



2024-2025 Annual Report

A Year of Accomplishments.



**Alma Mater Society
of Queen's University**

By Students, For Students

Annual Report

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Our Mission

To serve and represent the diversity of students at Queen's University.

MANDATE

To advocate for the student success of AMS members to Queen's University and externally.

To develop transferable skills and learning through experiential, out-of-classroom opportunities.

To provide relevant services and programs of benefit to our members and the Queen's community.

To offer a framework for affiliated member societies to engage in dialogue on behalf of AMS members.

To facilitate the operations of member societies through organizational support.



Annual Report Editorial Board

1

Editor-in-Chief:
Mae Sacamay

2

Editorial Board:
Jana Amer
Elena Nurzynski
Alyssa Perisa
Dreyden George
Lyndon Smith
Lyn MacFarlane
Alison Crain

ABOUT



Mandate

The oldest student association in Canada, the Alma Mater Society (AMS) of Queen's University was founded in 1858 and incorporated in 1969 as a non-profit organization without share capital.

The Society's highest legislative body is AMS Assembly, which consists of representatives from all AMS member societies. The voting members of Assembly also comprise the voting members of the Corporation, and in this capacity, they annually elect a Board of Directors. The Board of Directors is responsible for overseeing the management of the Alma Mater Society's corporate services, offices and associated financial affairs, and more broadly, for ensuring the financial viability of the Society.

Membership in the AMS is automatically extended to all undergraduate students of the University who are enrolled in at least one course in one of the member faculties/programs listed on the next page, and who have paid the AMS Mandatory fees which include the AMS Membership Fee. Each student normally belongs to a member society as well as the AMS and enjoys the rights and privileges of both societies.

AMS members enjoy the right:

- To vote in all Society elections and referenda;
- To hold offices or positions within the Society, subject to the restrictions of the office or position, as outlined by Assembly and/or Board Policy;
- To attend meetings of the Society subject to the rules of procedure as prescribed by the AMS Constitution;
- To move or second motions at such meetings;
- To speak for or against any motion;
- To vote at Society Annual Meetings and Society Special General Meetings, and;
- To gain admission to and/or actively participate in any Society sponsored event and/or program subject to any restrictions of the particular event and/or program.



ABOUT

Executive Message

As students elected to serve our peers, we're honoured to lead the Alma Mater Society through the 2025–2026 year. We are Team JEA, your AMS Executive, and we are proud to continue the tradition of student leadership and service.

The AMS offers a wide range of opportunities to help students find their place within the Queen's community. Whether it's through joining one of our 300+ ratified clubs, participating in volunteer or paid roles, or engaging in advocacy work, we are committed to fostering a campus environment where every student can thrive.

Our services are designed to support students in all aspects of university life, from practical programs like Bus-It and the AMS Health & Dental Plan, to our student-run businesses that help

keep campus life vibrant and connected. These initiatives are created and led entirely by students, reflecting the values and priorities of our peers.

We are excited to build on the work of those who came before us—working toward a stronger, more inclusive Queen's for all.



The 2025-26 AMS Executive Team



Jana Amer
President



Elena Nurzynski
Vice President -
Operations



Alyssa Perisa
Vice President -
University Affairs

ABOUT

AMS BY THE NUMBERS



THE AMS AT A GLANCE

Each year, the AMS supports thousands of students through services, events, clubs, and advocacy. These numbers capture the scale of our work and the reach of our community.

6

Commissions

6

Offices

9

Services

8

Faculty Societies

167

Years of Excellence

ABOUT

AMS BY THE NUMBERS

20+

Student Managers

500+

Paid Student Staff

200+

Student Volunteers

300+

Ratified Clubs

20 000+

Student Members

\$180 000+

Of Bursaries Given

POWERED BY STUDENTS

Behind every stat is a student who contributed, created, or led. These figures reflect the energy, care, and collaboration that drive the AMS forward.





ABOUT

MANAGEMENT TEAM

Executive

President

Owen Rocchi

Vice President, Operations

Ayan Chowdhury

Vice President, University Affairs

Ruth Osunde

Permanent Staff

General Manager

Lyn Parry & Lyndon Smith

Controller

Lyn MacFarlane

Assistant Controller

Tom Moore

Senior Accountant

Sajjad Khan

Accounting Assistant

Darlene Perry

Business Systems & Special Projects Officer

Nicole Ji

Facilities Officer

Troy Buchanan

Operations Officer

Dom Conacher

Information Management Specialist

Kavisha Pandya

Human Resources Officer

Ian Trew

Marketing Officer

Rosa Rodriguez

Payroll and Benefits Officer

Kim Cleroux

IT Officer

Matthew Guy

IT Systems Technician

Andrew Phillips

Queen's Pub Manager

Jordan East

Queen's Pub Head Chef

Rick Doucett



Offices

Director of Communications

Katarina Bojić

Director of Marketing

Manal Shah

Secretariat

Sylvie Garabedian

Student Life Centre Head Manager

Sophia Filosa

Human Resource Manager

Tatyana Grandmaitre-Saint-Pierre

Talent Acquisition Manager

Sarah Oshry

Commissions

External Affairs Commissioner

Dreyden George

Campus Affairs Commissioner

Roan Haggerty-Goede

Orientation Roundtable Coordinator

Maddie Ronan

Social Issues Commissioner - Internal

Jana Amer

Social Issues Commissioner - External

Ali Hussein

Clubs Commissioner

Stephanie Sahadeo

Environmental Sustainability Commissioner

Anne Fu



Services

| | |
|----------------------------------|---------------------------------|
| The Queen's Pub Head Manager | Samantha Barton |
| Common Ground Head Manager | Elena Nurzynski |
| Tricolour Outlet Head Manager | Mikayla Crawford |
| Queen's StuCons Head Manager | Caroline Jarrett & Noah Hill |
| Food Bank Head Manager | Abdullah Arif |
| Walkhome Head Manager | Andrew Dam |
| AMS Media Centre Head Manager | Heiden Jacobi |
| Queen's Journal Editor-in-Chiefs | Allie Moustakis & Skylar Soroka |
| Peer Support Centre Head Manager | Zoya Malik |

Board of Directors

| | |
|---------------------|--------------------|
| Chair | Gurisha Sahni |
| Vice-Chair | Gurisha Sahni |
| Student Directors | Josh Bearg |
| | Eshal Ali |
| | Sofia Marino |
| | Alexander Mcarthur |
| Community Directors | Joseph Villamizar |
| | Kanivanan Chinniah |
| | Ryan Campbell |



ABOUT

ASSEMBLY COMPOSITION

The 2024-2025 Assembly was comprised of the following members from the constituent Faculty Societies and those directly elected by students.

Ex officio members without voting privileges are marked by an asterik

Alma Mater Society

President

Vice President, Operations

Vice President, University Affairs

Commissioner of Campus Affairs*

Commissioner of External Affairs*

Commissioner of Social Issues (Internal)*

Commissioner of Social Issues (External)*

Commissioner of Clubs*

Commissioner of Environmental Sustainability*

Commissioner of Orientation Roundtable*

Health Sciences Society

President

Vice President (Operations)

Vice President (University Affairs)

Engineering Society

President

Vice President (Student Affairs)

Four Elected Representatives



Nursing Science Society

President
Vice President

Concurrent Education Students' Society

President
Elected Representative

Arts and Science Undergraduate Society

President
Vice President (Operations)
Vice President (Society Affairs)
Elected Representative

Computing Students Association

President
Vice President (Operations)
Vice President (Student Affairs)



Commerce Society

President
Vice President (Operations)
Vice President (University Affairs)
Two Elected Representatives

Health & Physical Education & Kinesiology Students Association

President
Vice President of University Affairs

Other Ex Officios (Non-Voting)

Undergraduate Student Trustee*
Student Senate Caucus Chair*
AMS Board of Directors Chair*
AMS Secretary*
Residence Society President*
Queen's Student Alumni Association President*



EXECUTIVE OVERVIEW

A photograph of three young adults smiling and posing in front of a brick wall. On the left, a Black woman with a green headband and a teal and white striped shirt is making a peace sign. In the center, a man with curly hair, glasses, and a mustache is wearing a grey hoodie with 'PUTINA' visible. On the right, a man with dark hair is wearing a green sweater.

EXECUTIVE OVERVIEW

TEAM OAR

The 2024–2025 AMS Executive consisted of Owen Rocchi, President; Ayan Chowdhury, Vice-President, Operations; and Ruth Osunde, Vice-President, University Affairs.

This year proved to be transformative for Team OAR, with a focus on accessibility, transparency, and accountability across all AMS operations. The Executive introduced new policies such as the Sustainability and Equity Policies, while overhauling major governance documents including the AMS Constitution. Their efforts led to the establishment of new Assembly committees, revamped elections procedures, and the streamlining of judicial and appointment processes. Highlights include record-breaking student engagement in referendums, with 87% voting in favour of the BUS-IT fee increase, and a historic Winter executive election. Throughout their term, the team remained committed to ensuring students remained at the heart of every policy change.

PRESIDENT

The President is responsible for the external representation of the AMS and is ultimately accountable for ensuring the fulfillment of the Society's mandate and mission. They represent the majority of opinion of the university's undergraduate student body to the administration and general public.

The President sits on the AMS Board of Directors. They are also an ex-officio voting member of the University Senate, where they can advocate on behalf of undergraduate students. They also run Presidents Caucus, a closed-door meeting with the presidents of every faculty society.

The president also has the responsibility of overseeing the governance of the Society, in addition to the offices that manage the day-to-day happenings of the Society.





VICE PRESIDENT, OPERATIONS

The AMS Vice President of Operations (VPOPS) is responsible for all the day-to-day operational and financial matters of the Society. They administer the AMS services, Health and Dental Plan, the Bus-It program, and the consolidated budget of the Society.

The VPOPS is also the Chief Executive Officer of the Society and sits on the AMS Board of Directors.

They oversee the service head managers, who in turn oversee the corporate services that the AMS offers.



VICE PRESIDENT, UNIVERSITY AFFAIRS

The AMS Vice President of University Affairs (VPUA) is responsible for all matters of a political and/or educational nature, research and policy development, internal academic issues, equity initiatives, campus affairs, orientation, and university administration affairs.

They advocate to the University Administration, the City of Kingston, and the Province of Ontario.

They oversee the five commissions at the AMS; Commission of Campus Affairs, Commission of Clubs, Commission of External Affairs, Commission of Environmental Sustainability, Commission of Social Issues, and Orientation Roundtable.



ACTION

Policy and Governance

In the 2024-2025 academic year, the AMS saw the overhaul of all major governance policies and procedures, to ensure and promote continued accessibility, transparency and accountability within the AMS, and for all engaged student leaders. This year saw the introduction of new policies such as the Sustainability Policy, and Equity Policy – and the overhaul of key documents such as the Constitution. To support this process, consultations with student groups, Assembly committees, clubs, and university stakeholders were held by members of the Internal Affairs Office and supported by the Commissioners. While all policies are considered living documents always subject to change and improvement, the outgoing team is confident that the changes proposed align with a mandate that ensures students – both students at large impacted by policy, and students administering the policies – are at the core of each policy change.

Constitution

The Constitution was reviewed by the Secretariat and President to ensure logical structures, and clarity. Major changes to the constitution included an amendment to the who is considered a member of the Society to include non-traditional students living on the Kingston campus, and the addition of new sections to increase the accountability of members of the Internal Affairs Office and the establishment of the Council of Order.

Assembly Policy

The Assembly Policy was reviewed by the Assembly Policy Review Committee, and established clear guidelines for standing committees of Assembly, attendance and accountability expectations for members of Assembly, and the clarification of the powers of the Speaker and Office of the Secretariat. Additionally, a new section that clarifies the different types of motions, and their restrictions at Assembly was added to ensure the continued proper functioning of Assembly for years to come. New standing committees such as the Club Advisory Committee, Sustainability Advisory Committee, and Equity Advisory Committee were also established. In tandem with the Board, the Assembly Finance Committee was established to monitor the spending of Commissions.

Appointment Policy

The Appointments Policy is a new policy approved by Assembly that governs conflicts of interest disclosures, appointments, removals, and accountability for members of the Internal Affairs office as well as any procedure through which such member enforce policy. This policy achieves transparency and accountability in the Internal Affairs Office.

Judicial Policy & Charter of the Judicial Council

The Judicial Policy is a consolidation of the previous Non-Academic Misconduct Policy and Policy Infringement Protocol. The purpose of the policy is to provide clear and



transparent judicial proceedings, for all students involved with the Judicial System. The policy works in tandem with the Charter of the Judicial Council, which governs procedures related to hearings of the Judicial Council and includes special hearings such as the Constitutional Interpretations and hearings to hold members of the Judicial and Civic Systems accountable. The new changes also included definitions of disorderly conduct to ensure student positions in the Judicial System continue to be feasible for students in the long-term.

Elections and Referenda Policy & Civic Engagement Policy

The Elections and Referenda Policy is a consolidation of the previous Elections Policy and Referenda Policy of the Society and focuses on eligibility and procedures governing the Civic Affairs Office. The Civic Engagement Policy includes guidelines pertaining to nominations, campaigning, and policy infractions. While initially one policy, rules governing conduct of campaign groups was housed under the separate Civic Engagement Policy to ensure accessibility for students at large and provide a framework for continued civil engagement with governance proceedings of the AMS.

Sustainability Policy

The Sustainability Policy produced by the Sustainability Commission arises from the position of the Society on environmental sustainability and is intended to elaborate on the advocacy priorities of the Society, as

well as set a framework by which the AMS can report on its own sustainability initiatives, demonstrating leadership and commitment to the very priorities it will advocate for, and advance.

Equity Policy & Recognition Policy

The Equity Policy produced by the Social Issues Commission is intended to serve as a guiding document for the internal operations of the AMS and its subsidiaries, ensuring that all AMS-affiliated spaces, programs, and services uphold the highest standards of equity and inclusion. This policy complements existing Queen's University policies, particularly the Harassment and Discrimination Policy, Sexual Violence Prevention and Response Policy, and the Student Code of Conduct. The previous Recognition Policy was consolidated into the Equity Policy to provide students with a consistent framework and resource.

Awards Policy

The Awards Policy includes revised and simplified award nomination procedures, as well as guidance on the Selection Committees responsible for the selection of awardees. This policy also references the responsibilities of the Chief Governance Officer in the facilitation of the awards process.

Grants and Bursary Policy

The Grants and Bursary Policy has been in the works for 2+ years and includes transparent guidelines for the disbursement



of grants and bursaries, and guidelines to maintain privacy and confidentiality of students, as well as records of all applicants for a grant or bursary.

Elections and Referendums

Elections are the process by which students elect their student representatives to the AMS, and other university governance bodies. This year, the Undergraduate Trustee election was held in the Fall and saw a three-way contested race which included first year students. One nominee failed to collect the required number of nomination signatures by 1 and was thus disqualified. For the first time in the history of the AMS, a desalted executive election was held in the Winter and saw all positions except the Vice President of Operations be contested. Candidates engaged with each other with professionalism and campaigned on key issues important to students. Team JEA was elected on February 1st to serve as the next AMS Executive in the 2025-26 academic year.

In the Winter Term, at the Annual General Meeting of the Board of Directors held on April 7th, the incoming and outgoing Assembly elected student directors to serve 1-year terms on the Board of Directors. The election saw the participation of three candidates contesting for two positions. A repeated tie resulted in a revote between two candidates three times! Despite the General Meeting lasting two hours, the reintroduction of elections for the Board strives to increase engagement with the Board, and accountability for the members elected.

Referenda are a process by which students vote on key issues, and questions presented to them and/or provide their opinions through plebiscite questions. This year, three referendums were held, with one in the Fall Term, and two in the Winter. The Fall Referendum saw a binding question proposed by the Vice President of University Affairs and Commission for External Affairs on membership in the Canadian Alliance for Student Associations – which students responded to with an overwhelming 85% support, in addition to the regular fee referendum. The Winter Referendum included plebiscite questions related to the BUS-IT fee, and questions to establish and increase student activity fees. Finally, a special referendum held in March, included a vote on the BUS-IT fee, and asked students if they approve a planned increase of the fee from \$120 to \$195 over three academic years. Students responded with an overwhelming 87% voting in favour. Results of the plebiscite were provided to the incoming team to facilitate a smooth transition, and to better align the goals of the AMS with the needs of students.

REPORTS



REPORT

BOARD OF DIRECTORS



A large priority for the board was the preparation and anticipation of the return of the JDUC Building and the associated services that opened with it; including Queen's Pub and the Brew. Further, in excitement of the organization being in one location again; the efforts behind a more unified messaging, branding, and marketing plan have been pursued more heavily. The board also put in mitigating efforts

towards possible challenges; through investing in modernizing our systems to approving operational changes in improving team cohesion and outcomes. The Board of Directors completed all required yearly processes to ensure fiscal responsibility, strategic guidance, and HR compliance; with completion of the Risk Register, and approving all units/organizational budgets, funds, and goal plans.



Further the 2024-25 year had seen the following accomplishments:

- Completion of the New 3-Year Strategic Plan that is currently being integrated and overseen by the Strategic Planning Committee; with focuses on several units of the organization to reach goals set out in the plan.
- Operation of the newly merged services, the AMS Media Centre, for a full complete year that has been achieved with financial stability.
- This year there was the Queen's Pub CapEx proposal approved in summer with completion of the first of two phases by April 2025. With the next phase timeline of completion of May – August of 2025. This project is extremely exciting for improving the technology and hardware of our service to enhance the capabilities of improving customer service and organizational efficiency.
- The approval of the year's IT Standardization hardware expenditure. This helps to ensure appropriate and adequate technology is operating for the organization across units.
- Over the year the Board had approved several restructurings across services, commissions, and offices in improving student job satisfaction, internal communication productivity, and addressing operational gaps. These include changes in IT Office, Marketing and Communications Office, Internal Affairs Office, Tri-Colour Outlet, AMS Media Centre, Queen's Journal, Clubs Commission, Campus Affairs Commission, Orientation Commission, and Social Issues Commission.
- Throughout the committees of the board, there have been over five corporate and personnel policies reviewed and updated to ensure legislative compliance and addressing of internal or local external changes.



REPORT ASSEMBLY



The Assembly is the ultimate decision-making body for the non-service, policy, and advocacy of the Society. It is composed of elected representatives from all Faculty Societies, and other interest groups such as the AMS Board of Directors, Student Senate Caucus and student representatives on the Board of Trustees. The primary function of the Assembly is to discuss, debate and make decisions that impact all undergraduate students on the Queen's Campus. Assembly fulfills this mandate by debating motions, asking questions of elected leaders, and reviewing reports submitted by the executive or Assembly committees.

Summer Assembly

There were six sessions of President's Caucus in Summer 2024 which approved the establishment of several ad-hoc committees to support the review of policies, and the accessibility of Assembly. The composition of Assembly was reviewed and approved in the Summer and saw an increase of seats allocated to the Faculty of Arts and Science from 7 to 9, and for the Health Science Society from 2 to 3. Finally, in its final session in August, President's Caucus approved a new procedure for holding members of Assembly accountable to the attendance and report submissions. Motions approved by Summer



Assembly focused on setting a tone of transparency and accountability for the remainder of the year. Discussions of summer Assembly reviewed the role of the Speaker and ensuring transparency in AMS governance.

September 23, 2024

Guest Speaker Cameron Hare joined the September Assembly to discuss Reconciliation and Reciprocity at Queen's University. Supported by a collaboration between the Internal Affairs Office and the Social Issues Commission, the Queen's Native Student Association, 4 Directions and the Yellow House created a space where Indigenous History and Culture was celebrated. Members of Assembly could be seen wearing All Children Matter orange shirts – and enjoyed Bannock Bread and Strawberry drinks provided by the Queen's Native Student Association.

At this Assembly, goal plans and budgets for all commissioners and the Internal Affairs Office were approved by Assembly. In addition, appointments to the Judicial Council were made, and members of Assembly were introduced to the Ontario Undergraduate Student Alliance.

October 20, 2024

The October Assembly was dedicated to LGBTQ History Month, and Assembly was joined by the Queen's Queer Alumni Chapter President Stacey to learn more about the history of pride in the Kingston community. This Assembly also saw the approval of all

questions added to the Fall Referendum, including a question that solicited undergraduate opinion on whether the AMS should join the Canadian Alliance of Student Associations (CASA) as an observer member – students responded overwhelmingly in support with 85% support of joining for one year effective in the 2025-26 academic year.

November 4, 2024

The November 4th Assembly was a Special Assembly called by President Rocchi, to approve outstanding policies that the Internal Affairs Office and other committees of assembly worked on, including the Appointment Policy, Awards Policy and Grants and Bursary Policy. This was followed by a discussion on the increasing number of clubs, including political clubs at Queen's.

December 2, 2024

For the final Assembly of the 2024 year, and bringing back a long-standing tradition, members of Assembly met at the Kingston City Hall, and following a collaboration with the Commission for External Affairs, were joined by Professor Gordon to discuss housing as a human right in Kingston. This Assembly also included motions amending the Elections and Referenda policy, and the establishment of the General Assembly Review Ad-Hoc Committee.

January 20, 2025

In a collaboration between the Internal Affairs Office, Commission of Social Issues and Hillel Queen's, the January Assembly was dedicated to Holocaust Remembrance, and a discussion



on antisemitism in Kingston. This was followed by an art-gallery from the museum in the upper Goodes Commons.

This Assembly saw the ratification of executive election candidates, and approval of fee referendum questions to be added on the ballot for the Winter 2025 election, and plebiscite questions. Finally, Assembly also called for Special Referendum to address the BUS-IT Fee in March 2025.

February 10, 2025

In a collaboration between the Internal Affairs Office, Commission of Social Issues and Queen's Black Clubs Caucus, the February Assembly was dedicated to Black History and Futures Month, and included a presentation by Rebecca Mengesha, Co-President of the Caucus held in the Robert Sutherland Hall. This was followed by a discussion on trademarking restrictions placed by Queen's, and their impact on undergraduate student life at Queen's.

March 3, 2025

The March 3rd Assembly was a Special Assembly called by President Rocchi to approve questions for the BUS-IT Special Referendum. Assembly also approved the addition of several plebiscite questions to survey undergraduate student opinion on student services and university resources.

March 24, 2025

In a collaboration between the Internal Affairs Office, Social Issues Commissioner and the Islamic Relief at Queen's, the March Assembly

included traditional Middle Eastern dishes, and a discussion of the experiences of Muslim women on the Queen's Campus.

The March 24th Assembly saw the second reading of changes to the Office of the Secretariat, and the establishment of the Council of Order – two measures that are intended to hold autonomous member of the Internal Affairs Office accountable, and to increase transparency in AMS governance.

March 31, 2025

In response to the ongoing PSAC-901 strike, President Rocchi called a Special Assembly on March 31st to discuss the impact of the strike on undergraduate students, as well as approve the position of the AMS with respect to the Undergraduate Letter to the Queen's Administration. After a four-hour long discussion, in which members of PSAC gave a short 10-minute presentation, Assembly approved amended language for the recommendations proposed and directed the AMS Executive to advocate on behalf of students and in support of the PSAC strike. This marked the final regular Assembly for the academic year.

General Assembly

The Constitution of the Alma Mater Society mandates that at least one General Assembly take place in the Fall and Winter terms. General Assembly is a tradition that predates technological advancements that allow us to hold referendums, and were historically used for the election of executives, approving changes to the constitution, and other



questions that are normally addressed via a referendum outside the regular referendum cycles. Today, General Assembly serves as a forum to ensure that student groups impacted by significant policy changes have an opportunity to attend, voice their concerns, and vote for these changes. At General Assemblies, all students who have paid their AMS membership fees are entitled to one vote, and any such student may request that voting take place via a secret ballot to preserve the integrity of the meeting.

Fall General Assembly

For the first time in at least twenty years, the Alma Mater Society's Special General Assembly held on November 18, 2024 achieved quorum! At the peak of the Assembly there were 277 students in attendance, which is significantly higher than the 208 students required for quorum. The Special General Assembly saw a debate on two motions that "aimed to establish greater accountability and transparency" (The Queen's Journal) pertaining to the Queen's Journal, and the approval of the Assembly Accessibility Report. Assembly concluded with a directive submitted by a student at large that the Social Issues Commission work on creating an equity policy for the AMS.

Winter General Assembly

While the Winter Annual General Assembly did not meet quorum, the Assembly saw the approval of first Sustainability Policy, and Equity Policy for the AMS in addition to changes to the election and judicial policies

of the Society. Finally, a motion brought forward by the President and Secretariat, amended the definition of who constitutes members of the AMS, to expand it to include students enrolled in non-traditional programs and living on the Kingston campus. Finally, the Assembly saw the appointment of the incoming government team, and members of the Internal Affairs Office.

Assembly Committees

Assembly Committees can be either Standing Committees established by the AMS Constitution or policies, Ad-hoc Committees established by Assembly to fulfill a unique mandate or Selection Committees, which are committed delegated the authority of Assembly to select and disburse various grants, bursaries and awards. The 2024-25 academic year, saw a successful re-introduction of committees, an effort largely supported by, and whose success is owed to, the Chief Governance Officer. Below is a description of the ad-hoc committees of Assembly. Standing committees of Assembly met as required and mandated by the AMS Constitution and policies.

Election Policy Review Committee

The Election Policy Review Committee meet on a triweekly basis leading up to September, to review the Society's Elections and Referenda policies, following the de-salting of the executive elections in the prior year. The committee recommended the reduction of the number of nomination signatures required, amongst other changes and clarifications to the procedure for elections



and referenda.

Judicial Policy Review Committee

The Judicial Policy Review Committee was responsible for the review of the Non-Academic Misconduct Policy and Policy Infringement Protocol. The Committee made recommendations to change the composition of the Judicial Council, to include representatives from various faculties, simplification and renaming of the judicial processes. The committee also established the first conflict of interest guidelines for the AMS and contributed significantly to the Appointment Policy.

Recognition Policy Review Committee

The Recognition Policy Review Committee was responsible of the Recognition Policy approved in the prior year, and made recommendations pertaining to the Non-Disclosure Agreement, and simplification of the consultation process. Changes also increased accountability for senior managers of the AMS and clarified the powers of the executive.

Assembly Policy Review Committee

The Assembly Policy Review Committee met in the Winter Term, to review the Assembly Policy. The committee made changes to the membership classes of Assembly, and produced clearer guidance on Assembly Standing Committees, including the establishment of the Assembly Finance Committee to promote greater financial transparency. Finally, the committee reviewed and clarified the powers embedded

in the Speaker of Assembly, Secretariat and Chief Governance Officer to promote good governance of the Society.

Assembly Accessibility Review Committee

Following concerns pertaining to the Accessibility of Assembly, the Assembly Accessibility Review Committee released a report in consultation with various groups on campus, and university stakeholders on the accessibility barriers of Assembly, and outlined recommendations and procedures to ensure that the Assembly remains accessible for all.

General Assembly Policy Review Committee

The General Assembly Review Committee included representatives from Assembly and Students at large, to review the proceedings of November 18, and make recommendations to changes to the General Assembly to ensure continued accessibility, relevance and purpose of General Assembly.

REPORT OFFICES



The six AMS offices support the activities of all students presently involved with the AMS as well as those looking to get involved. Directors work closely with the Executive, Commissioners, and Service Managers to ensure that the day-to-day operations of the AMS run smoothly and are accessible to all students. They also work toward strengthening the organizational and reputational standing of student leadership

Overseen by the President, the six AMS offices consists of the following:

- Human Resources Office
- Internal Affairs Office
- Marketing Office
- Communications Office
- Information Technology
- Student Life Centre



Human Resources Office

2024-2025 for the HR Portfolio has been a year balancing maintenance and development. Building off some tremendous work that was done in prior years, we had the ability to enjoy the benefits of simpler, more standardized job description processes, seamless onboarding for new employees between HR and Payroll, and policies that support employees and departments. This year, the HR Portfolio had some major highlights.

Interview Guides

First, we were able to assess key competencies employees need in order to thrive in their roles and adapt these into new Interviewing Guides. By streamlining this process, we created far greater transparency and consistency in the interviewing process while also creating a system that is clear and supportive of managers who may be new and unfamiliar with hiring.

QSC Training

Additionally, for new hires and managers alike, the HR Portfolio specifically worked with Queen's StuCons to bring their security licensing training onto our Human Resources Information System so employees can access their employee files, training, and upload required licensing documentation all in one place.

Contract Updates

Beyond this, we completed a full audit of existing contract templates to flag inconsistencies across contracts, which, upon completing all updates, will streamline the process for creating and assigning contracts to new hires.

Job Descriptions

This kind of updating for consistency has become a theme in the HR Portfolio - and across the HR Office - in recent years, with this seen last year with the completion of the job description revamp. Previous HR Staff worked hard to standardize job descriptions across the AMS, and this has been phenomenal for supporting managers in making restructuring decisions or throughout hiring.

Volunteer Agreements

For consistency, we also updated the volunteer agreements to ensure that we properly document the relationship between the AMS and its volunteers, and that volunteers understand the network of support they have once they become volunteers for our organization.

Policy Review

Finally, the HR Portfolio tackled two major policy revisions this year. For volunteers, we fully updated the Volunteer Policy and Procedures Manual, which had not been updated since pre-COVID. We fully updated this to better reflect what volunteers can expect when they volunteer for the AMS, and the expectations laid out for both volunteers and supervisors. Our major policy work this



year came from the Harassment Discrimination and Violence Policy, where the HR Portfolio, alongside key stakeholders, updated our policy to ensure the complaint process is easy to understand and focused on providing immediate support to direct complainants where they need to go. Overall, the developments made this year built off a history of incredible work, and going forward the HR Portfolio looks to continue improving the employee experience.

Volunteer Training & Administrative Support

As HR Admin this year, key efforts focused on supporting volunteers by overseeing agreement submissions, verifying health and safety training, and assisting with projects like the Contracts Audit and Pre-Interview Questionnaire. Additional contributions included providing graphic design support and streamlining HR processes within the AMS.

Volunteer Appreciation

A major highlight was organizing the Volunteer Appreciation Brunch, which recognized over 150 student volunteers and reinforced a culture of appreciation for their contributions to AMS initiatives serving 18,000+ students.

Another key initiative was leading the Volunteer Headshots program in November, offering professional photos for resumes, LinkedIn profiles, and personal branding. This initiative aimed to enhance volunteers' career development, ensuring they felt valued while

gaining practical benefits. Through these efforts, volunteer engagement and recognition were strengthened, contributing to a positive and well-supported experience within AMS.

Hiring Season and Email Campaign

In the 2024/2025 year, the Human Resources Office made significant changes in the hiring timeline, choosing to post and hire 8-month positions within the summer. This decision was made to accommodate the full-time hours of the Talent Acquisition Manager and the Human Resources Manager during the summer, to ensure that they would be able to allocate the proper amount of care to the hiring season.

WTF: What The Fall

To help ensure engagement and interest was still prioritized during the summer, the outgoing 2023/2024 Human Resources Team set up a hiring interest form to ensure engagement within the summer, where we had approximately 800 students fill out the form. To ensure engagement with these potential candidates, an email campaign was run for approximately three weeks. With approximately 1300 applicants this summer, the AMS saw one of their most successful hiring seasons to date, and were able to accommodate the full-time working hours of the TAM/HRM successfully, streamlining the process considerably.

The What The Fall Event ran on January 27th, 2025. Taking feedback from senior managers in the last year, the What the Fall Event was



moved to all one floor at the Queen's Centre, which significantly increased engagement and brand presence. Prizes and incentives were included, such as Bingo Cards, a Tricolour Giveaway, and Common Ground food vouchers. However, the incentives did not appear to be a huge success; in the next coming year, the Human Resources Team should re-orient their incentives to ensure they are truly drawing in students and prospective candidates. Aside from this lack of success, overall engagement was a large success and brought in significant increases in applicants in our Winter Hiring Period.

Intern Hiring Night

This year, the Human Resources Office brought back Intern Hiring Night, a Round Robin style, group interview-style event where potential interns and senior managers got the chance to meet and were paired up based on preference. With over 40 applicants, we were successfully able to hire 16 interns across both offices, commissions and services. The Intern programs bring valuable, low-risk experience to first-year students, increasing engagement in the Queens first-year community and encouraging more individuals to get involved within the AMS in their first year of their undergrad.

Current Recruiting Concerns

Currently, the HR Office is struggling to find successful engagement with our hiring interest form, which is concerning in comparison of success that we saw with the interest form last year. Even with current

marketing and collaborations with other employee stakeholders on campus, such as Queens Career Services, the Human Resources Office is not seeing engagement seen at the end of the 23/24 year. This is something that must be focused on as the team transitions, to ensure engagement within our summer hiring period.



Internal Affairs Office

The Internal Affairs Office refers to an administrative unit consisting of the Judicial Affairs Office, Elections Team/Civic Affairs Office, Office of the Secretariat which is responsible for the facilitation of key governance proceedings of elections, referenda, assembly, Judicial Council, and board of directors and awards. The Office is overseen by the Secretary of Internal Affairs, and supported by a team of five assistant managers, and 20+ volunteers. The assistant managers each retain responsibility and autonomy for the implementation of a part of the mandate of the Internal Affairs Office and are held accountable to their responsibilities by the Secretary. Celebrating the 10th anniversary since its establishment as office, the Internal Affairs Office has seen an outstanding team of volunteers, managers and personnel dedicated to a mandate of good governance in the AMS.



In the Summer of 2024, the Board of Directors approved a proposal to restructure the office, and add the position of the Chief Returning Officer, and the Chief Governance Officer (CGO). These changes were brought forward to ensure the office can address situations in which conflicts of interest arise, and so that students are properly supported with governance functions. In addition, changes to the Judicial Council ensures that diversity of thought and experiences are prioritized in the hiring, and one seat is allocated for each faculty on campus whose students are represented by the Alma Mater Society.

Office of the Secretariat

The Office of the Secretariat consists of the CGO and Speaker of Assembly, who are responsible for the preparation of the agenda, minutes and reports. With 11 Assemblies between the Fall and Winter term, each lasting on average 4 hours, the CGO's and Speaker's leadership was instrumental in the facilitation of good governance and civil debate at Assembly. The team also supported a smooth implementation of the award process, which was enhanced by updates to the AMS website to simplify and centralize the nomination process.

Elections and Referenda

Despite staffing changes shortly before the Winter Executive Election, the Chief Electoral Officer and Chief Returning Officer worked in tandem to increase the education and outreach to referendum groups, and candidates. New strategies such as updating

the AMS website with descriptions of the groups, and their budgets, as well as social media marketing earned the team positive feedback from stakeholders. The efforts of the elections team resulted in a 12% voter turn out in the fall, 20.4% in the Winter, and 13% in the Special Referendum – all numbers that are higher from the historical precedent of the last five years! Finally, the Chief the Returning facilitated meetings with faculty society electoral teams, and provided resources for members society son Simply Voting, and support as requested.

Judicial Affairs

Embarking into the 126th year of the office, the Judicial Affairs Office was led by the Judicial Disputes Manager and Judicial Case Manager who worked in tandem to manage the relationship with the Student Conduct Office, and update procedures and policies of the office. While the fall term was quiet, the Winter Term saw an unprecedented publicity for the office as it handled cases of high interest pertaining to the ResSoc Elections and ComSoc General Assembly. To support the case load, for the first time in the history of the office, a student was appointed as an independent Case Officer.

Judicial Council

The Judicial Council is the highest adjudicative body of the Alma Mater Society, and hears cases on Non-Academic Misconduct, Suspected Policy Infraction and other disputes related to policy. While much of the Council's work is confidential, with the support of the Judicial Disputes Manager and Secretariat, the



Council approved its first Charter – a document to govern its operations and provide further clarity and transparency on its rules of order. In addition, following a proposal by the Judicial Disputes Manager and Secretariat, the Council held its first public Constitutional Interpretation in April 2025 to address a dispute regarding access of the AMS Media Centre to the Engineering Society's Orientation events! For their outstanding work and serving as acting Chairperson of the Council on several occasions, Jeremy Zhu, a member of the Judicial Council, was awarded the Camaraderie Volunteer of the Year.

Volunteers

Finally, with all the public facing work, the Internal Affairs Office would not be the same without its team of dedicated volunteers across all portfolio areas! This year, the volunteer portfolio focused on creating significant archival resources for the office, inputting referendum questions into a database, and reviewing Assembly archives of the last 15 years! While the team's work is internal, and benefits future managers of the IAO, their contributions were not unseen – the volunteers of the Internal Affairs Office were awarded the Volunteer of the Year – Outstanding Project award for their work on archival history of the AMS.

Student Activity Fees

The Secretary of Internal Affairs, is responsible for the Student Activity Fee Policy of the Board of Directors, which governs the establishment, increase, and termination of

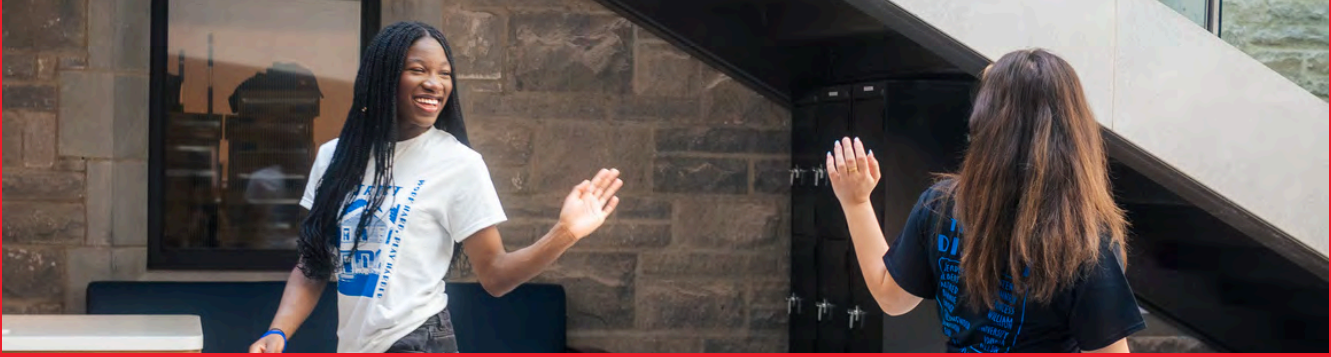
various fees on the AMS fee slate. While much of this process is supported by the referendum procedure, the Secretary in consultation with the President selects a number of groups to undergo an audit. This year, the Secretariat conducted an audit of the Arts and Science Undergraduate Society, two club fees, and Queen's Athletics. Decisions of the audits are made public on the AMS website in a commitment for transparency with students on how their fees are spent, and continued compliance with the established purpose of the fee.



Marketing Office

The Marketing Office aims to promote AMS initiatives, opportunities, and services by establishing various channels to engage students with the AMS. Through running various media campaigns and providing resources to services, clubs, and societies to assist in social media and event promotion. This year, the office operated with the goal to increase student engagement through physical and digital avenues, streamline internal and external operations, and foster sustainable practices that can be built upon in the future.

Over the past year, the office not only continued producing AMS Asks U but also expanded into informal and trending video



content designed to quickly inform and engage students. In addition to digital content creation, the office facilitated in-person engagement by organizing interactive booths for commissions and services. These activations were held at least once a month and designed to highlight the unique strengths of various AMS services and commissions. To enhance efficiency in content production, the Marketing Office also implemented and deployed Canva Teams across the organization.

In collaboration with the Internal Affairs Office, the Marketing Office played a key role in executing two general elections and a special third election, all of which saw equal to increased voter turnout compared to the previous year. Additionally, the office supported various harm reduction initiatives led by the Campus Affairs Commission, including campaigns focused on stress relief, Homecoming, and St. Patrick's Day.

To ensure sustained support for future years the office underwent a strategic restructuring. A new development is the integration of the Market Research Analyst role, previously under the President's Portfolio. This transition enhances access to producing data-driven insights for AMS services and commissions. Moving forward, the analyst will operate full-time during the summer months and at reduced capacity during the academic year.



Communications Office

The 2024–2025 year marked a period of growth, collaboration, and renewed strategic focus for the Alma Mater Society's Communications Office. With a commitment to transparency and engagement, we expanded our reach, strengthened internal alignment, and deepened connections with both current students and alumni.

Strategic Speechwriting Support

This year, the Communications Office provided support in drafting the Board of Trustees speech, delivered by the President. This ensured the AMS voice was clearly and effectively represented at one of the university's most high-level governing bodies.

Proactive News Updates

We adopted a proactive rather than reactive approach to news updates, resulting in more timely and relevant information being shared with students. This shift contributed to increased engagement with AMS members across our platforms. We also highlighted key advocacy efforts through improved and consistent website communication, keeping students better informed about our work on their behalf.



Alumni Engagement

The Communications Office made significant strides in reconnecting with AMS alumni, fostering a renewed sense of community and pride in AMS achievements. This included launching the AMS Alumni webpage where past students who held roles on the Executive can be found. Revamping our LinkedIn presence, which led to increased engagement and a stronger professional network. A total of 62 759 impressions were made during the 8 month period of the 2024-2025 academic year.

Executive and Portfolio

This year, we prioritized clarity and transparency by bringing more awareness to the roles and responsibilities of each executive portfolio: President, Vice President (Operations), and Vice President (University Affairs). We created accessible content explaining who our executives are and what they do, deepening student understanding of AMS leadership.

Marketing and Communications Office Integration

2024-2025 marked the first year of integration between the Marketing and Communications Offices. This unification led to a more cohesive, collaborative team structure, enabling more strategic storytelling, unified messaging, and greater efficiency in promoting AMS initiatives.



Information Technology Office

The Information Technology (IT) Office works to provide and maintain the IT infrastructure, security, and support services to the AMS and its stakeholders. These services come in the form of both individual department plans and consultation on other stakeholder initiatives that require an IT component. The IT Office operates internally in support of services, offices, and commissions by driving secure, efficient technologies to increase productivity, provide a strong return on investment, and ensure readily available access to tools required for all students and staff.

2024-25 is set to be another great year for the AMS IT Team. Building on the successes of last year, we will continue to enhance our technology infrastructure and provide top-tier support to the organization.

Following our successful implementation of new firewalls and the Microsoft Teams-based phone system, we will focus on optimizing these systems to ensure even greater reliability and security. Additionally, we will continue to expand our Microsoft 365 Security Portfolio, incorporating new features to further strengthen our environment.

Building on the success of our first student IT position trial, we are excited to expand and refine the role in Fall 2025. This initiative has proven valuable, and we look forward to deepening student engagement in our operations.



Our preparation for the JDUC move has progressed smoothly, and we remain steadfast in our determination to deliver a reliable environment for the future. With the new infrastructure in place, we will focus on leveraging enhanced cloud reliability to improve overall IT operations.

The expansion of Microsoft Business Central, in collaboration with the Accounting and Operations Teams, has laid the foundation for future growth. This year, we will build on that momentum, ensuring the successful operation of Queen's Pub under the new platform and exploring additional opportunities for system integration.

The IT Team remains committed to mentoring students, providing exceptional service, and driving technological improvements. We are excited for the year ahead and appreciate the continued support of AMS members.



Student Life Centre

In the 2024-2025 academic year, the Student Life Centre grew to great heights, improving and innovating the office to more cohesively serve the student body. With the goal of enhancing operational efficiency for both users and staff members, SLC implemented the Key Cafe to service the Queen's Centre, an automated system to dispense keys for student club rooms. This allows 24/7 access to keys and monitors accountability in

distribution. With last year's structural shift to the Skedda management software, SLC has seen a significant enhancement in its booking experience, with 498 table and room bookings in the fall semester. Due to this increase, the SLC implemented strict booking restrictions; 7 days in advance for student groups, and 14 days in advance for external organizations. This has elevated the efficiency of our reservations processes.

While the SLC saw advances through these initiatives, it also faced some communication challenges in transitioning from previous ways of operation. While emails and reminders were offered, confusion amongst student groups was high, specifically with regards to Key Cafe processes. New procedures have been discussed for the following year to better streamline this.

The SLC Management Team also prioritized student engagement and involvement, hosting fairs and market events to prominently showcase student talent and increase participation in clubs and organizations. This included the SLC Mega Market, Health & Wellness event, and the March Market.

With respect to the AMS' highly anticipated move to the John Deutsch University Centre (JDUC), the SLC has thoroughly kickstarted its initiatives to begin this transition. Revitalizing spaces such as Wallace Hall, and the Polson and Sutherland Rooms, have been transformative in recognizing the importance of accessible student space on campus.

REPORTS COMMISSIONS



The core components of the Government side of the AMS are the six Commissions that work to enhance student life, and advocate on behalf of Queen's students to the University, the City of Kingston, and to the provincial government on student issues. There is a wide range of work and volunteer opportunities available within each of the Commissions.

Overseen by the Vice-President of University Affairs, the six AMS commissions consists of the following:

- Commission of External Affairs
- Orientation Roundtable

- Social Issues Commission
- Commission of Environmental Sustainability
- Campus Affairs Commission
- Clubs Commission



The Commission of External Affairs really re-established its presence this year, with having a staff of 14+ the CEA runs our Housing Resource Centre and Academic Affairs Centre to provide direct peer supports for students with anything housing or



academics related, gather advocacy feedback, assist in advocacy efforts on housing and academics, and provide programming for students. This includes expanding the House Checker Program, running the Housing Rights Week and Fundraiser, the Academic Success Week, and Know Your Neighbours Campaign.

Additionally, the CEA looks over the Government Affairs portfolio with working on the Ontario Undergraduate Student Alliance (OUSA) as a board member to help bring provincial advocacy from Queen's students. This year student's voted with a 86% in favour to become an observer for the Canadian Alliance of Student Associations (CASA) to serve our federal advocacy efforts, all in conjunction with local MPP, MP, and city council/staff meeting frequently to perform municipal advocacy and build community relations. That included advancing harm reduction messaging and resource centre campaigns with our Community Service Agents and channels to reach average 10,000 individual accounts per month on our messaging from CEA. Our efforts have been recognized by the city for helping reduce UDSI fine impacts by nearly 50% comparative to last year and the first ever Local Advocacy Week with returning Community Development Summit.

Additionally, by elections Ontario with the increase election turnout in the provincial election by est. 6%, and more with disbursing over \$5,000 in the Academic Accessibility Bursary, and helped author OUSA policy

papers, Long-term strategic plan, the Financial Growth Plan, Membership Policy, and updated By-Law. The CEA has been happy to see advocacy wins, building our relations of the AMS and the community, as well connecting with students to make sure they have the resources they need.



Orientation 2024 was built on the strong foundations of the previous year while advancing key priorities in sustainability, equity, and collaboration.

The Orientation Roundtable Team (ORT) expanded the sustainable projects first introduced in 2024, emphasizing the "3 Rs" across all faculty events.

Orientation executives were held accountable for reducing waste and ensuring thorough cleanup, resulting in noticeably less overall waste generated compared to past years.

Equity and accessibility also took center stage during the training, planning, and execution this year. ORT strengthened the new Equity Director portfolio by working with every faculty to reimagine long-standing events and introduce workshops that foster inclusion and diverse representation.

Additional funding was secured to support



both equity and sustainability initiatives, allowing ORT to partner more closely with campus stakeholders and better reflect these values in every aspect of planning.

The AMS Mystery Concert remained a highlight of the week. It was opened by Queen's student band Carnelian and headlined by DJ Francis.

The event was celebrated as one of the safest and more vibrant concerts in recent memory, drawing excellent attendance and positive feedback from students and city officials alike.

Furthermore, communication with the City of Kingston continued to strengthen. ORT maintained and improved collaborative channels so that event planners were fully aware of municipal expectations, an effort that earned praise from city representatives and ensured smooth execution of all major activities.

With these accomplishments, Orientation 2024 not only preserved the excitement and tradition of past years but also set a higher standard for sustainability, equity, and operational excellence.



Social Issues Commission

The 2024–2025 academic year marked a

transformative period for the Social Issues Commission (SIC). This year was defined by a deliberate and coordinated effort to translate equity from rhetoric into meaningful, sustained institutional action. With a strong emphasis on building inclusive structures, accessible resources, and affirming spaces, the SIC grounded its work in the principles of Indigenization, Equity, Diversity, Inclusion, Anti-Racism, and Accessibility (I-EDIAA). From structural policy reform to grassroots programming, the commission ensured equity was embedded across all aspects of student life at Queen's University.

A major milestone was the development and passage of the AMS's first-ever Equity Policy. This foundational document formally codified the AMS's commitment to equity and introduced actionable mechanisms for accountability, transparency, and student engagement. Developed through months of extensive research, consultations, and revisions, the policy now serves as a living framework for all AMS bodies. In parallel, the SIC contributed to the Recognition Policy Review Committee, advocating for the removal of systemic barriers that had long excluded equity-deserving groups from receiving institutional recognition and support.

The SIC introduced and passed a motion at the AMS Assembly to complement these policy changes to restructure its internal operations. This restructuring increased organizational efficiency, strengthened role sustainability, and ensured fair compensation



for student leaders. Key changes included transitioning high-responsibility volunteer roles—such as the Editor-in-Chief of Collective Reflections and the Black Initiatives Lead—into hourly-waged positions.

Across the year, SIC committees advanced portfolio-specific initiatives to drive equity, foster belonging, and uplift marginalized voices. Accessibility Initiatives led a campus-wide audit of over 200 bookable spaces, documenting physical and sensory accessibility. This was paired with the return of the SIC x SASS Accountability Café, a six-week, low-sensory study environment that quickly became a cornerstone of inclusive student wellness. In a historic first, Accessibility Initiatives partnered with Collective Reflections to produce “Unbound,” a stylized photoshoot that used fabric as a metaphor for the universality of disability and its intersection with identity.

Collective Reflections, the SIC’s flagship anti-oppressive publication, launched Volume 12 under the theme “Existence.” This issue featured a range of student-generated content—from essays and poetry to photography and visual art—all curated with trauma-informed, accessible, and equity-based publishing practices. The editorial team worked to ensure that marginalized student voices were not just included but meaningfully centred and protected.

The Indigenous Initiatives portfolio focused on cultural resurgence, sovereignty, and visibility. It co-hosted the Indigenous Student

Leadership Conference with the Commission on Environmental Sustainability and delivered hands-on programming, such as a ribbon skirt-making workshop. The portfolio also began developing an Indigenous Knowledge Speaker Series, supported the return of the Queen’s Powwow in collaboration with QNSA and Four Directions, and launched a teach-in on Indigenous ecological stewardship. A new personalized land acknowledgment project was also initiated to help students craft meaningful, grounded acknowledgments rooted in place and personal identity.

The Black Initiatives portfolio expanded both the visibility and celebration of Black life on campus. February saw the debut of the Black History & Futures Month exhibition, “Echoes of Empowerment,” held at Union Gallery and spotlighting Black-owned student businesses, clubs, portraits, and storytelling. In April, the Black Farewell was introduced as a powerful new tradition—offering a space of affirmation, pride, and joy for Black-identifying graduating students. The groundwork was also laid for a Black Student Mentorship Program to enhance support networks and foster intergenerational connections.

The Queer Initiatives portfolio championed belonging and celebration for 2SLGBTQ+ students. In partnership with TransFamily Kingston, the SIC hosted a Trans Day of Remembrance vigil. Multiple rounds of Queertation provided orientation programming that validated and supported queer student voices. The year culminated in Queer Prom 2025: Celestial Soirée, which



transformed Grant Hall into an interstellar escape filled with drag, dance, food, and community. The event was intentionally designed to be financially accessible and celebratory for all identities.

The Racial, Ethnic, and Cultural Inclusion (REC) Coordinator advanced intercultural understanding through both celebration and support. The second annual Cultural Crossroads Potluck brought together over 150 students and 10 cultural clubs. This was complemented by an expanded Identity Bookmark Series, Exam & Care Kits for racialized students, and a Cultural Trivia Night designed to build knowledge and pride across heritage lines.

A major undertaking this year was the expansion of the Equity Library. The commission added over 30 fiction titles exploring identity, resistance, and lived experience, formally catalogued the entire collection, and launched a new Student Reads section and online checkout system. Books were sourced through student submissions, equity-driven catalogues, and community suggestions. In collaboration with the Kingston Frontenac Public Library, the SIC also launched the Student Reads Collaboration, broadening access for students without a Queen's NetID.

The Menstrual Equity Project (MEP) grew exponentially. More than 1,000 Period Pick-Up Kits were distributed across campus, and offerings were updated to include organic, sustainable, and allergen-free products. Free

Aunt Flow dispensers were installed in all women's and gender-neutral washrooms in the JDUC and Queen's Centre. Recognizing the need for sustainable funding, the SIC introduced the Menstrual Equity Grant to support student-led projects focused on menstrual health and justice.

Financially, the SIC distributed funding to over 50 student groups through four restructured grant programs: Equity Grants, Accessibility Grants, Black History & Futures Grants, and the newly created Menstrual Equity Grant. These grants collectively supported student-driven work aligned with the I-EDIAA framework and expanded financial accessibility to equity work across campus.

The SIC also administered six major awards to celebrate equity leadership and advocacy on campus: Fostering Wellbeing in Equity, Innovation in Equity, Impact in Equity, Advocacy in Equity, the Seven Grandfather Teachings Award for Indigenous students, and the Robert Sutherland Prize for Black students. Each award uplifted student leaders who created real and lasting change in the areas of justice, inclusion, and care.

In a significant economic justice initiative, the SIC prioritized contracting BIPOC- and 2SLGBTQ+-owned small businesses for catering, performances, giveaways, and décor. This commitment not only reflected the commission's values but also helped redirect AMS dollars toward marginalized communities. The SIC also hosted its first booth at Kingston Pride, distributed



educational materials, and strengthened partnerships with campus and community partners.

Education remained a central pillar of SIC's outreach strategy. The commission launched a regular cadence of campaigns spotlighting global religious holidays, cultural observances, and days of significance, fostering connection, representation, and cultural literacy. Other campaigns included "Culture is Not a Costume," the "AMS Asks You About..." educational series, and bi-monthly sticker campaigns that reached over 2,000 students. Instagram takeovers with The Shift Project and SASS expanded access to equity information. A full redesign of the SIC logo was also unveiled to reflect Indigeneity, storytelling, and intersectionality better.

The 2024–2025 year for the SIC was marked by bold vision, strategic growth, and deep care. The commission not only responded to student needs but also built a foundation for lasting institutional equity. At the AMS, equity has continued to grow and is no longer an initiative. It is a standard, a commitment, and a future that has already begun



Commission of Environmental Sustainability

This year, the Commission of Environmental Sustainability (CES) has made much exciting progress, with an

emphasis on promoting systemic action, encouraging student engagement, and enhancing community care and intersectionality.

Once again, the CES completed three rounds of funding for student-led environmental initiatives through the Sustainable Action Fund, giving out over \$30,000 to deserving projects meant to make Queen's a more environmentally-friendly place. Highlights of this include supporting the building of new community gardens on campus; helping fund a post-move-out recycling program run by EngSoc; and offering monetary resources to environmental clubs and conferences such as Greenovations, the Society for Conservation Biology, aQuatomous, Queen's for Sustainable Fashion, and Queen's Backing Action on the Climate Crisis, each of which will provide critical learning opportunities and services to students. Congratulations to all our applicants!

This year, we also established a new Environmental Champion Award, which will acknowledge one deserving student that has made an outstanding contribution to environmental activism on campus or in the Queen's community. This award, which will be presented at the annual AMS Awards Gala in April, will encourage continued excellence in sustainability work among the student body and recognize students for their incredible efforts.

Other major successes this year include a revamp of our Sustainable Event Certificate to



make it more relevant to students and easier to fill out, which resulted in an uptick in engagement; the execution of 5 Sustainability Hub events all throughout the year, which brought more clubs, businesses, and environmental activist groups to student-centric spaces on campus; and numerous expansions in our student-facing programming, such as our month-long slate of events for Sustainability Month in October and our Big Green Trivia Night & Raffle fundraiser in January. We additionally organized more activities that highlighted the intersection between environmental and social issues, such as our Environmental Justice Collaging Event that discussed environmental inequities faced by Black and Indigenous communities; our Cultural Cookoff, where we promoted diverse cultural cuisines at an environmentally sustainable potluck event; and our Indigenous Ecological Stewardship Conversation, where we heard from Indigenous speakers on how to be responsible stewards and foster good relationships with the land.

Additionally, we spent another summer successfully cultivating vegetables to donate to the Food Bank and maintaining our compost bins on West Campus, and worked all year long to help plan, fundraise, and build new community gardens outside Nicol Hall, which will be constructed beginning this May to give the AMS additional space to grow produce and provide community-building opportunities to students. Furthermore, we have also constructed a new hydroponic garden inside of LaSalle, where we can grow

leafy greens and herbs all year long. These initiatives help ensure the CES remains a leader on campus in sustainable agriculture, and remains engaged in physical projects that support environmental wellbeing.

On the advocacy front, the CES successfully convinced the City of Kingston to begin work on a by-law to establish a maximum allowable temperature in rental units to protect students and vulnerable tenants from the consequences of climate change-induced extreme heat, which is expected to be presented to Council in full by Q2 2025. Additionally, the CES aided the University in conducting an audit on sustainability in education with the UK-based group Students Organizing for Sustainability by gathering research and evidence, and providing information on the school's and student government's sustainability efforts. Finally, this November, the AMS Assembly moved to endorse the Queen's Backing Action on the Climate Crisis petition to convince the University to divest from fossil fuels. The CES helped promote this petition and spread the word, and gain additional support in the form of an endorsement from the Society of Professional and Graduate Society.

Lastly, the CES also worked to improve the AMS' internal sustainability through policy and consultations. The CES has been working all year-long on a new Sustainability Commitment for the AMS, which will serve as a mechanism for accountability in our institution to ensure we operate in a sustainable way and meet minimum



environmental standards with our usage of personnel and resources. Furthermore, the CES also worked to establish stronger internal connections with the student-run services and Orientation Roundtable, to better serve as a resource and source of advice for improving the sustainability of their operations. With the implementation of the Sustainability Commitment, we hope to make the CES' internally-facing consulting and advisory roles a more prominent part of the commission.

As we did not make the move to the JDUC this year, we were not able to complete some of our planned goals, such as an expansion of the Collective Closet's operations and an update of its swap tracking and inventory system. Furthermore, we are still looking for ways to improve our engagement with students through the Environmental Coalition/Environmental Clubs Caucus meetings, and our newly-established Queen's Sustainability Volunteers network.

All in all, the CES has seen a very busy and successful year. We are grateful to have contributed to another year of fruitful environmental activism at Queen's!



Campus Affairs Commission

This year, the Campus Affairs Commission has experienced a lot of change and growth. This year the Campus Affairs Commission has

grown, changed, and developed. To start the year the Campus Affairs Commission introduced the Student Graduation Bursary, helping improve the financial accessibility of costs associated with graduation. Moving into orientation period, the Campus Affairs Commission stayed very busy. We partnered with the Orientation Round Table (ORT) to provide the ORT x CAC Equity grant to numerous faculty orientation groups in order to promote the integration of I-EDIAA principles into orientation events. During the orientation period, the Campus Affairs Commission also partnered with the Residence Society (ResSoc) and ORT to have a harm reduction booth at the ORT Mystery concert. Lastly, during the Orientation period the Campus Affairs Commission also oversaw the last year of NEWTS (New, Exchange, Worldly, and Transfer students) welcoming 172 new Gaels to Queen's University.

Throughout the rest of the year, the Campus Affairs Commission has provided numerous other grants and bursaries to undergraduate students including the Student Experience Bursary, International Student Bursary, and Mylsabel Grant. In addition, we have started a few new initiatives. Most notably, with the Social Issues Commission (SIC) and Accessibly Queen's (AQ) we have started the Room Accessibility Resource with the hopes of creating an interactive map of every bookable room and space on campus with all of their accessibility features.

Harm Reduction has also been a massive priority of the Campus Affairs Commission



this year. Outside of our harm reduction booth at the ORT Mystery Concert, the Campus Affairs Commission also ran harm reduction booths during the Homecoming/Halloween and St. Patrick's Day periods. Through partnerships with stakeholders such as the Police Liaison Team (PLT) and the SIC, we were able to promote the "Know Your Rights Campaign", informing students on their rights and responsibility when navigating the University District Safety Initiative bylaws. In addition, we also partnered with local businesses such as FryWay, Bubba's, and Bubble Tea Dumplings and Delights to provide students with meals, snacks, and drinks to ensure they are fed before going out. These events were very successful, and we had a lot of positive feedback and brand engagement promoting the Alma Mater Society.

The Campus Affairs Commission has also been busy contributing to the wider Queen's Community through engagement and membership in various committees, working groups, and services including but not limited to:

- The Substance Use Working Group
- The Sexual Violence Prevention and Response Task Force (SVPRTF)
- CFRC Board Member
- Consent At Queen's Working Group
- Assembly Accessibility Review Committee (Chair)
- Provost's Action Committee on the Promotion of Arts

This year has also seen a massive increase in the number of events sanctioned through the Campus Affairs Commission with over double the number of events during the orientation period being sanctioned and an overall increase of approximately 34%. With over 1500 events being sanctioned as of March.

As we move into the next year, we are excited to introduce two new roles to the Campus Affairs portfolio – the International Affairs Director and the Special Projects Director. With these two roles we hope that the Campus Affairs Commission can continue to provide AMS members with engaging events and advocacy.

Overall, this was a successful year for the Campus Affairs Commission, and we are excited to see how the commission continues to develop!



Clubs Commission

The 2024–2025 term served as a transitional period for the Clubs Commission, focused on laying the foundation for a stronger and more sustainable future. The team undertook a comprehensive review of the existing clubs policy and identified several key areas for improvement, providing valuable insights and recommendations for the incoming commission.



In terms of outreach, the Commission successfully executed the Club caucuses initiative, ensuring accessibility by securing two dedicated time slots for participation. Approximately \$40,000 in grants was allocated to support ratified student clubs, helping to sustain and grow student-led initiatives.

Efforts to expand event offerings saw moderate success, creating important learning opportunities and setting the stage for future growth. Outreach initiatives and a thorough review of the club directory also proved invaluable in guiding the redesign of the directory to better serve students.

Overall, the 2024–2025 Clubs Commission played a foundational role in strengthening connections between clubs and the Commission itself, setting up the infrastructure and vision for more impactful engagement in future years.

REPORTS

SERVICES



All AMS services are entirely student-run and dedicated to providing affordable products and services in a safe, student friendly environment. Thousands of student employees and volunteers work hard to bring on-campus resources to those who need them.

Overseen primarily by the Vice-President of Operations, with a few managed by the Commission of

External Affairs, the eleven AMS services consists of the following:

- Common Ground Coffeehouse
- Media Centre
- Peer Support Centre
- Tricolour Outlet
- Walkhome
- Foodbank
- Queen's Student Constables
- Queen's Journal
- Queen's Pub



Common Ground Coffee House

Common Ground is an AMS service run by students, for students. We offer a wide variety of espresso-based drinks, iced drinks, bagels and cream cheese, sandwiches, premades, and baked goods. Our primary focus is on catering to the diverse needs of the Queen's community, encompassing students, faculty, and community members alike. Whether our customers seek a casual gathering place with friends or a conducive environment for academic pursuits such as studying for final exams, we provide a multifaceted space that blends recreational, social, and academic functionalities. We distinguish ourselves by prioritizing sustainability in sourcing specialty food and beverage options, all while ensuring affordability that meets the financial needs of students.

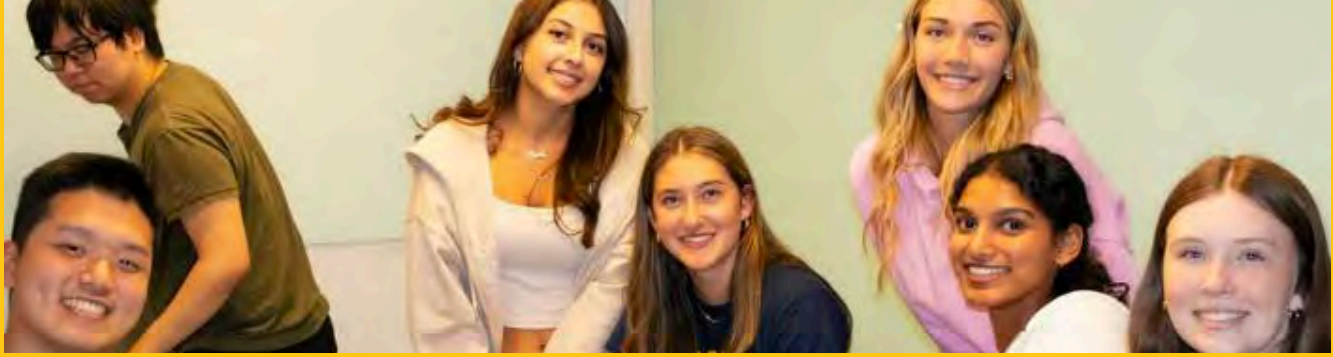
Going into the 2024/25 year, Common Ground faced a delicate financial situation, with a \$187,000 deficit incurred over the past two years, which is an ongoing impact of the Covid-19 pandemic. The 2024/25 team has utilized the past year to actively work on stabilizing Common Ground's financial state to ensure ongoing success of the operation. Common Ground acts as one of the largest retail food and beverage establishments on Queen's campus, offering over 100 student jobs to the Queen's community, promoting

the AMS mission to provide students with experiential learning opportunities. It is essential this service remains operational to continue offering student jobs on campus.

To address this financial challenge, the Head Manager and Purchasing Assistant Manager implemented measures to reduce waste and improve financial efficiency. These efforts included more refined purchasing practices, adjustments to inventory management, and restructuring staff and MOD (Manager-on-Duty) discounts. These initiatives have resulted in significant reductions in waste—36.3% from the 2021-22 year and 33.7% from the 2022-23 year. Waste was not recorded during the 2023-24 year, but the improvements made thus far have demonstrated a strong commitment to sustainability.

Increasing the success of Common Ground's mobile ordering app was another strategic goal within the service to mitigate the service's deficit. Last year, the mobile ordering app faced elimination from the service due to low customer engagement. However, increased marketing efforts have led to massive success with the app, with a 153% increase in sales from the 2023/24 year to the 2024/25 year. Students can use the Common Ground mobile ordering app to skip the line and save time while balancing busy daily lives.

Additionally, the Common Ground team focused on the opening of The Brew, which was planned for the 2024/25 year. This year's team focused on streamlining ordering



processes, creating marketing materials, and solidifying the vision for The Brew. Once open, The Brew will act as another gathering space on campus serving as a hub for student life. The Brew will focus on offering students quick and on-the-go service, with a smaller artisanal menu compared to Common Ground. Students can also expect locally sourced baked goods and cold beverage options. However, due to construction delays within the JDUC, these efforts will be passed on to the 2025/26 Common Ground team.



Media Centre

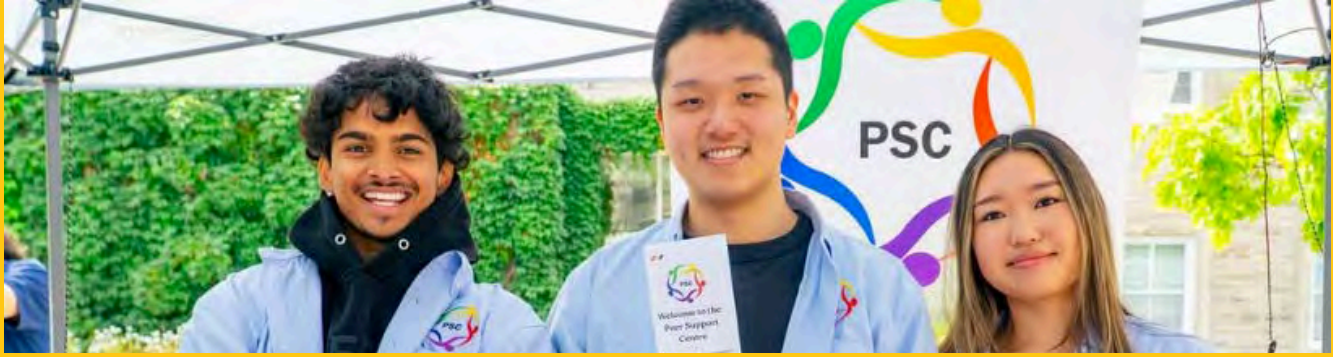
The AMS Media Centre's first year as a service has been one filled with many exciting developments! Starting off the year, the service took time to define its goals and objectives for the upcoming school year; provide relevant experiential learning opportunities to AMS members, while simultaneously emphasizing inclusivity, diversity, accessibility, and sustainability as guiding principles in the pursuit of providing customer service oriented, financially tenable, and professional quality media services, and products for the Queen's, Kingston, and Ontario communities.

Starting off strong, the Media Centre began working on projects for ORT, the Vice-Principal Research Portfolio, and the Rector. Throughout the summer, we prepared for the

MC's first academic year serving students and the community, hiring a robust and strong team to help lay the foundation for years to come. Moving into the beginning of the academic year, we started off strong with coverage of orientation events, ensuring we were present and ready to cover as many events as possible. Throughout this process we emphasized practical learning for staff, allowing each member of the team to pick up a camera and cover events, empowering Media Centre personnel through emphasizing their inherent ability to create and be creative.

We also took on an exciting new challenge in tandem with the Internal Affairs Office, livestreaming the AMS assemblies. Our goal was to increase accessibility of the assembly to students interested in governance, highlighting the AMS's ability to bring about meaningful change. Continuing the legacies of predecessor services, the Media Centre continues to offer affordable, solution oriented, and accessible printing to students and the Kingston community through the production hub; a one stop shop for all your printing needs. With new printers being installed near the end of this academic year, the production hub is in a strong position to continue, and improve, the services the hub offers.

Additionally, the Media Centre fostered and signed a new agreement with Edge Imaging, improving accessibility, quality, and financial tenability of graduation portraits. Edge Imaging uniquely offers graduation portraits



for Queen's students at all of their locations allowing those engaged with distance learning to have their portraits done in a city near them.

This year, the Media Centre also was able to facilitate the distribution and collection of Hoods and Gowns at graduations in May, June, and November. We also took this time to distribute the 96th annual Tricolour Yearbook, and we look forward to finalizing publishing and the distribution of the 97th Tricolour Yearbook in the coming year.

As we look towards the Media Centre's second year as a service, I am proud to say that the foundations laid in its inaugural year will allow for future teams to shape the service into a flourishing success that can meet the needs of students and the Kingston community for years to come.



Peer Support Centre

The Peer Support Centre (PSC) is a drop-in service providing all undergraduate students with confidential, non-judgemental, and empathetic peer-based support. Each year, our goal is to foster a comfortable environment for students through active listening, practical assistance, and resource referrals. Over the summer, the PSC's budget was restructured to include separate budget lines for our specialized support services –

BIPOC Talk and Queers 4 Peers, which provide peer support and free community programming to students from equity-deserving backgrounds.

Furthermore, this year, the PSC's staff training underwent a restructure. The training was modified to include seminars on responding to disclosures of sexual violence, eating disorder disclosures, as well as harm reduction and training on how respond to substance misuse disclosures. Increased practice scenarios were also included within the training to simulate real-life situations for volunteers to be equipped with skills to provide comprehensive peer support. PSC staff set up booths at all major Orientation Week events including Welcome Home Night, the ORT Concert, and faculty specific events to promote outreach within first year student groups. This proved to be successful and led to increased use of the PSC's services compared to previous years.

The PSC also began publishing monthly newsletters this year with messages from our staff, a recap of our events for that month and a list of upcoming events, staff birthdays, supervisor of the month, and adventures of the PSC mascot – Darla the Elephant.

For the first time since the creation of these sub-services, free community programming for BIPOC Talk and Queers 4 Peers was established as a bi-weekly occurrence due to the separately allocated budgets. These events continued for the entirety of the year. BIPOC Talk events included a book club and



arts and crafts nights, while *Queers 4 Peers* events included movie nights, game nights, and seminars on administering hormone replacement therapy and practising self-care.

During the mid-term season in October, PSC staff organized a free care package giveaway at the Queen's Centre. 200 care packages were handed out to students which helped promote well-being on campus as well as increasing PSC outreach.

One of two of our main campaign weeks, TALKS week, was held in November. It included an entire week of successful events held for free. These were: (1) Movie night with candy salads (2) Bracelet Making (3) Yoga class at the ARC (4) Cookie Decorating (5) Speed Friending at the Tea Room.

The PSC also introduced merchandise for our staff in several style and colour options which proved to be very popular. A self-love themed staff social was held at the Tea Room in February with snacks, karaoke, and thank you notes to boost morale and to appreciate the team's hard work.

Our second campaign week, Cares Week, was held in March. During this week, we hosted a number of successful events as well as a giveaway for new airpods which boosted outreach. The events included (1) Bag Charm Making (2) Sponsoring iftar meals for 200 Muslim students on campus in partnership with QUMSA (3) Clay Magnet Making (4) Positive Affirmation Booth + Self Care Package Giveaway. Following Cares Week we

moved towards preparing for and beginning transition to the incoming PSC team.

All in all, despite the initial disappointment of the delay in the JDUC move, it was a successful year for the PSC with massive success in the expansion of our community programming services and outreach efforts.



Tricolour Outlet (*Rebranded to Society 58 in August 2025 Society 58*)

Disappointment of the delay in the JDUC move, it was a successful year for the PSC with massive success in the expansion of our community programming services and outreach efforts.

This year, Tricolour Outlet focused on strengthening its operations, expanding collaborations, and enhancing its brand identity. A key highlight was our growing partnership with University Admissions and Recruitment. We participated in multiple events and contributed to the Welcome to Queen's packages, helping incoming students feel at home. In preparation for our move to the new JDUC, we also finalized updated floor plans for storage and inventory to ensure a smooth transition for future teams.

Our Homecoming and St. Patrick's Day merchandise drops were a major success, and we introduced several exciting new



items. This included our fourth annual collaboration with Relay for Life, resulting in the "Lumies Hoodie," as well as a brand-new partnership with Queen's Black Fashion on the "Wisdom and Knowledge" set, which highlights creativity, culture, and academic excellence.

One of the biggest transformations this year was Tricolour's rebrand. We launched a new logo and website to modernize our image and ensure that Tricolour remains a timeless campus staple. Operationally, we introduced updates to our inventory system, such as designated storage spaces and "Par boxes" to improve efficiency. Our custom order process also received a much-needed refresh, now offering clients the option to book virtual or inperson consultations for a more streamlined experience.

Internally, we restructured our management model by introducing a Clothing and Graphic Design Assistant Manager and adjusting manager hours. As part of this shift, we decided to discontinue the Tricolour Express bus service due to numerous logistical barriers and shifted our focus to impacting student life to creative expression and learning graphic design.



Walkhome

In the 2024–25 academic year, Walkhome's operations were marked by community engagement, operational efficiency, and expanding on successes established in the previous year.

In a year where community safety incidents have been making headlines, Walkhome has provided over 1000 walks for students and community members. Walkhome also played an active role in Consent Week, spearheading the Take Back the Night initiative for the second year in a row—a night-time march and rally intended to support survivors of relationship violence. This event was possible only due to collaborative efforts with the Sexual Violence Prevention and Response Services, Sexual Assault Centre Kingston, Kingston Interval House, the AMS Social Issues Commission, Queen's Feminist Collective, and individual community members.

Walkhome has also streamlined aspects of its operations by centralizing key information on the Walkhome website and automating logistical tasks such as scheduling. Furthermore, a hiring quota for first-year students was established to provide equitable professional development opportunities for the next generation of leaders in the AMS.

The major challenge Walkhome has faced this year has been the delayed relocation into the JDUC. Many aspects of the strategic plan, including marketing and outreach efforts, revolved heavily around the move to the JDUC. The temporary kiosk location within the ARC has led to encounters compromising staff



safety and comfort levels, leading to regular interactions with Campus Security during the Fall Term. Capitalizing on the move into the JDUC will be a key priority for Walkhome heading forward.



Foodbank

The AMS Foodbank has undergone significant changes throughout the 2024/2025 term. This year has been its busiest yet, serving approximately 100 patrons per week. Managing the growing demand was a challenge, especially in the absence of standardized procedures. While the number of patrons accessing the service increased slightly, the primary concern remained the limited budget. To establish the AMS Foodbank as a vital AMS service, key operational improvements were made, including the standardization of procedures, adjustments to operations, and securing additional donations.

One of the most impactful changes was the introduction of supervisors, which allowed managers to focus on administrative tasks within their portfolios. Additionally, modifications to special orders helped regulate form usage, resulting in significant budget savings. A major success this year was the surge in donations, with projections indicating an almost 200% increase from the previous year. PEACH Market also played a crucial role in supporting students, providing

more meals than ever while simultaneously increasing revenue. The AMS Foodbank remains committed to supporting students facing food insecurity and looks forward to evolving further in the years to come.



Queen's StuCons

As a student security service, Queen's StuCons commits to fostering a safe and secure student experience through its work at campus events and activities. With a professional peer-to-peer approach, QSC continues to support the student community and is proud to be a service run by students, for students. To maintain this commitment, the service continued to diversify its staff training, including sessions on anti-racism and harassment. These sessions provide StuCons with skills that allow them to better support the students they work with. External event requests have continued to increase since COVID-19 which has allowed the staff to grow to over 50 StuCons this year. This has been the largest staff the service has seen since the pandemic and one of QSC's goals for 2025-26 is to increase the staff size to 70 StuCons, in preparation for the reopening of Queen's Pub!

The service also undertook a brand perception study, to help assess QSC's reputation amongst the student community and identify any areas for improvement. QSC was thrilled



to have received more than 1000 responses to the survey. The service hopes to use the results to set goals and inform portfolio projects in the next service year as improving brand identity and increasing engagement continue as top priorities. QSC continues to affirm its status as an integral service for the student community that it is so proud to serve and looks forward to the 2025-26 service year!



Queen's Journal

In its 151st year of operation, The Queen's Journal continued its mandate of providing an independent and factual account of stories on news, arts, culture, sports, business, and elections in the Queen's and Kingston community. Notably, The Journal was nominated for Canada's Student Publication of the Year in this year's John H. MacDonald Awards for Excellence in Student Journalism. With Ontario's snap provincial election on Feb. 27, The Journal provided comprehensive coverage across sections, featuring everything from political culture analysis to candidate profiles.

Prior to the commencement of Volume 152, The Journal changed the structure of our BIPOC Advisory Board, founded in 2020, to the QTBIPOC Advisory Board, ensuring greater inclusivity and representation for queer, trans, Black, Indigenous, and People of Colour in our coverage. In an effort to

continue providing students with the opportunity to learn the various skills of journalism amid the rising cost of living, The Journal increased honorarium pay across all volunteer positions.

In its first year of operation, the Arts & Culture section—amalgamated from the prior Arts and Lifestyle sections—saw a high level of engagement from hiring to its vast contributor pool. The section, consisting of one waged Senior Editor and two honorarium eligible Assistant Editor volunteers, attracted significant attention to the diverse arts community in Kingston. In 2024-25, The Journal continued with its digital-first approach in light of the passage of the Online News Act in 2023 and Meta's news ban. As a result, The Journal's Instagram account was out of commission for 16 months. A secondary account was created this October in accordance with Meta's new guidelines to ensure The Journal can engage with their readership at the convenience of students.

The new Instagram account was instrumental in communicating with students this year, specifically during the AMS's Special General Assembly which included two proposed motions that would impact The Journal's operations.

On the business side, The Journal consistently surpassed its monthly revenue targets. Since July, the Business Manager and two Sales Representatives have successfully sold ad space in every biweekly print issue, secured five front-page ads, generated interest in



website advertising, and attracted clients to our weekly newsletter.



Queen's Pub

Established in 1978, Queen's Pub Restaurant & Bar (QPR) is an AMS service with a rich history. After a year of planning and development, QPR is reopening in its new JDUC location, featuring a patio and an upgraded kitchen Summer 2025.

A key change is the addition of permanent staff—a Restaurant Manager and Head Chef—who will mentor student teams and enhance experiential learning. Unique to the AMS having industry experienced Perm staff will ensure a consistent product and employment for our student members. The financial sustainability of the pub drives a lot of this change, but Queen's students are at the heart of all decisions which drive our commitment to our community.

Closed since 2020 due to the pandemic, QPR's revival brings a food-focused atmosphere, an improved menu, and modernized operations with cutting-edge technology. The 2024-2025 team played a crucial role in developing the menu, forging industry connections, and ensuring a seamless relaunch—all while keeping the spirit of the original Queen's Pub alive.

We are excited to open our doors in the year 2025-2026 and showcase the results of a year of meticulous planning and development.

Although our 2024-2025 staff did not have the opportunity to work in the physical pub due to JDUC construction, they gained invaluable experience in restaurant planning and operations. From developing the menu from the ground up to building industry relationships and refining operational procedures, their contributions have been instrumental in shaping QPR's future. Most importantly, they played a key role in revitalizing the brand on campus, ensuring that when we reopen, the Queen's community knows—we're back!

FINANCIALS

A woman with long brown hair, wearing a light blue button-down shirt, is smiling and looking down at a clipboard she is holding. She is holding a pen in her right hand. The background shows a kitchen or food service area with shelves containing various items, including a blue bag and some containers. The word "FINANCIALS" is overlaid in large white letters on a yellow rectangular background at the top left of the image.

FINANCIALS

AWARDS AND BURSARIES



The Agnes Benidickson Bursary

An endowed fund established in 1998 by the AMS in honour of the Chancellor Emeritus, Agnes Benidickson. Funds have been donated through student activity fees and raised through Project Millennium. Awarded to an undergraduate student in financial need in any year of any faculty or school at Queen's. Thirty five (35) recipients shared in the total of \$71,400 disbursed, ranging in awards from \$205 - \$3,900, leaving a balance of \$76 in the income account. The market value of the capital account as of April 30, 2025, was \$ 1,938,079.

The AMS Accessibility Queen's Bursary

An endowed fund established by the AMS in 2007, and revised in 2015, awarded on the basis of the financial need of students with disabilities who are not eligible for funding through the OSAP Bursary for Students with Disabilities. The bursary will help with the costs associated with adaptive technology, transportation costs, etc. Four (4) recipients shared in the \$23,900 disbursed, ranging in awards from \$2,595 - \$8,805, leaving a balance of \$56 in the income account. The market value of the capital account as of April 30, 2025, was \$647,584.

The AMS Membership Bursary

Established in 2014, this bursary is awarded



on the basis of demonstrated financial need to Alma Mater Society members challenged in paying the cost of the AMS Mandatory Student Activity Fees. Contributions made by the AMS since inception of the bursary total \$328,982. One hundred and twenty one (121) recipients shared in a total of \$100,000 disbursed, ranging in awards from \$221 - \$842. As of April 30, 2025, the income account balance was \$0.

The AMS Indigenous Student Awards

An endowed fund established in 1990 by the AMS and awarded to Indigenous students entering first year in any faculty or school at Queen's with preference given to undergraduate students. Selection is based on academic standing and/or financial need. One (1) recipient received an award of \$4,400, leaving a balance of \$198 in the income account. The market value of the capital account as of April 30, 2025, was \$124,604.

AMS Sesquicentennial Bursaries

An endowed fund was established by the AMS in 1990. Bursaries are awarded to students in any faculty or school with a preference to single parents with day-care expenses. In 2024-2025, awards between \$1,915 - \$5,610 were divided among five (5) recipients with a total disbursement of \$19,600. The market value of the capital account as of April 30, 2025, was \$530,973 and the income account balance of the fund was \$31.

Disabled Students' Bursaries

An endowed fund established by the AMS and Arts and Science '82, to assist disabled students attending Queen's. Bursaries are awarded on the basis of need. One (1) recipient was awarded \$1,900. The

market value of the capital account as of April 30, 2025, was \$49,963, with an income account balance of \$4.

The Ida Mmari Scholarship for Refugee Students

Established in 1993 by the Queen's International Students' Society, this bursary is awarded on the basis of financial need with preference given to an international student. The bursary is funded through a student activity fee and donations. Seven (7) recipients received an award ranging from \$950 to \$15,635 with a total disbursement of \$81,353. The income account balance as at April 30, 2025 was \$64,337.

Queen's International Students' Society Bursary

Established in 1993 by the Queen's International Students' Society, this bursary is awarded on the basis of financial need with preference given to an international student. The bursary is funded through a student activity fee and donations. Six (6) recipients received an award ranging from \$505 to \$1,850 for a total of \$6,420. The income account balance as of April 30th, 2025 was \$640.

Queen's Work Study

The Work Study program is jointly funded through student activity fees and Queen's Administration. The objective of the program is to provide an opportunity for students in financial need to receive priority for certain part-time jobs (generally, on campus) during their academic studies. In 2024-2025, the AMS has no participants in the program.



The AMS/SGPS Out-of-City Healthcare Travel Bursary

Established in March 2016 by the AMS and the Society of Graduate and Professional Students, and awarded on the basis of self-identified need on the part of the applicant who requires financial support to attend healthcare appointments outside of the City of Kingston, generally, with a Specialist. The AMS normally contributes an annual amount of \$4,000, however due to lack of use and sufficient balances in the fund the AMS did not contribute this year. Two (2) recipients received awards ranging from \$100 - \$300 with a total disbursement of \$400. The fund balance as of April 30, 2025, was \$18,501.

The AMS Emergency Taxi Fund

Established in 2000 by the AMS and created for students with temporary mobility impairments who require taxi assistance to and from campus and classes. The AMS normally contributes an annual amount of \$5,500; however, due to lack of use and sufficient balances in the fund, the AMS contributed \$2,112 this year. Nineteen (19) recipients received awards ranging from \$30-\$250 with a total disbursement of \$4070. The balance in the fund as of April 30, 2025, was \$1,430.

FINANCIALS

AMS FUNDS



Accessibility Queen's Fund

The Accessibility Queen's Fund was created by referendum in 1983 to support the capital needs of Queen's community members with disabilities on campus. The Accessibility Queen's Committee recommended payments totaling \$4,000 to continue to fund accessibility needs from capital projects. The balance of this fund as of April 30, 2025, was \$139,828.

Advantage Fund

The Advantage Fund was created by the Board of Directors in 1997. It was designed to take advantage of the annual income growth made on the AMS' pooled investment assets. Transfers from the fund

to the operating fund are made annually to fund the operations of the Board and are recorded as interfund transfers. The Board also approved funding for major systems applications that is in the long-term best interest of the AMS and its members. The fund balance as of April 30, 2025, was \$3,567,247.

Health and Dental Plans Fund

The Health and Dental Plans Fund was created by the AMS Board of Directors in 2001 to provide accountability and visibility of accumulated surpluses and deficits arising from the Plan's activity. The AMS operates these plans under what is known as "self-insured" meaning that all



administrative and financial risk is the responsibility of the AMS. Additional programming for mental health and virtual health visits was provided. The balance of the fund as of April 30, 2025, was \$4,021,192.

AMS Student Centre Fund

The AMS Student Centre Fund was established in 1991 and its purpose is to provide the AMS with control over the surpluses and deficits of its facility operations. The fund is to be used by the AMS to fund major renewal and renovation projects for the JDUC. The balance in the fund as of April 30, 2025, was \$3,112,027.

Student Life Centre Facilities Fund

The AMS entered into an agreement in 2011, and renewed in 2015, with Queen's University and The Society of Graduate and Professional Students which provides for the sharing of costs associated with the operation and maintenance of certain facilities known as the Student Life Centre. The agreement provides for the provision of two reserves; Long Term Operating and Capital, in support of these facility costs. The balance in the fund as of April 30, 2025 was \$520,080.

FINANCIAL STATEMENT GUIDE



The Alma Mater Society of Queen's University Incorporated ("AMS") prepares financial statements on an annual basis which are audited by an independent public accounting firm approved annually by the Assembly and AMS Board of Directors. The current auditors of the AMS are KPMG LLP. The financial statements are comprised of the statement of financial position as of April 30th, which is the AMS' fiscal year end, the statements of operations, changes in net assets, cash flows for the year ended April 30th and notes to financial statements. Schedules of revenue, expenses and interfund transfers by major activity are included for further detail. Copies of the

audited financial statements including the Independent Auditors' Report may be obtained from the AMS office or www.myams.org.

Selected financial information is included to highlight the financial position and results of operations of the AMS. In addition, a brief synopsis of terms and definitions follow to assist in the understanding of the financial information and serve as a guide to the inexperienced reader.

INDEPENDENT AUDITOR'S REPORT

An Auditor's Report is a formal opinion issued by an independent public accounting



firm to the stakeholders of an entity on completion of an audit. The report describes both management and auditor responsibilities for the financial statements, a description of what an audit involves, and an opinion on the fair presentation of the financial statements in accordance with accounting standards. An opinion is given based on “reasonable assurance” that “material misstatement” does not exist. There may be errors but none significant to impact decisions made by users of the financial statements. A clean or unreserved opinion means that the auditors were able to satisfy themselves that the above conditions were met.

STATEMENT OF FINANCIAL POSITION

The statement of financial position, also known as the balance sheet, is a snapshot of the financial position of an entity on the last day of its year-end. The balance sheet is divided into three main sections; assets, liabilities and net assets. Net assets represent the financial health of the entity.

Assets: An asset is an expenditure which is expected to provide benefit to the entity now and into the future. Assets are listed on a balance sheet in order of liquidity (i.e. ease with which the asset can be converted into cash). Capital assets are recorded at historical cost and are amortized (a charge to operations) over a period of time determined by the Board of Directors.

Liabilities: A liability is an obligation. Liabilities are segregated between those due in one year and less (current liabilities) and those which will come due in greater than one year. The majority of liabilities of the AMS consist of short-term obligations due to suppliers, government agencies and amounts held by the AMS on behalf of other non-AMS groups.

Net assets: Net assets or equity is the residual after deducting liabilities from assets. In essence, it represents the “net worth” of the company. The equity section is typically divided into several key components; the operating fund, reserves and restricted funds. The operating fund is the accumulated surpluses and deficits from operations from inception of the entity. The operating fund includes all activities except for those established and approved by the Board of Directors. Lastly, an entity establishes restricted funds to separately account for certain activities outside normal operations. These restricted funds are designated either internal or external dependent upon the entity’s control over the fund and the involvement by external persons.

STATEMENT OF OPERATIONS

The statement of operations reports revenues less expenses for an entity for a reporting period which is usually one year. The AMS reported a net deficit from the operating fund of \$227,219 for the 12 months ended April 30th, 2025. Also reported for the year are the results for the restricted funds, which is a net surplus of \$69,493.

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION
YEAR ENDED APRIL 30, 2025, WITH COMPARATIVE INFORMATION FOR 2024

| Statement Of Finacial Position | | | |
|--------------------------------|----------------------------------|--|--------------|
| Category | Category Details | Name | Value |
| Assets | Current Assets | Cash | \$3,269,866 |
| | | Short Term Marketable Securities | \$4,582,173 |
| | | Accured Interest | \$36,513 |
| | | Student Loans Program | \$0 |
| | | Accounts Receivable | \$587,271 |
| | | Inventories | \$296,994 |
| | | Pre-Paid Expenses | \$22,786 |
| | | Total | \$8,795,603 |
| | Capital Assets | | \$253,436 |
| | Long-term marketable securities | | \$7,751,037 |
| | Total Assets | | \$16,800,076 |
| Liabilities and Net Assets | Current Liabilities | Accounts Payable and Accrued Liabilities | \$1,776,990 |
| | | Total | \$1,776,990 |
| | Net Assets | Net Assets invested in Capital Assets | \$253,436 |
| | | Internally Restricted Funds | \$11,293,228 |
| | | Externally Restricted Funds | \$520,080 |
| | | Operating Fund-Unrestricted | \$2,956,342 |
| | | Total | \$15,023,086 |
| | Total Liabilities and Net Assets | | \$16,800,076 |

FINANCIAL STATEMENTS

STATEMENT OF OPERATIONS

YEAR ENDED APRIL 30, 2025, WITH COMPARATIVE INFORMATION FOR 2024

| Statement of Operations | | | | | | | |
|---|--------------------------|---------------------|--------------------|---------------------|---------------------|--------------------|---------------------|
| | | Operating Fund | Restricted Funds | Total | Operating Fund | Restricted Funds | Total |
| Revenue | Services revenue | \$3,650,673 | \$0 | \$3,650,673 | \$3,617,227 | | \$3,617,227 |
| | Other corporate revenue | \$5,336,238 | \$0 | \$5,336,238 | \$4,982,266 | | \$4,982,266 |
| | Government revenue | \$1,329,233 | \$0 | \$1,329,233 | \$1,244,910 | | \$1,244,910 |
| | Restricted fund revenue | \$0 | \$7,920,221 | \$7,920,221 | | \$7,701,404 | \$7,701,404 |
| | Total | \$10,316,144 | \$7,920,221 | \$18,236,365 | \$9,844,403 | \$7,701,404 | \$17,545,807 |
| Operating Expenses | Services expenses | \$3,483,021 | \$0 | \$3,483,021 | \$3,413,423 | | \$3,413,423 |
| | Other corporate expenses | \$6,523,829 | \$0 | \$6,523,829 | \$5,978,167 | | \$5,978,167 |
| | Government expenses | \$1,318,242 | \$0 | \$1,318,242 | \$1,148,105 | | \$1,148,105 |
| | Restricted fund expenses | \$0 | \$7,068,999 | \$7,068,999 | | \$6,439,447 | \$6,439,447 |
| | Total | \$11,325,092 | \$7,068,999 | \$18,394,091 | \$10,539,695 | \$6,439,447 | \$16,979,142 |
| Excess of Revenue over Expenses | (Expenses over revenue) | -\$1,008,948 | \$851,222 | -\$157,726 | -\$695,292 | \$1,261,957 | \$566,665 |
| Interfund Transfers | | \$781,729 | -\$781,729 | \$0 | 475207.00 | -475207.00 | 0 |
| Excess of Revenue over Expenses, Net of Interfund Transfers | | -\$227,219 | \$69,493 | -\$157,726 | -\$220,085 | \$786,750 | \$566,665 |