties:

St. Clair College Foundation:

The St. Clair College Foundation (the "Foundation") which is consolidated within these financial statements, was established to raise funds for the use of the College. The Foundation is a registered charity and is classified as a public Foundation under the Income Tax Act and, as such, is exempt from tax. Resources of the Foundation are for the benefit of the College and are to be used for purposes agreed upon by the College and the Foundation. During the year, an amount of \$3,091,950 (2024 - \$3,718,700), including \$nil of in-kind donations (2024 - \$nil) was received from the Foundation.

The College administers the receipt and disbursement of funds on behalf of the St. Clair College Foundation at no charge.

19. Public college private partnership:

In 2014, the College began a public college-private partnership with a private career college for some post-secondary program delivery to international students. The College assesses and collects the gross student tuition and fees from the students and remits the applicable funds to the private partner. In return, the College receives a fee-for-service payment from the private partner. The partnership began winding down in fiscal 2025.



TO: BOARD OF GOVERNORS

FROM: MICHAEL SILVAGGI, PRESIDENT

DATE: MAY 27, 2025

**RE: NOMENCLATURE UPDATES – CONTINUING EDUCATION
CERTIFICATE PROGRAMS**

**SECTOR: LINDI PRENDI, EXECUTIVE DIRECTOR,
CENTRE FOR ACADEMIC EXCELLENCE, QUALITY ASSURANCE
AND ACCOUNTABILITY**

AIM:

To provide the Board of Governors with an update regarding nomenclature updates for the following Board of Governors certificate programs offered through St. Clair College Continuing Education:

- B400 – Accounting.
- B401 – Marketing.
- B406 – Human Resources.

BACKGROUND:

The above certificate programs are offered on a part-time basis through St. Clair College Continuing Education. As part of the Quality Assurance process, programs are reviewed and updated to meet skills on demand and ensure truth in advertising of program titles. It is anticipated that the proposed title and credential changes will enhance the marketability of these programs and potentially increase enrolment.

Revision Impacting the Program

The word “Studies” will be added to the program title for each of these programs. As a result, the title of these program will be officially amended to the following:

- B400 – Accounting Studies.
- B401 – Marketing Studies.
- B406 – Human Resources Studies.

The certificate programs are approved at the College level and as such, no further external approvals are required pertaining the certificate title updates.

RECOMMENDATION:

IT IS RECOMMENDED THAT the Board receive the update regarding nomenclature updates for the following Board of Governors certificate programs offered through St. Clair College Continuing Education:

- B400 – Accounting.
- B401 – Marketing.
- B406 – Human Resources.



Saints Student Athletic Association 2024-2025 A Year in Review

Presentation Topics



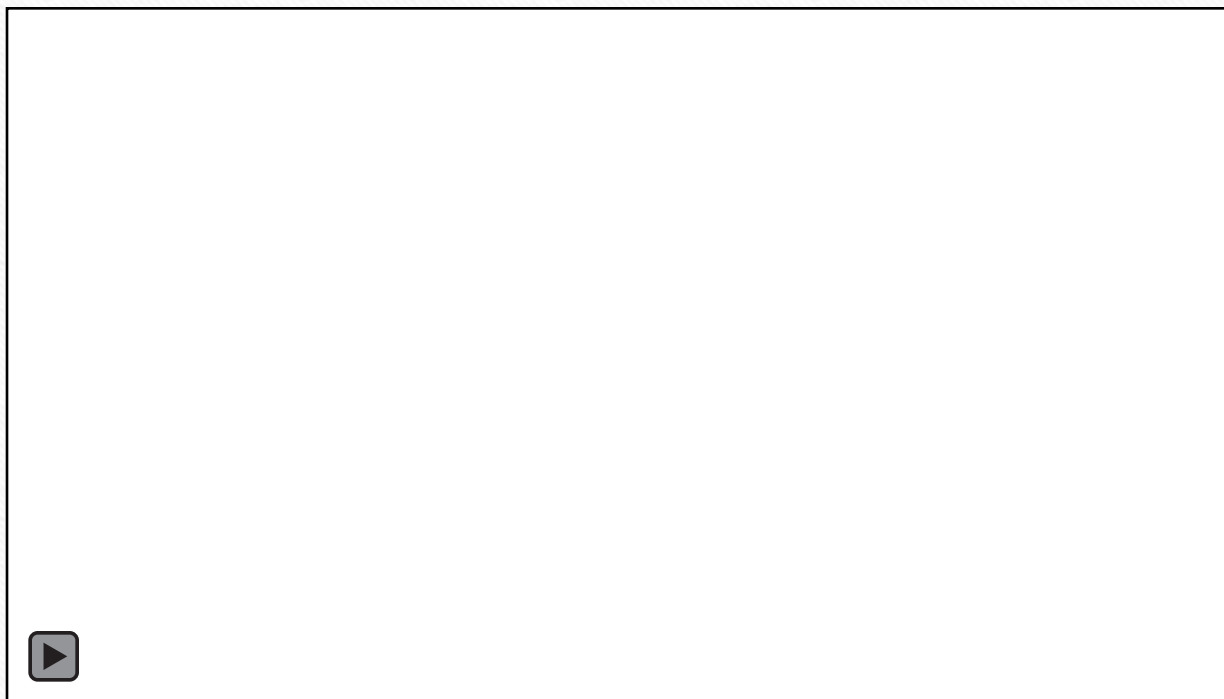
- Who are we?
- Student Recreational Offerings
- Intramural & Extramural
- Varsity
- Community Engagement
- Student Recruitment
- SportPark
- Partnerships
- Social Media
- Future Plans



Who are We?

- **Saints Student Athletic Association Inc. is a non-profit organization that focuses on offering full-time students at St. Clair College sport and recreational opportunities.**
- **We operate under our three-pillar model offering the students at St. Clair College (Windsor and Downtown Campuses) with:**
 - Intramural/Recreational Events, Leagues and Tournaments**
 - Varsity Promotion and Support**
 - Community Involvement and Student Recruiting**
- **We are also responsible for all community activity at the St. Clair College Sportspark.**

SSAA: The Commercial





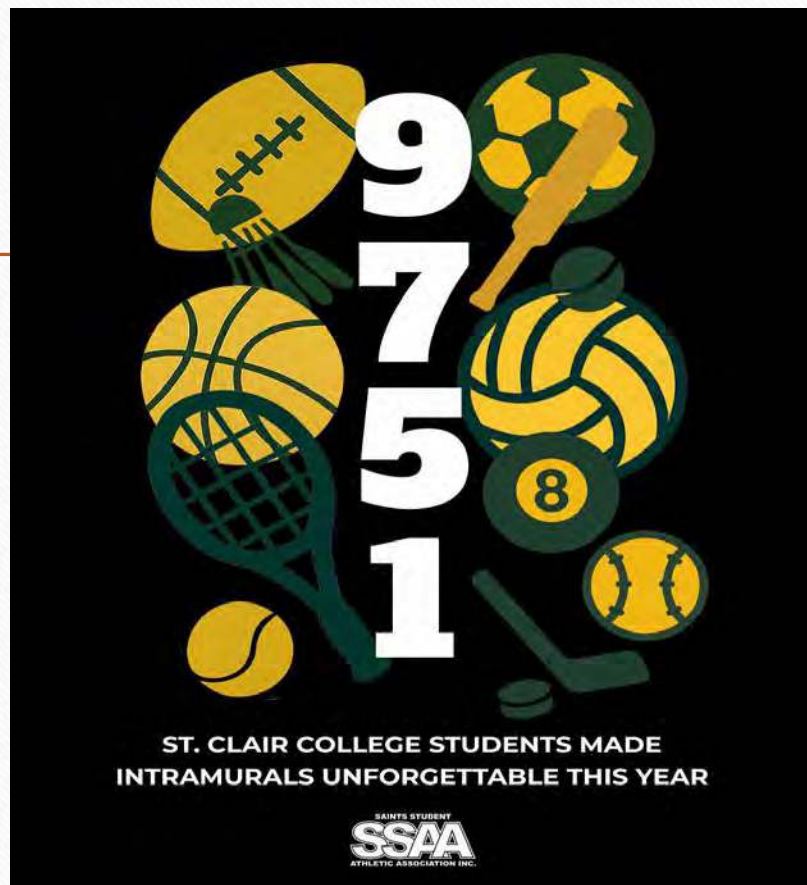
Offerings

- **Free** golf @ **St. Clair College Woodland Hills Golf Course**
- **Free** tennis and clinics @ **The Zekelman Tennis Centre**
- **Free** beach volleyball student rentals
- **Free** admission at all varsity and SSAA sanctioned events
- **Free** swimming pool access @ The St. Clair College pool
- **Free** indoor soccer, volleyball, and basketball student leagues
- **Free** open intramural nights and tournaments across 17 different sports

Intramurals

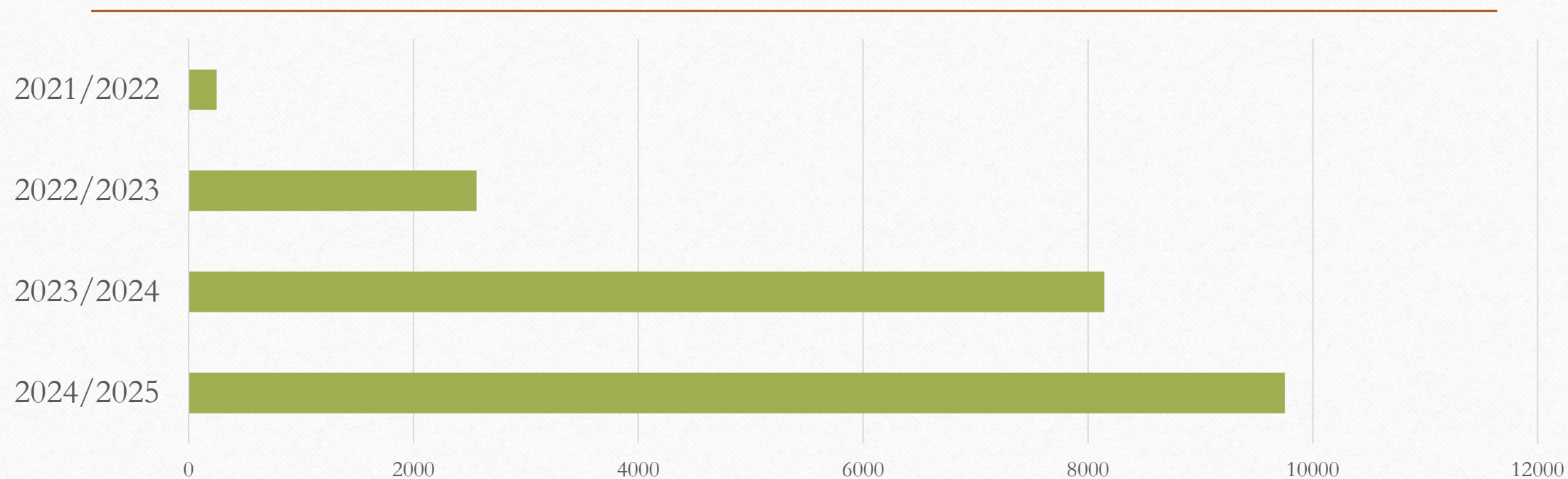


2024/2025 Intramural Statistics



- An increase of **1,606** students from 2023-2024
- **157** Intramural events took place
- **17** different sports were made available
- **25** Competitive tournaments/leagues were offered.
- **62.1** students per event

Student Attendance Growth: Intramural



St. Clair College Student Intramural Attendance

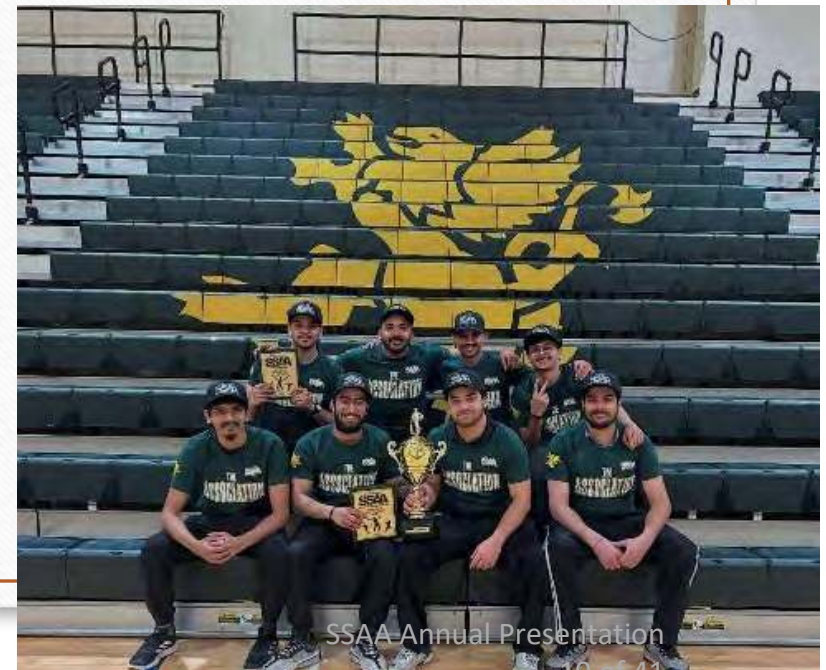
Benefits of Intramural Sports

- Creates a sense of community
- Allows students to continue to compete in athletics after high school, even if they are not at the varsity level.
- Offers students an opportunity to build relationships with people outside of their program.
- Provides an outlet for our student's mental well being.

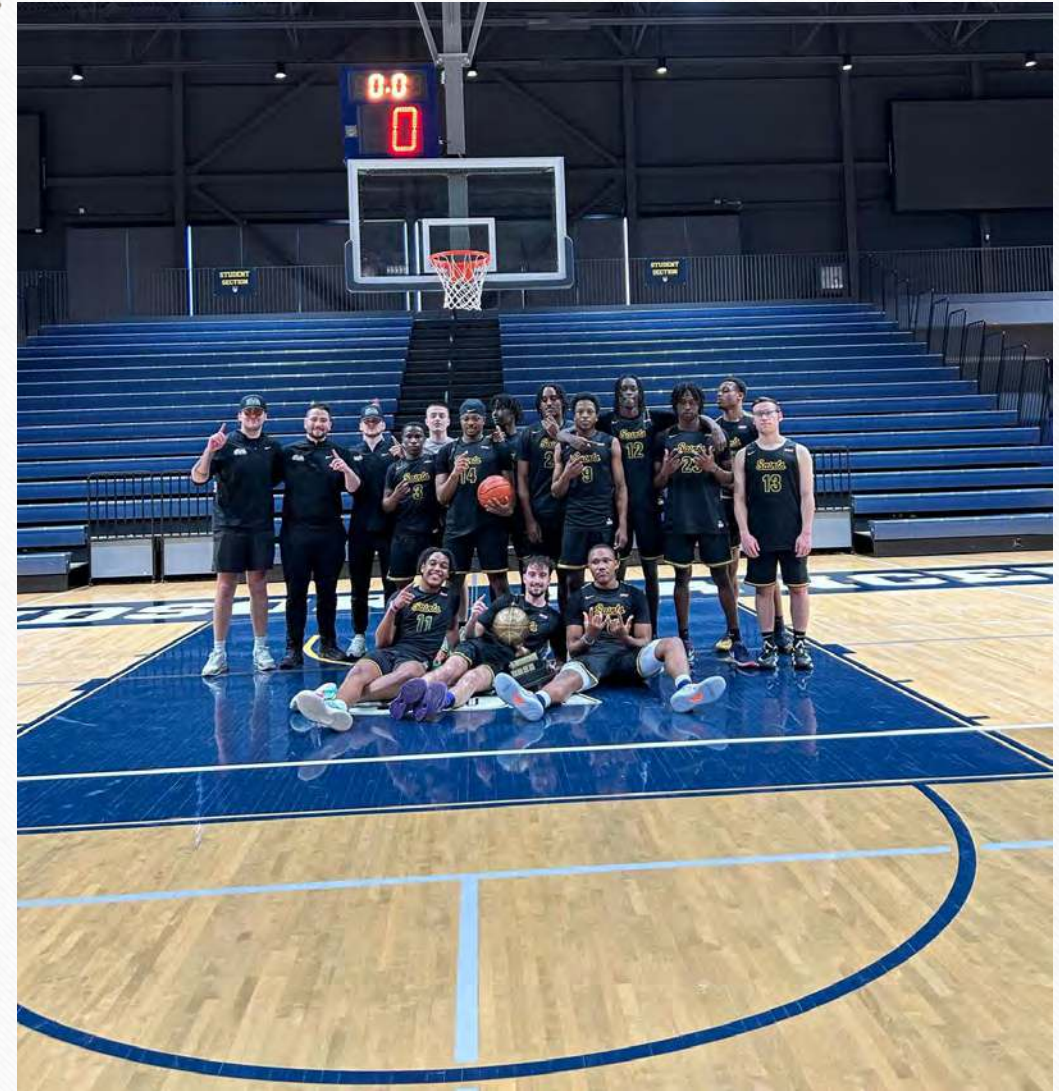




Full Board Minutes:
May 27, 2025



SSAA Annual Presentation
10 of 41





Varsity Sports





Varsity Results



Men's Varsity Sports

- Men's Baseball (17-1) *OCAA Gold
- Men's Basketball (16-2) *OCAA Bronze
- Saints Football (8-0) *OFC Champions, CJFL National Champions
- Men's Soccer (2-7-1)
- Men's Volleyball (6-12) *Final Four Appearance
- Men's Cross Country *5th Place OCAA, Qualified for Nationals
- Men's Golf *OCAA Gold, Qualified for Nationals
- Men's Indoor Soccer *Qualified for OCAA Championships

Women's Varsity Sports

- Women's Softball (17-7) *OCAA & CCSA Bronze
- Cross Country *4th place OCAA, Qualified for Nationals
- Women's Basketball (6-10)
- Women's Volleyball (16-2) *OCAA Silver
- Women's Soccer (7-2-1)
- Women's Golf *OCAA Silver, Qualified for Nationals
- Women's Indoor Soccer * OCAA Bronze

FIRST COLLEGE TO EVER WIN A CJFL NATIONAL CHAMPIONSHIP





Saints on the Road

5 trips, over 200 students from 17 different countries

Varsity Promo Nights



- Successfully organized 14 varsity promotional nights which saw 3,899 students attend.
- Created strong relationships to Saints Nation fans in the community

STUDENT RAFFLE FOR \$100 LULULEMON GIFTCARD & WATER BOTTLE AT HT OF MEN'S GAMES

SSAA PRESENTS

SOCCER FAN APPRECIATION NIGHT

SAINTS VS. LAMBTON LIONS
OCTOBER 9, 2024
7PM ET
ACUMEN STADIUM
FREE COWBELLS | TOQUES FOR THE FIRST 50 FANS AT WOMEN'S AND MEN'S GAMES

FIRST 100 FANS WILL RECEIVE AN SSAA HAT!

SSAA PRESENTS

SOFTBALL FAN APPRECIATION NIGHT

SAINTS VS. DURHAM LORDS
SEPTEMBER 29, 2024
12PM & 2PM ET
ST.CLAIR SPORTSPARK
T-SHIRT GIVEAWAYS | FREE COWBELLS | PLAYER AUTOGRAPHS FOLLOWING GAMES

STUDENT RAFFLE FOR \$100 LULULEMON GIFTCARD & WATER BOTTLE AT HT OF MEN'S GAMES

SSAA PRESENTS

SOCCER FAN APPRECIATION NIGHT

SAINTS VS. LAMBTON LIONS
OCTOBER 9, 2024
5PM ET
ACUMEN STADIUM
FREE COWBELLS | TOQUES FOR THE FIRST 50 FANS AT WOMEN'S AND MEN'S GAMES

FREE ADMISSION FOR ST.CLAIR ALUMNI ON BEHALF OF THE ALUMNI ASSOCIATION

SSAA PRESENTS

BASEBALL FAN APPRECIATION NIGHT

SAINTS VS. HUMBER HAWKS
OCTOBER 12, 2024
1PM & 3PM ET
LACASSE PARK
ONE FREE HOTDOG PER STUDENT | FREE COWBELLS | TOQUES FOR THE FIRST 75 FANS

Fan Appreciation Nights





RESIDENCE NIGHT

JANUARY 22ND 6PM & 8PM




LOTS OF GIVEAWAYS!!

- 400 FREE T-SHIRTS
- 4 X \$100.00 SCHOLARSHIPS
- FREE HOT DOGS AND VEGGIE DOGS FOR ALL STUDENTS
- BELL LET'S TALK MERCH





Athletic Department Support

- Sponsored \$7,500.00 to support the varsity athletic package.
- Donated \$20,000.00 to support operations and free student gold at St. Clair College Woodland Hills Golf Club.
- Planning many upcoming initiatives to support varsity team costs and student scholarships.





Community Engagement & Student Recruitment

2024/2025

Charitable Donations

- Canadian Cancer Society: \$1,369.50
- Save the African Child Uganda: \$1,250.00
- CMHA : \$1,250.00
- Special Olympics: \$3,000.00
- LaSalle Fire Department: \$500.00
- The Bridge Leamington: \$750.00
- Legacy Run: \$500.00



2-YEAR TOTAL

\$1,369.50

has been donated to the

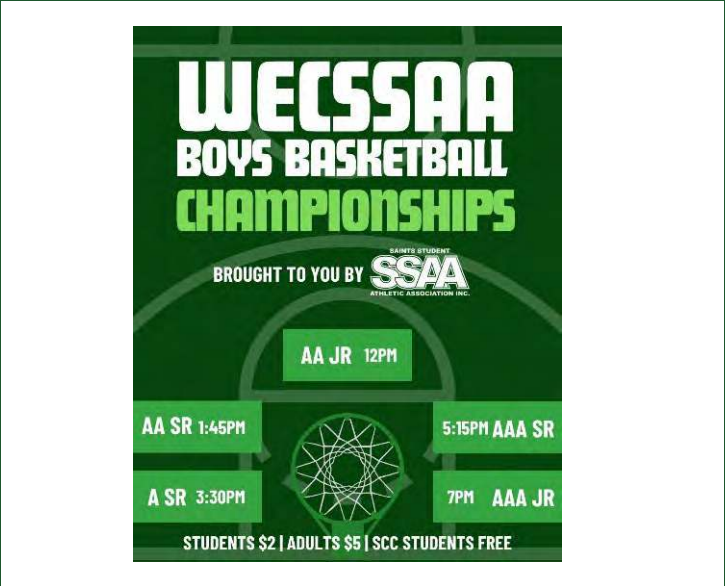


Canadian
Cancer
Society

Thank you for your attendance and support in this initiative!

*2023 TOTAL: \$321.50 (50 CENTS PER STUDENT ATTENDEE)
*2024 TOTAL: \$1,048.00 (\$1.00 PER STUDENT ATTENDEE)

Student Recruitment Initiatives



2024 OFSAA Football Bowl Series

Donated \$500.00
and
Host/Facilitators







OFSAA Responsibilities

(Year 2 Hosting and Facilitating)



- Gameday Staffing & Scheduling
- Concession
- Social Media, Photography & Website
- Position on OFSAA football committee
- Facility maintenance
- Hosted 11 games in 3 days at Acumen Stadium
- Saw over 800 student athletes participate and get the St. Clair Experience

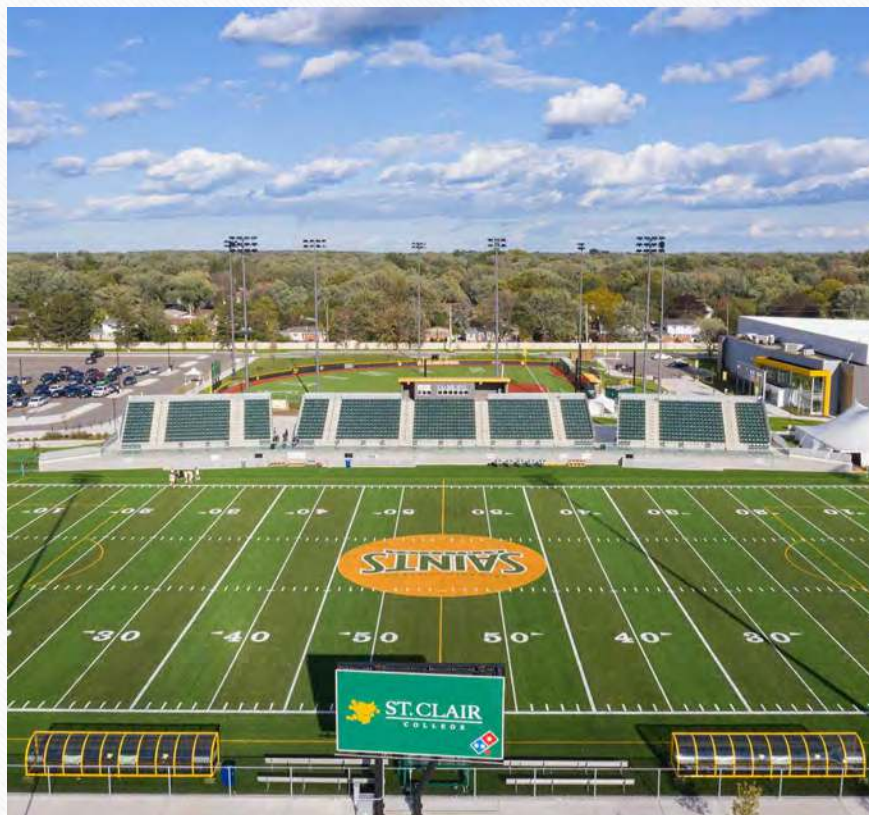




Partnerships

Windsor Tennis Management & Herc's Windsor

Partnership #1: Windsor Tennis Management



- Contracted agreement on all SportPark facilities
- Over 37 reoccurring renters, excluding varsity
- Summer volleyball leagues (Have seen growth) (48 Teams)
- SSAA & WTM split all rental fees 50/50
- WTM offers concession for all outdoor varsity games
- Free tennis and beach volleyball for all full-time SCC students

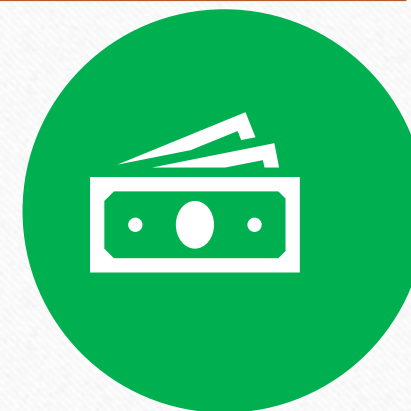
Partnership #1: Windsor Tennis Management



WTM STAFFS GAMEDAY
CONCESSION STAFF AT
SPORTSPARK, SSAA TAKES 15%
OF LIQUOR SALES AND 10% OF
FOOD AND SOFT DRINK SALES



WTM PROVIDES A STATE-OF-THE-
ART SOFTWARE RENTAL SYSTEM
TO TRACK AND HANDLE RENTERS
WITH SSAA APPROVAL AND SPLIT
THE RENTAL FEE 50/50



WTM PAYS FOR NECESSARY
INSURANCE AND LIQUOR
LICENSING EXPENSES



Partnership #2 Herc's Windsor

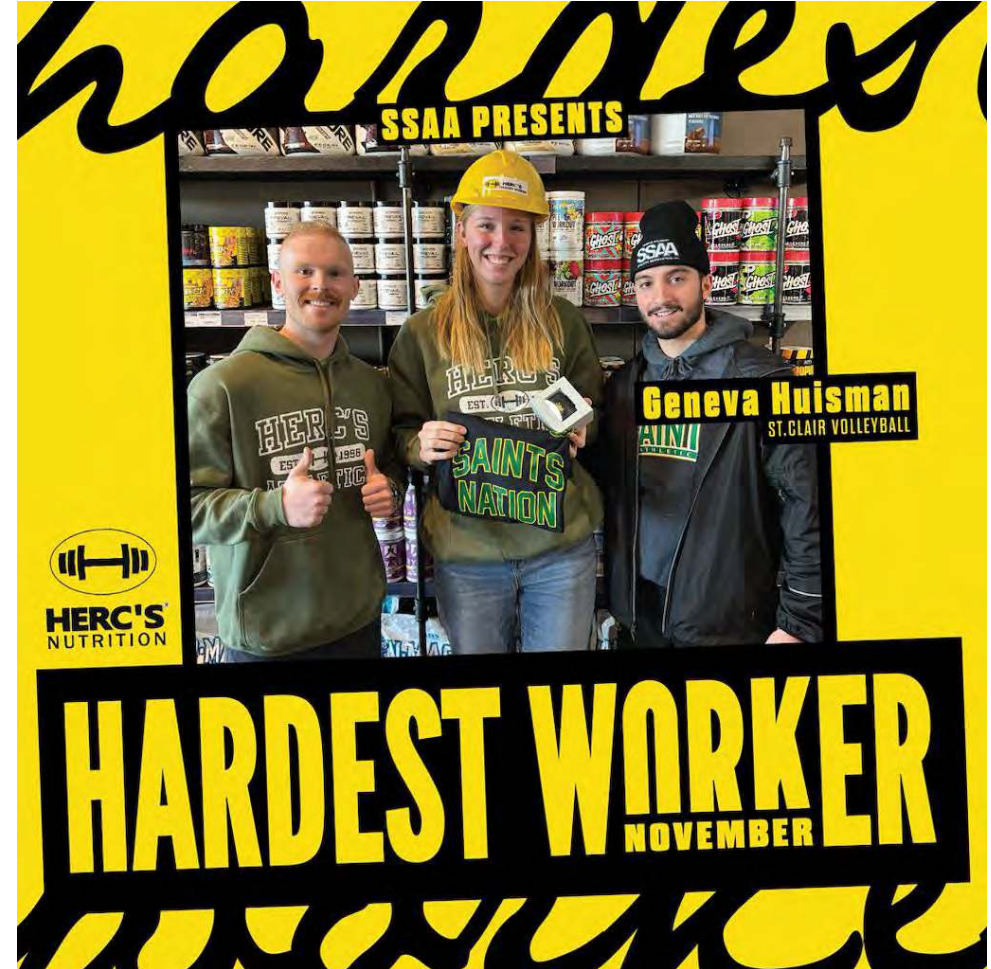


How it Started:

- 15% off non-discounted products for Athletes only
- Promotional trade off

Now:

- 15% off non-discounted products: all full-time students, coaches and staff
- Purchase nutritional drinks and snacks at cost to sell at the fitness center (Revenue)
- Sponsor the biggest half-time show in the Ontario Football Conference
- Contribute to multiple initiatives and even supply our gym fridge with complementary protein and energy drinks.





Social Media and Student Communication

A Closer look at @SaintsStudentAthletic

Instagram:
@SaintsStudentAthletic



| DEC | | | | | | | ALL OPEN EVENTS STUDENT FEE NONE STUDENTS \$0 | SSAA |
|---|--|--|---|---|---|---|---|------|
| 1 VBALL VS. SHERIDAN 1 & 3PM ACOMEN STADIUM | 2 OPEN BASKETBALL 6PM ACOMEN STADIUM | 3 INDOOR SOCCER LEAGUE CHAMPIONSHIPS 6PM ACOMEN STADIUM | 4 3V3 BASKETBALL TOURNAMENT 6PM ACOMEN STADIUM | 5 DODGEBALL TOURNAMENT 6PM ACOMEN STADIUM | 6 JR. SAINTS INVITATIONAL TOURNAMENT AMPHITHEATRE & CLASSIC STADIUM | 7 JR. SAINTS INVITATIONAL TOURNAMENT AMPHITHEATRE & CLASSIC STADIUM | | |
| 8 JR. SAINTS INVITATIONAL TOURNAMENT AMPHITHEATRE & CLASSIC STADIUM | 9 GOODLUCK ON EXAMS | 10 | 11 | 12 | 13 | 14 | | |
| 15 | 16 | 17 | 18 | 19 | 20 OPEN BADMINTON 6PM ACOMEN STADIUM | 21 OPEN CRICKET 6PM ACOMEN STADIUM | | |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 | | |
| 29 | 30 | 31 HAPPY NEW YEAR! | | | | | | |

| OCTOBER | | | | | | | ALL OPEN EVENTS STUDENT FEE NONE STUDENTS \$0 | SSAA |
|--|---|--|---|--|---|---|---|------|
| | | 1 WEEK 2 VOLLEYBALL LEAGUE 6PM CLASSIC STADIUM | 2 SPIKEBALL TOURNAMENT 5PM ACOMEN STADIUM | 3 OPEN ICE HOCKEY 8PM CLASSIC STADIUM | 4 OPEN BASKETBALL 6PM CLASSIC STADIUM | 5 | | |
| 6 OPEN FLAG FOOTBALL 10AM ACOMEN STADIUM | 7 OPEN SOCCER 8PM ACOMEN STADIUM | 8 | 9 | 10 SOCCER VS. LAMARION 4PM & 7PM ACOMEN STADIUM | 11 OPEN SOCCER 6PM CLASSIC STADIUM | 12 SRM/SSAA CRICKET TOURNAMENT 5PM | | |
| 13 | 14 | 15 WEEK 3 VOLLEYBALL LEAGUE 6PM CLASSIC STADIUM | 16 | 17 OPEN BADMINTON 6PM CLASSIC STADIUM | 18 HOCKEY OPENERS BRAD VS. COMESTOGA 4PM & 8PM ACOMEN STADIUM | 19 HOCKEY FINAL HAWKES VS. COMESTOGA 7PM ACOMEN STADIUM | | |
| 20 | 21 OPEN ICE HOCKEY 10PM HAWKES STADIUM | 22 WEEK 4 VOLLEYBALL LEAGUE 6PM CLASSIC STADIUM | 23 | 24 OPEN SOCCER 6PM CLASSIC STADIUM | 25 WEEK 5 VOLLEYBALL LEAGUE 6PM CLASSIC STADIUM | 26 HOCKEY OPENERS BRAD VS. COMESTOGA 4PM & 8PM ACOMEN STADIUM | | |
| 27 MEN'S BASKETBALL VS. CANADIAN STADIUM | 28 VBALL LEAGUE CHAMPIONSHIP NIGHT 6PM CLASSIC STADIUM | 29 SSAA BASKETBALL TOURNAMENT | 30 OPEN BADMINTON 6PM CLASSIC STADIUM | 31 | | | | |

| MAY | | | | | | | ALL OPEN EVENTS STUDENT FEE NONE STUDENTS \$0 | SSAA |
|--------|--|--|--|--|---|--|---|------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | | |
| | | | | 1 SPRING ORIENTATION HAWKES STADIUM | 2 | 3 | | |
| 4 | 5 OPEN BEACH VOLLEYBALL NIGHT 6PM ACOMEN STADIUM | 6 OPEN BADMINTON 6PM CLASSIC STADIUM | 7 OPEN BASKETBALL 6PM ACOMEN STADIUM | 8 OPEN OUTDOOR SOCCER 3PM ACOMEN STADIUM | 9 OPEN BADMINTON 6PM CLASSIC STADIUM | 10 | | |
| 11 | 12 OPEN BEACH VOLLEYBALL NIGHT 6PM ACOMEN STADIUM | 13 OPEN OUTDOOR SOCCER 3PM ACOMEN STADIUM | 14 | 15 SRC WELCOME BACK FEST | 16 OPEN BADMINTON 6PM CLASSIC STADIUM | 17 | | |
| 18 | 19 OPEN BEACH VOLLEYBALL NIGHT 6PM ACOMEN STADIUM | 20 OPEN BASKETBALL 6PM ACOMEN STADIUM | 21 | 22 | 23 OPEN BADMINTON 6PM CLASSIC STADIUM | 24 BADMINTON TOURNAMENT | | |
| 25 | 26 OPEN VOLLEYBALL 6PM ACOMEN STADIUM | 27 OPEN OUTDOOR SOCCER 3PM ACOMEN STADIUM | 28 | 29 COMMUNITY BBALL NIGHT 5:30PM HAWKES STADIUM | 30 OPEN BADMINTON 6PM CLASSIC STADIUM | 31 COMMUNITY PICKLEBALL TOURNAMENT ALL DAY HAWKES STADIUM | | |

Monthly Event Calanders



Consistent Event Promotion

Social Media Metrics

An average of 1.1 million profile views every 90 days.

Over 2,400 new followers gained, which helped to have a consistent connection with students

Over 10,000 direct interactions with our users every 90 days.

Future Plans

- Expand our programming to participate in the Ontario College Rec Division (OCR), allowing all students the chance to compete and represent St. Clair College.
- Plan, promote and organize more frequent fundraisers, community events and camps to build revenue to support athletics.
- Expand our Intramural offerings even further, providing students with events that are tailored to their request.
- Creating more revenue streams to ensure business sustainability.
- Build our own website with built in student communications.



Upcoming Student Events: Spring Semester

- SSAA Youth Athletic Camps: Baseball, Softball, Volleyball, and Basketball
- The Association: Pickleball Tournament May 31st & June 1st
- Season 2 of the SSAA: Sportsplex Summer Basketball League: June 5th
- SSAA Back 40 Golf Tournament: June 14th
- SSAA Flag Football Showdown: June 21st
- Student Beach Volleyball Nights: Monday's (All Summer)
- A variety of consistent Intramural Open Nights and Tournaments





Outgoing/Incoming Board of Directors

SSAA Changeover

MEET YOUR 2024-2025 BOARD



GEORGE KARATZIAS
PRESIDENT • YEAR 3



BRYAN STEVENSON
VP VARSITY • YEAR 2



JUDY LAFLEUR
VP INTRAMURAL • YEAR 2



MATTEO PALUMBO
VP STUDENT LIFE • YEAR 4



GABRIELLA RIBERIO
MARKETING & PROMOTION • YEAR 1



ROBERT DURLING
MARKETING • YEAR 1



JONAH CERTOSSO
OPERATIONS • YEAR 1



MATTHEW GUENETTE
OPERATIONS • YEAR 1



ANDREW WEILER
OPERATIONS • YEAR 1



MOHAMMAD ASFAR SHAIKH
OPERATIONS • YEAR 1



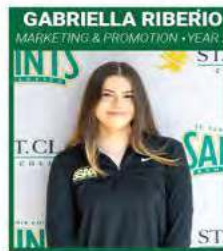
RILEY SAGRIFF
OPERATIONS • YEAR 1



CHRISTIAN SEGUIN
GENERAL MANAGER • YEAR 2



MEET YOUR 2025-2026 BOARD





Thank You!
Any Questions?

Saints Student Athletic Association

Annual Report

May 27, 2025



Varsity

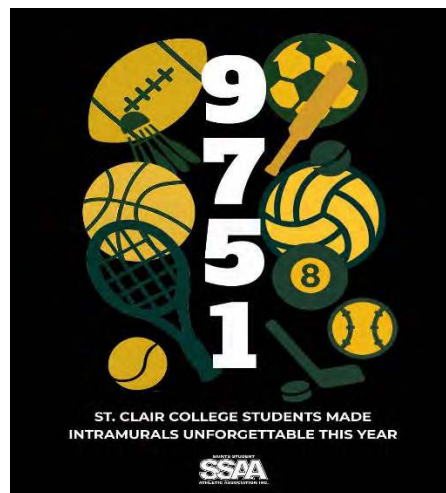


St. Clair College had another tremendous year in varsity athletics. We were able to capture 6 OCAA Medals and compete in and host multiple National Championships.

- Men's baseball team won their 4th straight OCAA gold
- Saints Football completed their perfect season winning both the OFC and CJFL National Championship on home soil
- Women's softball took home both the OCAA and National bronze medals
- Men's golf won their first ever gold medal while the women took home silver
- Men's basketball brought home OCAA Bronze
- Women's Indoor Soccer also won bronze.

We also had the opportunity to host the CCAA National Cross-Country championship at Malden Park and the National Football Championship both on the same day. SSAA played a large role in ensuring varsity success through staffing, promoting, cheering and doing giveaways at several games throughout the year. We provided students and athletes with 15 total promotional giveaway nights to help boost student attendance and engagement during the season. The giveaways included free t shirts, hot dogs, scholarships and more. We also organised 5 bus trips to support varsity that were all free to students.

Intramural



The SSAA had a very successful year delivering several different open nights, leagues and tournaments to all students with a variety of different sports offered. These sports included, outdoor soccer, cricket, badminton, ice hockey, floor hockey, beach volleyball, European handball, dodgeball, kickball, spikeball, pickleball, basketball, home run derby and more. We ran 3 major leagues this year:

- Intramural basketball league returned for season 3
- Indoor soccer was offered for the 2nd straight year
- Inaugural season of the intramural volleyball league.

We also held a variety of tournaments throughout the year as we had dodgeball, soccer, 3v3 basketball, pool, 4v4 hockey, singles and doubles badminton, cricket and more all free for students. We also put together our annual intramural all star basketball team where we traveled to the Toldo Center and beat the lancer intramural all stars. Social media coverage was also provided for all these events to help deliver the best possible athletic experience for our intramural athletes.

Community

The SSAA was a massive supporter of the community and in community athletics as we have made several donations and hosted multiple high school and grade school sporting events.

- Hosted the WECSSAA volleyball and basketball championships for the A, AA and AAA divisions
- Hosted WECSSAA and SWOSSAA Football Championships as well as the OFSAA Football championship for the 2nd straight year
- Hosted the Jr. Saints grade school basketball tournament



Some of the groups and organizations that we made donations to were Canadian Cancer Society, Save the African Child Uganda, Special Olympics, LaSalle Fire Department, and The Bridge Leamington.

The SSAA is also running many community initiatives this summer with the hopes of generating revenue for Athletics at St. Clair College, see the list below.

- SSAA Youth Athletic Camps: Baseball, Softball, Volleyball, and Basketball
- The Association: Pickleball Tournament May 31st & June 1st
- Season 2 of the SSAA: Sportsplex Summer Basketball League: June 5th
- SSAA Back 40 Golf Tournament: June 14th
- SSAA Flag Football Showdown: June 21st
- And more!



Annual Amenity Totals (Student Attendance)

- Intramural: 9751 Student Participants
- Zekelman Tennis Center: 2013 Student Participants
- Varsity: 3900 Student Participants
- Woodland Hills: 3058 Student participants
- Sportsplex Fitness Center: 69167 Student Participants
- Sportsplex Gymnasium: 5452 Student Participants
- Pool: 2599 Student Participants



St. Clair College In The News

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Saints fill coaching voids adding Dawson for softball and Zilles for cross country

Windsor Star - Apr 23, 2025



The St. Clair Saints have named Dwayne Dawson, at left, as the new softball head coach and Josh Zilles, at right, as the new cross-country coach.

Dwayne Dawson and Josh Zilles will plot their own course.

The two will try to fill major coaching voids with the St. Clair College Saints following the retirement of softball manager Doug Wiseman and cross-country head coach Paul Boots.

Dawson, who has been an assistant under Wiseman since 2019, will take over the manager's role with the Saints while Zilles, who has been an assistant coach for the University of Windsor Lancers for the past two seasons, steps in as the new cross country head coach.

"You're not filling (Wiseman's) shoes," the 55-year-old Dawson said. "You have to put on a new pair of shoes and grow your own. What he accomplished was huge."

Before turning to coaching, the 28-year-old Zilles spent six seasons competing for the Lancers and represented Canada at the FISU Games.

"I've got big boots to fill," Zilles said. "I want to encourage the culture of fun and excellence that coach Boots has kind of provided."

Dawson was an NCAA scholarship player at Cleveland State University and was drafted by the Houston Astros in 1992. A product of the Windsor Selects, Dawson also won two national senior titles with the Windsor Chiefs before turning to coaching.

"I've been coaching for almost 20 years now," Dawson said. "I reached out to Doug when my (two) girls were done playing ball."

Wiseman brought Dawson on as the two had managed against one another during the summer when Dawson coached with the Windsor Lady Expos and then the Windsor Wildcats.

“I’m just going to do what I know how to do best,” Dawson said of his approach to his new post. “Every coach has their own style. Doug ran his ship his own way and I’ll find mine.”

Dawson has been busy catching up with current players and expects to have 12-to-14 players return next season on a roster that holds 17 players.

“We worked under Doug and he always included us (assistant coaches) and now to have a chance to lead the organization is exciting for me,” Dawson said.

A Kitchener native, Zilles was recruited to the Lancers as a distance runner in 2016 by Gary Malloy a year after Dennis Fairall stepped away from the position.

He was a second-team all-OUA performer in 2021 and was named team MVP while earning Academic All-Canadian status on three occasions.

After wrapping up his running career, Zilles served as an intern for one season for the Lancers before becoming an assistant coach for both the cross-country team and track and field program.

“I started coaching with the University of Windsor and I loved it,” Zilles said. “So, when the opportunity to coach with a powerhouse like St. Clair came along, I couldn’t turn it down.”

Boots built a strong program with the Saints, but Zilles said the pressure to keep the bar high for the program is something he embraces.

“I want to win,” Zilles said. “I always have pressure from myself to win. I’m just a kind of naturally competitive guy and, going into any situation, I want to do the best that I can. I think the most pressure I feel is the pressure I put on myself.”

Boots has left Zilles with a solid roster that he hopes to build on it with a few additional recruits.

“I see the St. Clair culture and I want to continue that culture of fun, hard work and excellence on and off the cross-country course,” Zilles said. “I’m looking forward to the group we’re going to have.”

Wake up in Windsor: CTV's Your Morning highlighting the region in special election show

CTV Windsor - April 24, 2025



The crew of Your Morning interviews St. Joachim farmer Leo Guilbeault for a special election broadcast.

Your Morning will be broadcasting live from St. Clair College on Friday from 6 a.m. to 9 a.m.

"We did a live show out of Saint John, New Brunswick. We did a live show out of Edmonton last week, and this week we are here in Windsor," host Anne-Marie Mediwake said Thursday.

She was near St. Joachim interviewing Essex County farmer Leo Guilbeault as part of a focus on the local greenhouse and agriculture sector and the impact of American tariffs.

"We came to Windsor-Essex, because yes, it's a smaller city, but it has big impact from what is happening south of the border," Mediwake said. "You've got manufacturing and auto, which everybody knows, but there's a secondary story that isn't talked about a lot, but equally important, and that is agriculture in this area, the amount of produce that goes across the border in to feed the U.S., that story is a really big one here."

Your Morning will have a wide range of special interviews from the Goodfellows to Mayor Drew Dilkens and local Unifor leaders.

Over the course of the federal election, Your Morning has travelled across the country but Mediwake says there are common themes across Canada.

"Everybody's talking about cost of living and affordability. That's number one for everybody; every demographic in every province," Mediwake said. "But how what's happening south of the border affects different industries and provinces, that's what we wanted to dig into and that's part of the reason we came to Windsor."

ENWIN turns to local students in space redesign project

CTV News - April 26, 2025



Students, faculty and staff from St. Clair College's Interior Design program present their design ideas to executives at ENWIN Utilities at their headquarters on April 16, 2025.

St. Clair College interior design students collaborated with ENWIN to redesign portions of ENWIN's headquarters.

Tasked with reimagining the cafeteria, lounge, kitchen, a meeting area, and exterior patio, students had the chance to take their learning out of the classroom.

"Usually our faculty, which includes many industry professionals, bring the real world into the classroom.," said John Byng, the Chair of the School of Engineering Technologies. "This kind of real-life experience is invaluable to students and is one of the things that helps us graduate students 'job-ready'."

Students initially began the project in January with a site visit. Following 10-weeks of work, six groups of students presented their concepts to ENWIN in mid-April.



Students, faculty and staff from St. Clair College's Interior Design program present their design ideas to executives at ENWIN Utilities at their headquarters on April 16, 2025. (Source: Rich Garton/St. Clair College)

“Designing spaces for an actual client allowed us as a class to get real-life experience of what we would expect in this industry,” said Lilly Bondy, a second-year Interior Design student, who said one challenge of the process was balancing creativity with functionality.

Students had to account for requirements offered by ENWIN, safety concerns, accessibility, and more.

“Overall, I feel I gained a lot of knowledge on what a real project for an actual client will be in the future,” Bondy added.

Elements from each of the concepts will be used by ENWIN to refresh their building.



Students, faculty and staff from St. Clair College's Interior Design program present their design ideas to executives at ENWIN Utilities at their headquarters on April 16, 2025. (Source: Rich Garton/St. Clair College)

“The students at St. Clair College have truly impressed us with their extraordinary talent and creativity,” said Garry Rossi, the CEO of ENWIN Utilities. “They delivered designs that were not only functional and budget-friendly but also innovative, incorporating organic elements, sustainable materials, and locally sourced furniture.”



Brentwood Recovery Home is photographed in Windsor on March 7, 2016.

Brentwood names new executive director

WINDSOR NEWSTODAY.CA - APRIL 26, 2025

Brentwood Recovery Home in Windsor has selected its new executive director.

The addiction treatment centre announced Friday that Dr. Sonja Grbevski will step into the role.

She will succeed Elizabeth Dulmage, who is retiring next month.

"I wish to extend my sincerest thanks to the Board of Directors and the Hiring Committee for entrusting me for this leadership role," said Grbevski. "I am excited to work with our talented team, alumni, and community partners in an effort to advance our mission and vision and make a meaningful difference in the lives of the people we serve."

Grbevski has worked in leadership roles for 25 years, namely in addiction and mental health. She has a diploma from St. Clair College in Chemical and Substance Abuse Counselling, and a bachelor's degree in psychology from the University of Windsor.

She then moved on to Wayne State University in Detroit, earning a master's degree in Counselling with a focus on Rehabilitation, Mental Health, and Addictions; and a PhD in Counsellor Education.

The search for Dulmage's successor was overseen by the recruitment firm of Logic Executive Search and Workplace Solutions.

Grbevski's first day is May 20.

WE-SPARK Health Institute partnership renewed for five years

CTV Windsor - April 28, 2025



Leaders from all five partner institutions signed the renewed MOU during a formal ceremony held on Monday at the Ambassador Golf Club. (Source: WE-Spark)

The region's leading healthcare and academic institutions have renewed a five-year Memorandum of Understanding (MOU).

Erie Shores HealthCare, Hotel-Dieu Grace Healthcare, St. Clair College, the University of Windsor, and Windsor Regional Hospital have once again united under the WE-SPARK Health Institute to strengthen their collaborative vision.

The MOU reaffirms their commitment to local health research and innovation.

Leaders from all five partner institutions signed the renewed MOU during a formal ceremony held on Monday at the Ambassador Golf Club.

"This renewal underscores the power of partnership and our unwavering commitment to advancing health research that has meaningful impact," said Dora Cavallo-Medved, interim director of WE-SPARK Health Institute. "Together, we're building a strong, collaborative research ecosystem that supports discovery, improves care, and transforms lives in our region and beyond."

Officially launched on March 9, 2020, after more than a decade of collaborative planning, WE-SPARK marked a significant milestone in the region's health research journey.

Since then, the partnership has transformed the local research landscape—tackling pressing health challenges, driving technological innovation, and promoting the well-being of communities across Windsor-Essex.

In five years, officials say WE-SPARK has celebrated remarkable achievements across research, education, and community engagement—accomplishments made possible through the strength of its collaborative model.

Thanks to a highly successful grants program awarding 85 local seed and bridge grants totaling over \$1.4 million, the institute has generated an additional \$4.8 million in national and international funding. These efforts have helped local researchers secure nearly \$78 million in external funding and form 1,685 active research collaborations.

The institute's focus on training and mentorship has also had a significant impact, with over 2,068 students from Windsor-Essex gaining valuable experience and professional development through WE-SPARK initiatives.

Windsor Symphony Orchestra launching 2025-26 season

CTV News - April 29, 2025



Windsor Symphony Orchestra

The [Windsor Symphony Orchestra](#) is kicking off its 78th season.

The 2025-26 season begins with the Tepperman Masterworks Opening Night with Gershwin.

Canadian composer Vincent Ho brings to the Capitol Theatre stage a sonic picture of birds in flight in Whimsical Concerto of Fanciful Birds and the World Premiere of Syrian American composer Malek Jandali's Symphony No. 5. Canadian Jordan Pal's edgy Upwell, written for a digital performer and orchestra is paired with Vaughan Williams' Symphony No. 8. Vocalist Reggie Smith Jr. returns to the WSO to sing the title role in Mendelssohn's Elijah along with the WSO Chorus, Windsor Classic Chorale, the University of Windsor Singers, and local vocalists. Rounding out the series is Rachmaninov's Symphony No. 2.

Highlights of the 2025-26 season:

TOLDO POPS

The Toldo Pops series opens with thrilling music from the great John Williams with The Music of Star Wars. Motown comes to the Capitol Theatre when the Miracles alum Tee Turner Sings Motown. The beloved Holiday Pops: a musical favourite features the return of vocalist Charlotte Knight, the Windsor Symphony Orchestra Chorus and Music Moves Kids. Performer Lee Siegel bring a dynamic energy as he sings Broadway along with students from the St. Clair College Music Theatre program. The Sultans of String Return performing Walking Through the Fire to wrap the Toldo Pops series.

ONSTAGE & CAFE CONCERT SERIES

The popular and intimate Onstage and Café Concert Series take place on stage with Maestro and the orchestra only an arms length away. Enjoy music, bevies, & tasty bites, or a morning concert of music, coffee & pastries. This season hear Bartók, Vivaldi, Elgar, Florence Price, Mozart, Boccherini, and solos from WSO musicians.

The Café concert Series is sponsored by The Morris & Beverly Baker Foundation.

MESSIAH

Enjoy a favorite WSO holiday tradition: Handel's Messiah. Resident Conductor Geoffrey Larson leads a program of highlights from Handel's grand celebration of the season. The WSO Chorus joins the WSO and will leave you singing "Hallelujah!"

WSO ROCKS! The Music of Led Zeppelin and The Who

The WSO shares the stage with the symphonic rock collective Jeans n' Classics for an evening of music by two of rock's most iconic bands: Led Zeppelin and The Who. This concert features hits like The Who's My Generation and Baba O'Riley and Led Zeppelin's Dazed & Confused and Stairway to Heaven.

Full Board Minutes:

May 27., 2025

Media Report

9 of 41

Saints championship football team takes centre stage at WESPY Awards

Windsor Star - May 01, 2025



St. Clair Saints head coach Mike LaChance was one of three major WESPY Award winners for the football team.

The St. Clair Saints football team took centre stage.

Coming off the school's first Canadian Junior Football League championship, the program produced three major award winners at the 18th Windsor/Essex County Sports Persons of the Year (WESPY) Awards at the Caboto Club.

After rolling through the Ontario Football Conference season without a loss and scoring a record 492 points in eight games, the Saints went on to claim the area's first Canadian title in a quarter century when the team played as the Windsor AKO Fratmen.

That earned the Saints the WESPY Award for team of the year while head coach Mike LaChance was named coach of the year and quarterback Maurice Sodja captured the award for male athlete of the year.

"It was pretty cool," said the 52-year-old LaChance, who claimed his first-ever WESPY Award. "When you win like that and have a great season, all the accolades seem to follow, but you don't take it for granted because there are a lot of good candidates.

"I was happy for Maurice and the team award means a lot because everyone gets a piece of that."



Lakeshore Canadiens' general manager Mark Seguin won the WESPY Award as executive of the year. Photo by Jim Parker /The Windsor Star

Holy Names high school multi-sport standout Jane Pozzi was named female athlete of the year while Lakeshore Canadiens' general manager Mark Seguin, who assembled a second Schmalz Cup provincial championship team in four years, was named executive of the year and Windsor Lancers' football player Robert Springer earned the captain's leadership award.

Marie Johnston earned the women's volunteer of the year while Ryan Merrow claimed the award on the men's side. David Tremblay Sr. was honoured as the courage and determination award winner and Jimmy Stewart picked up the community service award. The female legacy award was presented to Miah-Marie Langlois with Harold Konrad picking up the award on the men's side.



Windsor Lancers thrower A.J. Stanat won the WESPY Award for male track and field athlete of the year.

Individually on the men's side, the Lancers' A.J. Stanat won the track and field award, the Canadiens' Kyle Walker took the hockey award, the Lancers' Simon Grande claimed the soccer award, the Windsor Stars' Carter Reh was named winner of the baseball award, St. Clair's Kale Wilkinson earned volleyball award, the Windsor Essex Swim Team's Riley Carswell claimed the swimming award, Sodja also picked up the football award, Noah Renaud, for his effort with Massey high school and the Windsor Wrestling Club, claimed the wrestling award while Pointe West's Josh DiCarlo captured the golf award, St. Clair's Chad Vincent picked up the basketball award and Brendan Currie took the cross-country award.



The Sandwich Sabres' Ella Steel-Douglas, who also competes for Border City, won the WESPY Award as female track and field athlete of the year. Photo by Mike Hensen /Mike Hensen/The London Free Press

On the women's side, Ella Steele-Douglas, who competes for Sandwich high school and Border City, won the track and field award, the Lancers' Maggi DeWolf-Russ claimed the hockey award with the Lancers' Kat Campana winning the soccer award, St. Clair's Judy Lafleur captured the softball award and the Saints' Kianna Huggins won the volleyball award while the swimming award went to the Windsor Aquatic Club's Taya Hutchison,

the wrestling award went to Danielle Papia, who competes for Assumption high school and WWC, Ambassador's Alyssa Cowling won the golf award, St. Clair's Kaitlyn Overeem-Tate secured the basketball award and the Lancers' Madelyn Eybergen earned the cross-country award.

Rose City's Olivia Douma claimed the gymnastic award with Brianna Williams taking the para-sports award and the South Windsor Skating club's Jake Ellis taking the skating award.

Saints new coaches quickly find recruiting success

Windsor Star - May 02, 2025



The Villanova Wildcats' Brendan Currie will continue running cross country next season with the St. Clair Saints.

The new coaches wasted little time.

The St. Clair Saints hired Josh Zilles as the new head cross-country coach and Dwayne Dawson as the new manager for softball just a week ago. On Friday, the two announced new recruit additions to the roster along with a new addition for the women's basketball program.

Zilles made a pair of additions by adding Villanova high school product Brendan Currie and Iona Station's Daniel Barnes.

Currie, who also competes for the Border City club, is a three-time SWOSSAA individual cross-country champion and was an OFSAA finalist in the steeplechase while also making the honour roll.

"Brendan is a strong runner with excellent endurance and a great attitude," Zilles said. "He's a really nice kid who fits in well with the team and he's just scratching the surface of his potential. His ceiling is very high and we're excited to help him keep developing."

Barnes, who also competes for the London Western club, was MVP for both his cross-country team and track and field team at West Elgin high school. He's also competed in road races and triathlons.

"Barnes is a talented middle-distance runner with a strong work ethic and a great team-first attitude," Zilles said. "He's a great addition to the team and I'm looking forward to having him join the Saints."

Dawson's first addition is a multi-sport standout Taylor Kana, who is from Aylmer.

The five-foot-10 Kana has club experience with the UTM program, but also plays with the Springfield Brewers earning 10 MVP awards over the past three seasons.

Along with softball, Kana is a standout javelin thrower, who was ranked No. 3 in Canada in the under-18 division last year.

“Taylor is a multi-sport athlete excelling in softball, javelin and a number of other sports,” Dawson said. “On the softball diamond, she is very versatile wherever she is asked to play and typically finds herself catching or in the outfield. She is also an offensive threat hitting for both average and power. Taylor is expected to make an immediate impact for the team.”

Meanwhile, head coach Andy Kiss is adding local standout Mya Tate for the 2025-26 OCAA women’s basketball season.

A five-foot-five guard, Tate was voted WECSSAA’s top player while competing for St. Joseph high school and was an all-city performer.

The honour roll student also plays club basketball for the Tecumseh Saints U19 G-Elite.

“Mya is an excellent pick up for us,” Kiss said. “She has a tremendous skill set and can play point guard, shooting guard and even wing.

“As you know, point guard has become a position of need for us with the (graduation) of Shae-Lyn Murphy. Mya creates advantages off of the drive and gets open looks for teammates. She is a mature, high-character young lady and we’re elated to bring her aboard.”

St. Clair College showcases student innovation

CTV Windsor - May 02, 2025

St. Clair students gathered on Friday to present their most innovative ideas to solve real-world problems.

On Friday, St. Clair College held an event to highlight student innovation and technical know-how.

It's the Ford Innovation Showcase, the school's premiere annual event where some of the brightest students and innovators unveil their unique problem-solving skills and ideas.

The contest was judged by faculty, with eleven entrants and \$14,000 in total prize money awarded for the best of the best entrants.

The contest offered a rewarding learning experience for all students involved. The winning entry for best pitch presented is the team of Colton Thibert and Cole Dennie. Their "Cherry-Bomb Radical" game app won them the top prize of \$3,000.

All the students express an ambition to succeed, embracing cutting-edge education, technology and entrepreneurship aspirations.



St. Clair College hosts the annual Ford Innovation Showcase featuring 11 entries presenting innovative ideas with cash prizes awarded in Windsor, Ont. on May 2, 2025. (Gary Archibald/CTV News Windsor)

19-year-old John Beverly is a robotics student. Beverly's project called "Undisposed – Project ICE: Lithium Cell Extraction" identified the increasing threat to the environment (soil and water table) from lithium cell batteries that discarded e-cigarettes and vape products contain.

It's an ongoing problem but as Beverly puts it, there are always potential practical and innovative solutions. Beverly's model has vape-users seeking out yet to be created vape recycling bins in communities

"This project focuses on creating incentive for using those disposal bins," said Beverly.

"[The vape industry] wants a way to keep their vape consumers coming back and it's not like they're going to stop buying vapes. It's an addictive substance. So, I need to incentivize them to use these disposal bins."



St. Clair College Robotics student John Beverly seen in Windsor, Ont. on May 2, 2025.

For Beverly and all the contestants, the endgame is to take an idea from scratchpad to prototype or model, to business blueprint and actualization, followed by monetization, all the while being a contributing member of the community.

As for what lies ahead in the next decade for the young innovator, Beverly has his eyes set on a unique prize.

“My future dream within the next decade is to be able to provide something like a third space. It’s a space between home and work. Cafes are usually reference for this. I want it to be a place, a STEM Café, where everyone can get the same educational resources that I got within my experience in life.”



St. Clair College hosts the annual Ford Innovation Showcase featuring 11 entries presenting innovative ideas with cash prizes awarded in Windsor, Ont. on May 2, 2025. (Gary Archibald/CTV News Windsor)

Six individuals recognized during the annual St. Clair College Alumni of Distinction Awards

AM800 CKLW - : May 3, 2025



The 32nd annual St. Clair College Alumni of Distinction Awards took place on Friday night where six individuals were recognized.

Six St. Clair College alumni have been recognized for their local successes.

The 32nd annual St. Clair College Alumni of Distinction Awards took place on Friday night to celebrate and honour the recipients who have industry experience ranging from the culinary arts to tool and mold.

Dino Miceli, Founder and President of Calibur Tool and Mold was one honouree. He graduated in 1992 from the Mold Maker program and successfully leads approximately 30 employees at the mold shop.

Calibur Tool and Mold makes parts for vehicles, agricultural and construction vehicles, among other consumer products.

Miceli says he's humbled to receive this award.

"Finding that you learn something at the college, and it takes you throughout your whole career, and you've made a life out of it it just so rewarding. And then taking all that stuff that I've learned and trying to pass it to the kids coming along, that's what I really want to do."

He says despite the fear of tariffs from the United States that the company hasn't been negatively impacted.

"What we have right now, we have a steady workload, but moving forward we want to get these tariffs lifted. But it hasn't affected us directly, but the parts manufacturers are the ones who are seeing it."

Miceli adds that by making a range of molds, the company has remained steady.

"We've diversified our company, so we're building products like chairs, plastic chairs, plastic tables, house doors. So we've kind of put the mix into the shop and we've carried it through. And our shop is steady."



Dino Miceli, Founder and President of Calibur Tool and Mold, was one of six individuals recognized during the St. Clair College Alumni of Distinction Awards.

Chuck Kelly, the President and CEO of Movati Athletic is another recipient this year. He graduated from the Ambulance and Emergency Care program at the college in 1991. There are currently three Movati locations locally, one in Windsor, one in Kingsville, and another in Amherstburg. Across the country, there are 17 locations, with more in the works. Kelly says he's proud and humbled to have received this award.

"I was kind of actually bewildered when they called. I didn't know anybody knew that I went to school there, it was 1991. It seems like so long ago. But, I'm very honoured and appreciative of the opportunity."

He says his job is still related to what he went to school for.

"I always say I'm still in healthcare, I'm just in preventative healthcare. So I worked 16 years and I'd always wanted to own my own business, and I thought I'd like to do something more positive in healthcare. So we opened up a health club, and it just kept growing and we moved across the country."



Chuck Kelly, the President and CEO of Movati Athletic, was one of six individuals recognized during the St. Clair College Alumni of Distinction Awards.

St. Clair College President Michael Silvaggi says it's extremely important to recognize these individuals.

"Certainly this is a celebration of what has been achieved thus far, whether that's in a professional life, whether that's in their personal lives, but ultimately there's always some themes in terms of giving back. And in a community like Windsor-Essex, Chatham-Kent, it's always about what we can go for each other so it's wonderful to see."

The other recipients include:

- Sheri Lynn Koscielski, Senior Mentor, FIRST Robotics, graduated in 1986 from the Business Common program
- Paula Reaume-Zimmer, President and CEO, Bluewater Health, graduated in 1994 from the Nursing program
- Adelina Sisti-DeBlasis, Teacher, Greater Essex County District School Board, graduated in 2011 from the Culinary Management program
- Walter LaPlante, Control and Industrial Connectivity Supervisor, Ford Motor Company, graduated in 2009 from the Mechanical Engineering Technology program

This year's list of honourees brings the total to 143 graduates recognized by St. Clair College since 1992.

St. Clair College hosts 4th annual Pow Wow

CTV Windsor - May 04, 2025

Hundreds of people packed into the gymnasium to enjoy the energy of the 4th annual St. Clair College and University of Windsor Alumni and Student Pow Wow.

Traditional Indigenous drumming echoed throughout the St. Clair College SportsPlex on Saturday as part of the annual Pow Wow.

Hundreds of people packed into the gymnasium to enjoy the energy of the 4th annual St. Clair College and University of Windsor Alumni and Student Pow Wow.

Officials held a ceremony recognizing Indigenous veterans before two hours of non-stop drumming and dancing.

The event invited attendees with and without Indigenous roots to take part in the celebration and tradition.



The 4th annual St. Clair College and University of Windsor Alumni and Student Pow Wow was held on May 3, 2025.

St. Clair College faces \$6.5M deficit

CTVNewsWindsor.ca Staff - May 05, 2025



Source: St. Clair College

The board of directors at St. Clair College has been passed the 2025-26 budget, with a deficit of \$6.5 million.

Last year, the federal government slashed the number of international student visas it issued by a further 10 per cent from the 2024 cap.

For 2025, Immigration, Refugees, and Citizenship Canada (IRCC) will issue 437,000 study permits, with Ontario being able to issue approximately 117,000 of those permits — a 40 per cent reduction of international students coming to Canada was expected this year.

“From an operations perspective, we certainly have seen the impact of policy as it relates to international students,” said St. Clair College President Michael Silvaggi. “That has impacted St. Clair, and we have taken that into consideration and we’ve had to pivot, and we’ve been pivoting for the past few months in our planning and so forth.”

Some of that planning and pivoting included the [suspension of 18 programs](#) at St. Clair this coming fall, including journalism, dental assisting, power engineering, hospitality, fashion design, event management.

Fall admissions for those programs are suspended while students who are currently enrolled in year two or three will be allowed to finish out their studies.

Silvaggi says at this time, no further program reductions are anticipated.

“If programs were to be identified right now, there would be potentially students with no options, or they’d be putting on a pause, waiting until next year, perhaps going into a program they do not want, those are all individual circumstances, we did not want to do that because we know the impacts,” Silvaggi said.

He said the college still remains in a good position financially with \$75-million in reserves.

“We need some time to make sure that that operation budget can get to a place, obviously we have to be no worse than a balanced budget, but certainly we have something’s up our sleeve if you will, and there is a lot of work to do.” he said. “At the same time, dealing with a lot of the inputs that are coming in, and as they change, it keeps us on our toes,” Silvaggi said

John Fairley, VP of Communications and Community Relations, says St. Clair won’t know the full impacts of international student numbers until around 10 days after the fall semester begins.

'We are still here' – Windsor 'celebration of life' powwow showcases Indigenous culture

Windsor Star - May 05, 2025



D.J. White, a traditional dancer from Walpole Island First Nation, is shown during a powwow held at the St. Clair College SportsPlex in Windsor on Saturday, May 3, 2025. PHOTO BY MADELINE MAZAK /Windsor Star

Dancers spun and drums pounded rhythmically as hundreds gathered Saturday to celebrate Indigenous heritage at the 4th annual Alumni and Student Pow Wow co-hosted by St. Clair College and the University of Windsor.

“A powwow is a celebration of life,” arena director Jordan Williams White Eye told the Star.

“Our Indigenous communities go through so much every year: the alcoholism, the addictions, the politics, lots of violence.”

The colourful day-long celebration kicked off with the grand entry and then about three dozen traditional dancers clad in feathered regalia dancing clockwise around five drum circles at the St. Clair College SportsPlex.

“We don’t bring any bad feelings in here. We want to let the world know that we are here. We are still here. We are still celebrating. We are still a peaceful nation.”

The event drew participants from Indigenous communities across the region — some from as far away as the Toronto area — and included dancers as young as toddlers alongside elders.



An Indigenous elder carries an eagle staff at the 4th annual St. Clair College and University of Windsor Alumni and Student Pow Wow event held at the St. Clair College Sportsplex on Saturday, May 3, 2025.

“Today, you’ll see our children dancing,” said White Eye, who is Anishinaabe.

“Where at one time, through residential schools and the Sixties Scoop, our children never saw this. They weren’t able to go do this. They weren’t able to practice this.

“Today we are free. It’ll never go back to the way it was. We are going to teach our children that ceremony, celebration, and these types of gatherings are who they are. It’s in their heart.”

The powwow was organized by St. Clair College’s Indigenous Student Services and the Aboriginal Education Centre at the University of Windsor, in partnership with the Pow Wow Working Circle.

Dozens of vendors lined the venue, selling beaded jewelry, traditional crafts, and other Indigenous-made items.

The event, which included a community feast, was funded by St. Clair College, the University of Windsor, and the Gordie Howe International Bridge Community Benefits Plan.

More newcomers are learning French in hopes of improving their chances to stay in Canada permanently

'We get points for learning French and we can use it in our PR application,' says an international student

CBC News · May 05, 2025



Newcomers learning French to help boost their chances of staying in Canada

The population of Windsor-Essex is growing, and one driver of that is international immigration. But an increasing challenge for many newcomers is getting permanent residence in Canada. Now, more are opting for a route to help their chances: learning French. Pratyush Dayal reports.

Social Sharing

After spending \$42,000 on his masters in mechanical engineering at the University of Windsor, Harbal Deep Sidhu is now paying \$2,000 a month to learn French to advance his chances at getting Permanent Residence (PR) in Canada — an increasing trend among newcomers.

"I'm very much concerned. From the time I've graduated, I have seen extreme changes to the laws and regulations to get permanent residency now. The cutoff points are very high, which is very difficult even for a masters or PhD student," the 25-year-old said.

"So, we get points for learning French and we can use it in our PR application."

The pursuit for PR is becoming cutthroat. As of January, Canada is estimated to have 3.02 million temporary residents but there are only 395,000 PR spots available this year. Hence, Sidhu said, the rush to learn French.

While struggling with the language, the international student from Punjab, India, said he has been practicing it rigorously "around two hours every day" to bolster his application. He worries that in the next draw, the cutoff points would be higher and hopes learning French becomes his saving grace.



Harbal Deep Sidhu, an international student at the University of Windsor, suspects it will take him at least six months to reach the French proficiency levels needed by the immigration department but wants to apply for his PR later this year. He has two years left on his work permit. (Pratyush Dayal/CBC)

May 27, 2025

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From getting a premium Duolingo subscription to YouTube videos, Sidhu is leaving no stone unturned, including "a very expensive" private French tutor. Sidhu said his 16-month master's "was not worth it" and now more expenses await for him to gain PR.

He suspects it will take him at least six months to reach the proficiency levels needed by the immigration department. He wants to apply for his PR later this year, as he has only two years left on his work permit.

"I think speaking and listening are difficult, but reading is difficult because it's a completely different language, different alphabets and all other things. It's really hard work."

He said the government should reduce the cutoff points or have exceptions for master's and PhD students and help applicants who "are already contributing to the economy of Canada."

"I'm going for a French certification that will again cost me money. I'm still investing in this country. I'm not getting back anything in return."

"French is the best option," say St. Clair international students

Gurasees Singh, who is pursuing computer system technician networking at St. Clair College, is also eyeing online French programs.

He said while the government has increased PR pathways under education and health-care streams, he would not qualify.

"But because we are IT professionals, we definitely need to consider French. We won't be able to get into trades or health pathways. So, French is the only option that becomes feasible for us," he said.



Gurasees Singh, an international student at St. Clair College, says he is sincerely considering taking the French route to obtain his PR. (Pratyush Dayal/CBC)

Singh said many data and networking companies also prefer bilingual candidates and learning French is an asset overall.

"French is one of the best options right now," he said.



Abhoo Kabil says post graduation, he will start looking for online and in-person French classes to help him get higher CRS scores for PR. (Pratyush Dayal/CBC)

His friend and classmate, Abhoo Kabil, agrees. He is also considering French-related immigration pathways.

"Some people I know have succeeded in French," he said. "It would be great scope for becoming a permanent resident of this country."

Better French, more points: Immigration lawyer

Lou Janssen Dangzalan, a Toronto-based immigration lawyer, said he has been advising his clients for two years now to learn French as one of their backup plans to improve the Comprehensive Ranking System (CRS) scores.

CRS is a ranking system used by Immigration, Refugees and Citizenship Canada (IRCC) for immigrants applying for a permanent residency, using factors like age, level of education, English proficiency and work experience. Every two weeks, IRCC draws a CRS rank and applicants with that score or higher are invited to submit documents to receive a permanent resident card.

"The most apparent reason being if you pursue French as a second language, essentially you stand to increase your CRS points, and that increases your chances to get drawn," he said.

"The other thing is that you receive the possibility of being classified as a Francophone under Express Entry and that means that you could benefit from Francophone category based selection, which has a lower cutoff score."



Lou Janssen Dangzalan says many international students, holding postgraduate work permits, which have a maximum validity of three years, are opting for the route of learning French. He has been advising his clients for two years now to learn French to improve their scores for PR. (Submitted by John Hryniuk)

He said that's what he advised a client of his, a year and a half ago, and it "significantly increased" his points for PR.

"I've successfully been trying to convince more and more of the people who consult with me or who are clients with us to pursue French as an alternative, as their ultimate backstop."

Dangzalan said many international students, holding postgraduate work permits which have a limited validity maximum of three years, are opting for this route.

If one speaks French at a Canadian Language Benchmarks (CLB) level equivalent to five out of 10, Dangzalan said they can qualify for a Francophone mobility work permit.

"People should aim for a minimum of five and then work their way up to seven. [Higher] the points that you get as a matter of bilingualism for your CRS under Express Entry, increases dramatically by a factor of 50 points."

Dangzalan suggests immersing in the language and not just approaching it as "a requirement for immigration."

Better career opportunities: newcomer

For others like Amangel Bhullar, a PhD student at the University of Windsor, it's about getting access to better opportunities, especially governmental jobs that need French speaking candidates.

Speaking about international students and work permit holders learning French "to be competitive in the PR process." Bhullar said it is "surely an edge."

For Amangel Bhullar, learning French is about getting access to better job opportunities, especially government jobs that need French-speaking candidates. (Pratyush Dayal/CBC)

The 32-year-old became a citizen in 2022 and said in the present job market, knowing an extra language gives the competitive edge.

"I'm learning French, which could help me open doors in my R&D, research and the government side of things," she said.

"Nowadays, I see a lot of bilingual jobs are coming up. Since the job market is changing and they're looking for more competitive people, I am learning French to keep myself in the competition."

Bhullar said her only hurdle with French is learning correct pronunciations and that it might take her three years at Boreal College to be fluent enough.

"Increasing trend" across the province: Boreal College

Simon Goulet, the campus director at Windsor's Boreal College, said their seven campuses across the province have been feeling the increasing demand for French programs from newcomers.

"We are seeing an increase right now in international students registering into our French as second language program," he said.

Province wide, he said there is a "222 per cent increase in registrations of international students in the program."

"That's good news. There's a lot of interest in learning French for many reasons. Immigration is one, but also there's a curiosity for official languages as well and a desire to partake in that."



Simon Goulet, campus director at Boreal College in Windsor, says the interest in the French language is increasing in all their eight campuses in Ontario. (Pratyush Dayal/CBC)

Goulet said many newcomers are realizing that being fluent in French is an advantage in Canada.

"Our program is really focused on conversational skills, so it's more so the speaking and listening components," he said.

"But it's only one part of the puzzle. You need to find that immersion outside too."

Due to the rising interest, Goulet said their Windsor site will soon join the suite of Hamilton, London, and Sudbury sites to offer French examinations required by IRCC.

Windsor-based St. Clair College ponders more cuts amid \$122M revenue decline

Windsor Star - May 07, 2025



'We have to look at everything.' St. Clair College president Michael Silvaggi is shown at the school's main campus on Tuesday, May 6, 2025. PHOTO BY DAN JANISSE /Windsor Star

The president of St. Clair College isn't ruling out more cuts to "right-size" the school as it slides from surplus to deficit amid a forecasted revenue loss of \$122 million.

The college has suspended 18 programs and is in the process of eliminating 69 positions as efforts continue to erase a \$6.5-million deficit, which was largely inflicted by federal government limits on foreign student numbers.

"I've been very open and transparent — the next few months are going to be very critical," president Michael Silvaggi said Tuesday. "In our revenue and expense projections, obviously fall enrollment plays a huge impact.

"International enrolment forms part of that projection. And you know, that position certainly could be better, or it could be worse."

Silvaggi said the college went from a surplus for the previous two fiscal years before a projected \$6.5-million deficit for 2025/26.

St. Clair College, with two Windsor campuses, is projecting revenues of about \$195 million for the 2025/26 fiscal year. Expenses are expected to ring in at more than \$201 million.

For the 2024/25 fiscal year that ended March 31, the college had a surplus of more than \$23 million. For 2023/24, the surplus was more than \$49 million.

"The biggest factor, certainly, is international student revenue," he said. "You can't replicate it. That's the challenge. So the college has to right-size."

Immigration, Refugees, and Citizenship Canada (IRCC) announced a two-year nationwide cap on the number of foreign study permits in early 2024.

International students have historically been a major source of revenue for most Canadian colleges and universities, and they're now all feeling the crunch.



St. Clair College banners are shown in downtown Windsor on Tuesday, May 6, 2025.

Silvaggi said St. Clair College will mark its largest graduation ceremonies ever in June, mostly thanks to international students.

“Fall 2023 we had a large international intake,” he said. “One of the contributors to this current year’s challenges is we’re graduating a lot of international students that we didn’t necessarily replace, if you will, in last year’s intake.”

The college is expecting to enrol 10,329 students for fall 2025, including 2,969 international students.

Last fall, the college had 15,761 students, including 4,641 international students at local campuses. The college’s fall 2024 enrolment numbers also included 3,526 international students in the Toronto area through a partnership with a private career college.

Silvaggi said that partnership “wound down” due to foreign student limits.

The federal government said in January that the cap had reduced the number of international students entering Canada by 40 per cent. IRCC said it planned to issue 437,00 study permits in 2025, a further 10-per-cent decrease.

The University of Windsor, which is facing its own deficit struggles, recently said the IRCC changes are expected to cause a \$600-million revenue loss for Ontario’s colleges and universities in 2025/2026.

Silvaggi said St. Clair has already suspended 18 programs and is in the process of eliminating 59 active positions including management, faculty and support staff.

Job reductions include layoff announcements for 20 support staff, though the bumping process is still ongoing. Silvaggi said the other 39 positions are being eliminated through “voluntary incentive programs.” Another 10 vacant support staff positions will not be filled.

Silvaggi said no more course changes are planned for the upcoming fall semester.

But, without giving specifics, he said many other items are “on the table” if lower forecasted enrolment levels hold true.

“We have to pivot,” he said. “We have to look at everything that our dollars are going to be allocated to. It can’t all be on staff. That is very clear, because St. Clair College is a very lean organization to begin with.

“So we have to look at some of our fixed costs, some of the annual costs that we’re incurring, and try to make some determinations as to how we do things differently.”

Wellness Wednesdays are back in May to promote mental wellness

AM800 CKLW - May 7, 2025



'Wellness Wednesdays' have returned for the month of May 2025 in partnership with Canadian Mental Health Association Windsor-Essex County and other community agencies.

Walking for mental health.

'Wellness Wednesdays' have returned for the month of May.

It's through a partnership with Canadian Mental Health Association Windsor-Essex County (CMHA-WECB), with support from the City of Windsor, Caesars Windsor, Windsor Police Service, St. Clair College, University of Windsor, Windsor-Detroit Tunnel, Windsor Fire and Rescue Services, and Windsor Public Library.

The initiative encourages everyone to take a healthy fitness break everyday, in addition, on every Wednesday in the month of May at 12:30 p.m., the public is invited to join in on a weekly one-km fitness walk beginning from Charles Clark Square.

CMHA-WECB CEO Nicole Sbrocca says the event is important for visibility and reducing stigma.

"It's important just for the physical aspect of it, leaving your desk and taking a walk outside, especially on such a beautiful day," she said. "It's multifactorial but what a great opportunity for this community to come together in the spirit of mental health and physical activity."

This week marks Mental Health Week and Sbrocca says the theme for 2025 is 'Unmasking Mental Health'.

"A lot of us wear our mental health behind the scenes, so how we feel, the burden that we bear is not often common place, nor do we share it, there's still so much stigma with mental health and addictions issues, so I think the theme very much personifies removing that mask, being open, transparent, vulnerable, and having a conversation about how you're feeling," Sbrocca said.

Over 100 people attended the kick-off event on Wednesday afternoon at Charles Clark Square.

Sbrocca says it's easy to tell yourself to get active, but harder to put it into action.

"So I think when you have these initiatives where partners like the City of Windsor, Windsor police, Windsor Fire Services, Caesars Windsor all come together, that gives you that extra boost, momentum, you find a friend or a colleague and it gets you out there," she said.

This year marks the 74th annual CMHA Mental Health Week.

New measles exposure site in Chatham

CK NEWS TODAY - MAY 7, 2025

There's a new measles exposure site in Chatham.

Anyone who visited St Clair College's community campus on May 5 from 10:45 a.m. to 2:00 p.m. should make sure they and anyone they've come in contact with are vaccinated.

If you're not vaccinated, it's recommended you call the Chatham-Kent Public Health Unit at 519-352-7270 ext. 5902.

You should also monitor for symptoms for up to 21 days from when you may have been exposed.

This exposure site comes one day after the Chatham-Kent Public Health Unit announced a separate site at Chatham's Walmart.

A complete list of measles exposure sites in Chatham-Kent can be found on the Health Unit's [website](#).

Skilled trade graduates want change to apprenticeship ratios

CTV Windsor - May 12, 2025



Electrician apprentice in Windsor, Ont., on May 6, 2025. (Stefanie Masotti/CTV News Windsor)

Some skilled trades graduates say they struggle to lock down registered apprenticeships, a mandatory requirement to become a licensed skilled trades worker.

"I'm at a standstill. I'm on pause," said Emma Al-Tamimi, a graduate of the Electrical Techniques program at St. Clair College. "I called hundreds. They're all 'sorry, we're not hiring.'"

Al-Tamimi also applied to the International Brotherhood of Electrical Workers (IBEW) Local 773, the union which represents local electricians.

"We received 506 applicants and took 34," said Karl Lovett, Business Manager, IBEW 773.

Under the *Ministry of Labour, Immigration, Training and Skills Development*, to become a licensed electrician, you must complete 9,000 hours as a registered apprentice. The current ratio of journeypersons to apprentices for electricians is generally a 1:1 ratio.

"Apprenticeship is that's the ticket that you need," Jake Keyeax, an apprentice working on his hours, under his dad, a master electrician. "You can go do, the electrical techniques program and leave there, but still not have anything tangible."

Al-Tamimi says Ontario needs to look at provinces like British Columbia and Alberta which allows one journeyperson electrician to supervise two apprentices at a time.

"We need to change the how the system works," she added.

The Ministry of Labour, Immigration, Training and Skills Development, did not provide a comment upon request.

"There's a lot of work the government needs to do," said Lisa Gretzky, Windsor-West MPP. "Any changes must be done, hand in hand, with electricians. They know what the workload is like. They know the time and attention they need for each apprentice."

Jeff Keyeax, master electrician, licensed electrical contractor, small business owner and former part time teacher at St. Clair College is ready to partake in those conversations.

"I'm 60 years old. I'm getting out of here soon. Who's going to replace me when I go?"

'Too many kids get starry eyed': some skilled trades jobs not guaranteed

CTV Windsor - May 13, 2025



Jeff Keyeux, a master electrician, in Windsor, Ont. (Stefanie Masotti/CTV News Windsor)

One expert and former teacher says he believes graduates are being misled into believing it's easy to get a full-time job with excellent pay in the skilled trades.

"Too many kids get starry eyed," said Jeff Keyeux, a master electrician, licensed electrical contractor, small business owner and former part-time teacher at St. Clair College. "They go to the college...and they're met with a wall."

That is what happened to Emma Al-Tamimi, a 2023 Electrical Techniques graduate from St. Clair College.

"There was so much media attention. So much money was going into it," said Al-Tamimi. "I thought I was going to find a job but no such luck yet."

Under the *Ministry of Labour, Immigration, Training and Skills Development*, to become a licensed electrician, you must complete 9,000 hours as a registered apprentice. The current ratio of journeypersons to apprentices for electricians is generally a 1:1 ratio.

"It's a success for the college but the kids are now making cold calls," explained Keyeux. "First thing I ask is why do you want to become an electrician? And if they say because of the money, it's almost an X," said Keyeux.

A written statement from St. Clair College reads:

St. Clair College has increased the student intake in the Electrical Techniques program in recent years to align with student demand, as this continues to be a very popular program in the School of Skilled Trades. The demand coincides with the provincial government's desire to get more people into skilled trades.

The program is designed to provide fundamental and foundational skillsets when upon graduation, students can follow many different career paths, including getting into an apprenticeship as well as a multitude of other jobs in related fields. Some graduates utilize the College-attained essential employability skills or transferable skills to enter other professions where job availability exists, while others choose to continue their post-secondary studies.

St. Clair is fulfilling its mandate to ensure graduates of the Electrical Techniques program are prepared to enter apprenticeships, but the institution has no control over external factors such as the economy, market conditions and government regulation, which all play a part in driving the job market. St. Clair College is very transparent about the fact that there is no job placement during or after the program but encourages students to consider pathways to further their education to increase their employment prospects.

Keyeux says hiring an apprentice comes with a cost burden to any company.

“I’m paying you so I can teach you. I’m no longer productive. Why would somebody want to do this?” he asks “I hope they’re doing it because they realized that the only way there’s going to be more tradespeople is if you go through this.”

He says a major issue is some apprentices eventually decide the skilled trades are not for them.

“I have to make sure. Is this person committed?” said Keyeux.

Saints stay local on golf recruiting trails adding Dupuis and White

Windsor Star - May 14, 2025



St. Joseph high school product Jack Dupuis, seen competing at WECSSAA, is set to join the St. Clair Saints in the fall along with Riverside high school grad Nathan White. Photo by Dan Janisse /Windsor Star

St. Clair Saints golf coach Kevin Corriveau hasn't had to go far for recruits.

The Saints added two more local products to the men's roster for the 2025 OCAA season on Wednesday with St. Joseph high school product Jack Dupuis committing to the program along with Riverside high school grad Nathan White.

"I am very excited to continue adding local content to the team," Corriveau said "We have great players in this community and they will continue to prove that.

"I'm very excited to have Jack and Nathan joining our team for the fall of 2025. They have great games, tournament experience and, just as importantly, are fine young men."

Dupuis lost the WECSSAA boys' individual title in a playoff to Belle River's Dayne Bensette, who signed with the Saints in December. It was Bensette that helped influence Dupuis' decision.

"My buddy, Dayne Bensette, was talking about going to St. Clair and that sparked some interest," the 17-year-old Dupuis said. "I reached out and we talked back and forth. I was talking to schools in the States and just felt the best decision for me was St. Clair."

While he lost the individual title, Bensette did lead St. Joseph's to a team title at WECSSAA and also earned a SWOSSAA team title as the squad went on to finish seventh at OFSAA.

Dupuis also finished second at WECSSAA in 2023 to Cale Marontate, who will also be a teammate with the Saints.

"(Marontate) said it's a really fun team," Dupuis said. "Have a team is amazing because you can go out and shoot terrible and your teammates are there for you or you can go out and shoot amazing and know you're helping your teammates out."

As a freshman, Marontate was part of St. Clair's first-ever OCAA championship men's team.

"They have a great roster there and play in some great tournaments," Dupuis said. "Adding me and others will, I think we'll just keep it rolling. Hopefully, we go to Canadians and make top three."

It took White a full year after graduation to finally make his decision. While weighing his options, his job connected him with Saints' assistant coach David Byrne.

"During my year off, I talked to a lot of schools," White said. "I wanted to keep playing competitive golf and felt (St. Clair) was a good fit.

"I liked the idea of (playing at St. Clair) and toured the campus and heard great things about the program. I have some buddies and people I know."

The St. Clair men's squad also features Vista Academy product Spencer Higginbottom and St. Anne high school grade Steve Hill and White liked the idea of playing with golfers he's faced many times on the course.

"All the guys are pretty local," White said. "I think that's the coolest part. You compete locally against them and now we're teaming up and trying to do stuff together."

Women's volleyball additions

The St. Clair women's volleyball team also announced two recruiting additions from Alberta for the 2025-26 OCAA season.

The Saints will add Lili Surgenor, who is from Lake Newell, and Emily Cortes, who is from Edmonton.

A five-foot-11 outside hitter, Surgenor also has club experience with the Dinos Volleyball program while Cortes, who is a five-foot-five libero, also has extensive club experience.

12 individuals recognized during the 2025 Business Excellence Awards

AM800 CKLW - May 16, 2025



2025 Business Excellent Awards. Windsor Essex Regional Chamber of Commerce

A number of winners at the 2025 Business Excellence Awards.

The BEAs took place Thursday evening at the St. Clair College Centre for the Arts, and the award recipients were announced by the Windsor Essex Chamber of Commerce.

These awards celebrate the local business community, and highlight the individuals and organizations who continue to shape Windsor-Essex.

12 awards were distributed during the evening.

The full list of winners includes:

- Innovation Award (Sponsored by University of Windsor and University of Windsor Alumni Association): Accu-Label Inc.
- Company of the Year (26 or More FTE) (Sponsored by St. Clair College of Applied Arts & Technology): Families First
- Company of the Year (25 or Less FTE) (Sponsored by Families First): Melt Body Health
- New Company of the Year (Sponsored by AlphaKor): NextGen Mold Technologies
- Pillars of Our Community (Sponsored by Motor City Community Credit Union): Bulimia Anorexia Nervosa Association (BANA)
- Professional of the Year (Sponsored by TD Commercial Banking): Dr. Barry Emara, MD, FRCS(C) with Barry Y. Emara Medicine Prof. Corp.
- Business Ambassador of the Year (Sponsored by RBC Royal Bank): Jason Toner, Vice President of Marketing & Communications with Tourism Windsor Essex Pelee Island
- Tourism & Hospitality Award (Sponsored by Caesars Windsor and OLG): Scarehouse Windsor
- Young Professional of the Year (Sponsored by Libro Credit Union): Katharen Bortolin, Executive Director of The Hospice of Windsor & Essex County
- ATHENA Leadership Award* (Sponsored by Desjardins): Helga Reidel [Retired] – Former CEO, Enwin Utilities Ltd.
- Believe Windsor-Essex Award* (Sponsored by WFCU Credit Union): Colleen & Richard Peddie with Black Dog Entertainment
- Entrepreneur of the Year* (Sponsored by Doane Grant Thornton): Michael Piccioni, Founder of CanAm Currency Exchange

'Don't compromise' — Windsor-Essex Business Excellence Awards highlight successes in turbulent times

Windsor Star - May 16,



'Our biggest satisfaction is people saying thanks.' Richard and Colleen Peddie, winners of the Believe Windsor-Essex Award, are shown at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards on Thursday night, May 15, 2025, at the St. Clair Centre for the Arts. Photo by Dan Janisse /Windsor Star

In an era of economic uncertainty, the Windsor-Essex Regional Chamber of Commerce took time Thursday to honour some of the community's best new and established business leaders of the past year.

The 35th annual Business Excellence Awards, presented by the Windsor Star, were handed out before an audience of about 700 at the Chrysler Theatre in the St. Clair College Centre for the Arts.

"The Business Excellence Awards shine a light on where we're headed as a region," said Ryan Donally, CEO and president of the Windsor-Essex Regional Chamber of Commerce, which stages the awards.

"In a time marked by uncertainty, it's important to pause and celebrate the resilience of our business community. This event recognizes the trailblazers, risk-takers, and rising stars who are redefining success and driving Windsor-Essex into the future."

The awards ceremony saw nine of 12 awards announced on a surprise-reveal basis.

Earlier this year, when the nominations for each of those categories was revealed, some of the winners of the other awards were announced.

The Athena Leadership Award winner is Helga Reidel, currently a member of Hydro One's board of directors, who is the former CEO of Enwin Utilities and who also previously served as CAO for the City of Windsor, vice-president finance at WFCU Credit Union and controller/ manager of human resources with the Greater [Essex County](#) District School Board.

The Athena Leadership award is given to those who mentor and open doors to leadership opportunities for women.

"There's some prestigious women who came before me in winning this award," said Reidel, who is also the past chair of the University of Windsor board of governors. "It's an honour to be part of this group."



‘Don’t compromise on integrity ever, be honest and simply work hard.’ 2025 Athena Leadership Award winner Helga Reidel is shown Dec. 19, 2022, ahead of retiring as president and CEO of Enwin Utilities Ltd..

Reidel said her role as a mentor began when she noticed people looking to her when she moved into senior executive positions and recalled how others had offered similar support in helping her build her career.

“Don’t compromise on integrity ever, be honest and simply work hard,” said Reidel of what she feels is her most important advice.

“That’s what gets noticed – completing tasks and getting things done.”



Michael Piccioni, founder of CanAm Currency Exchange, winner of this year’s Entrepreneur of the Year award, speaks at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards on Thursday night at the St. Clair Centre for the Arts.

Colleen and Richard Peddie, winners of this year’s We Believe Windsor-Essex Award, have spent their successful careers seeking and building new opportunities. They’ve transplanted that philosophy into their work in helping fuel the resurgence of downtown [Amherstburg](#).

The couple has poured millions of dollars into the town, and opened five businesses, which has helped spark others to invest in the core. The couple won a similar award from [Amherstburg](#) last year, but now their official accolades have expanded to Windsor.

“This is the first recognition outside of Amherstburg and that’s something special,” said Peddie, who is the former CEO of Maple Leaf Sports and Entertainment while Colleen Peddie is chair and chief financial officer of Tadiem Inc. “We believe the award is a real statement.

“We’re making this statement with our time, money and creativity that we believe in not only Amherstburg, but we believe in the county.”

Peddie, a Windsor native, said the couple never planned on doing this when they decided to move back to the area. However, they could see the potential in the bones of the town and their creative juices wouldn’t let them sit idle.

“Colleen said I think we can do more and that’s what started the River Bookshop,” said Peddie, who retired from MSE in 2011.

“I think our biggest satisfaction is people saying thanks for what we’re doing in Amherstburg.”

Award winners

Here is the complete winners list of the WindsorEssex Chamber of Commerce 2025 Business Excellence Awards, presented by the Windsor Star:

Entrepreneur of the Year (Sponsored by Doane Grant Thornton)

- Michael Piccioni, CanAm Currency Exchange, Founder

Innovation Award (Sponsored by University of Windsor and University of Windsor Alumni Association)

- Accu-Label Inc., Joe Sleiman, President



Joe Sleiman, president of Accu-Label Inc., winner of the Innovation Award at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards on Thursday, May 15, 2025 at the St. Clair Centre for the Arts.

Company of the Year (26 or More FTE) (Sponsored by St. Clair College of Applied Arts & Technology)

- Families First, Jennifer Wells, Marketing Manager



Jennifer Wells, marketing manager for Families First, winner of the Company of the Year (26 or or more FTE), speaks at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards.

Company of the Year (25 or Less FTE) (Sponsored by Families First)

- Melt Body Health, Monica Borrelli, Owner



Monica Borrelli, owner of Melt Body Health, winner of the Company of the Year (25 or less FTE), speaks at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards. Photo by Dan Janisse /Windsor Star

New Company of the Year (Sponsored by AlphaKor)

- NextGen Mold Technologies o Dennis Goggin, President



Dennis Goggin, president of NextGen Mold Technologies, winner of the New Company of the Year award, speaks Thursday night at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards.

Pillars of Our Community (Sponsored by Motor City Community Credit Union)

- Bulimia Anorexia Nervosa Association (BANA), Luciana Rosu-Sieza, Executive Director



Luciana Rosu-Sieza, executive director of the Bulimia Anorexia Nervosa Association, winner of the Pillars of Our Community Award, speaks at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards on Thursday, May 15, 2025, at the St. Clair Centre for the Arts.

Professional of the Year (Sponsored by TD Commercial Banking)

- Dr. Barry Emara, MD, FRCS(C), Barry Y. Emara Medicine Prof. Corp., president & director



Dr. Barry Emara, winner of the Professional of the Year award, speaks at Thursday night's 2025 Business Excellence Awards in downtown Windsor.

Business Ambassador of the Year (Sponsored by RBC Royal Bank)

- Jason Toner, Tourism Windsor Essex Pelee Island, Vice President of Marketing & Communications



Business Ambassador of the Year winner Jason Toner is shown at Thursday's award presentations at the St. Clair Centre for the Arts. Photo by Dan Janisse /Windsor Star

Tourism & Hospitality Award (Sponsored by Caesars Windsor and OLG)

- Scarehouse Windsor, Shawn Lippert, Co-Owner



Shawn Lippert, co-owner of Scarehouse Windsor and this year's winner of the Tourism and Hospitality award, speaks at Thursday night's gala at the St. Clair Centre for the Arts

Young Professional of the Year (Sponsored by Libro Credit Union)

- Katharen Bortolin, The Hospice of Windsor & [Essex County](#), Executive Director



Katharen Bortolin, executive director at The Hospice of Windsor, winner of the Young Professional of the Year award, speaks at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards on Thursday, May 15, 2025 at the St. Clair Centre for the Arts.

ATHENA Leadership Award (Sponsored by Desjardins)

- Helga Reidel [Retired] – Former CEO, Enwin Utilities Ltd.

Believe Windsor-Essex Award (Sponsored by WFCU Credit Union)

- Colleen & Richard Peddie, Black Dog Entertainment



Craig Pearson, managing editor of the Windsor Star, talks about tariffs and resilience within the local business community at the Windsor Essex Chamber of Commerce 2025 Business Excellence Awards on Thursday, May 15, 2025 at the St. Clair Centre for the Arts.