

PROVINCIAL POLICIES & PROCEDURES MANUAL RWTO/OERO

Retired Women Teachers of Ontario

Organisation des enseignantes retraitées de l'Ontario



October 2022

PROVINCIAL POLICIES AND PROCEDURES MANUAL

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****Note: Supporting Documents on our Website (www.rwto.org)**

- A. Convention Handbook
- B. Voting and Election Procedures Handbook

These Handbooks are on the Website under the title 'About.'
Click on Governance.ttb

ARTICLE I. INTRODUCTION

The information contained in the Provincial Policies and Procedures Manual (hereinafter referred to as the Policies and Procedures Manual) guides and directs RWTO/OERO in its actions, structure and organization.

Policy answers the following questions:

1. How will the Board of Directors organize and direct the work of RWTO/OERO?
2. What structure will be used to do this?

Procedures:

1. identify specific and detailed steps for carrying out the policies of the organization;
2. are based on policy and are developed to ensure consistent application.

Decisions about Policies and Procedures are recorded in the minutes of all Annual General Meetings (AGM) and Board of Directors meetings. Provincial employees and Board of Directors members must follow the established policy of the organization. All members of the Board of Directors should be familiar with RWTO/OERO Constitution and Policies and Procedures Manual.

The Policies and Procedures Manual is updated and posted annually on the RWTO/OERO website (www.rwto.org) under the title 'About.' Click on Governance.

Updated September 2021

ARTICLE II. STRUCTURE

The Constitution is the basic governing document of the Retired Women Teachers of Ontario/Organisation des enseignantes retraitées de l'Ontario.

All Policies must comply with the Constitution. Thus, the Policies and Procedures Manual is organized so that its Articles correspond directly to the Constitutional Articles that each supports. Please refer to the corresponding Constitutional Article as needed.

As well, Policies are also cross-referenced to relevant Articles located in other sections of the Constitution as well as the Policies and Procedures Manual. It is hoped that this will enable users to easily locate all information available about a particular topic in both documents.

For information regarding the policies and procedures involved in hosting an Annual Convention, please refer to the Convention Handbook.

Handbooks are posted on our Website (www.rwto.org) under the title 'About.' Click on Governance.

Updated September 2021

ARTICLE III. MEMBERSHIP AND FEES

1. Membership

- a. To be a member of RWTO/OERO, a retired teacher must pay her Provincial fees.
- b. A retired woman teacher may join at any time during the year. (Revised October 2016)
- c. A retired woman teacher holds membership in the Branch to which she pays her Provincial fees. She is eligible to serve on the Executive of that Branch and/or be a delegate of that Branch. (Revised October 2016)
- d. In addition, a member may pay a local Branch fee to other Branches where she wishes to attend. (Revised October 2016)
- e. RWTO/OERO will provide Branches with a free membership pin for each new member. (Revised October 2016)

The following procedures will be used to implement this policy:

1. Upon request, the Sales and Materials Convenor will distribute membership pins to the Area Director.
2. Upon request, the Area Director will distribute membership pins to the Branch President.

2. Lapsed Membership

- a. Members are considered to be lapsed and no longer members if they have not paid Provincial membership fees by November 30 each year.
- b. On April 1, annually, the names of all members who have not paid their dues shall be removed from the membership database.
- c. If a Branch wishes to make a lapsed member a Life Member, the membership fee for that member must first be paid. Then the Branch may proceed to make her a Life Member. (Revised June 2011)
- d. Newly lapsed members will receive the December issue of Connections as their last issue. (Added May 2021)
- e. Lapsed members who rejoin will fill out a new Privacy Form. (Added May 2021)

The following Procedures will be used to implement this policy:

1. In January each year, the Executive Secretary-Treasurer will prepare a list for each Branch of all Branch members, including those with unpaid dues. This list shall be sent to the Branch Presidents and to the Area Directors by January 31st. (Revised October 2017)

2. Local Branch Treasurers shall notify all unpaid members of their status before this date. The Branch Treasurer or her appointee shall try to determine if the lapsed member would be better served by becoming a Life Member. (Revised October 2010)

3. Life Member

- a. Life members are excluded from the membership numbers when calculating the number of paid-up members which determines the number of voting delegates for the Annual General Meeting allowed for the Branch. (Revised October 2009)
- b. Life Members and their spouses qualify for RWTO/OERO Insurance unless they are living in and receiving medical care and/or convalescent services in a facility that provides these services as part of the resident fee.

4. Death of a Member

- a. The death of an RWTO/OERO member should be communicated directly to the Executive Secretary-Treasurer at Provincial Office as soon as possible.

The following Procedures will be used to implement this policy:

1. Notification may be made by phone, e-mail or letter, including the member's name and address, and date of death if information is available.
2. A Branch President, Goodwill Convenor or Treasurer must verify a member's death when sending the information to Provincial Office.

5. Fees

- a. Membership Fees
 - i. The annual Provincial fee for each member who retired after August 31, 1980 shall be \$40.00 and must be received by the Provincial office on or before November 30 for inclusion in the calculation of Convention delegates for each Branch.
 - ii. The annual Provincial fee for each member who retired on or before August 31, 1980 shall be frozen in perpetuity at \$15.00.

SEE ALSO:

CONSTITUTION

Article III - Membership and Fees

POLICIES AND PROCEDURES MANUAL

Article IX - Branch Organization 2. Branch President Responsibilities

Article IX - 3. Branch Treasurer Responsibilities

ARTICLE IV. ORGANIZATION

1. PROVINCIAL MEETINGS

a. Meeting Arrangements

- i. The Provincial President or her designate makes the arrangements for accommodation and meals for each Executive and Board of Directors Meeting. The Convention Convenor shall make arrangements for meals for the Annual General Meeting in consultation with the President. Board members are responsible for making their own arrangements for accommodation at the Annual General Meeting.
- ii. Wherever possible, ensure that RWTO/OERO Provincial meetings and events take place in a venue or facility that is accessible to all.

b. Minutes of Meetings

- i. The minutes of all Board of Directors and Executive Meetings will be sent out following Board Meetings to all current members of the Board of Directors as well as to the Chair of an Ad Hoc committee not currently a member of the Board of Directors.
- ii. An electronic back-up of minutes of Executive and Board meetings will be kept centrally along with the back-up of financial records.
- iii. When the Board wishes an action to become policy, there should be a written motion to that effect. (Revised June 2009)
- iv. "In camera" sessions are not to be recorded in meeting minutes. Only approval of the actions of the sessions should be recorded. (Revised October 2010)
- v. Results of motions or business done electronically i.e. email, conference calls, should be included in the next set of minutes. (Revised October 2010)
- vi. Documents and minutes are the sole property of the RWTO/OERO Board and are to be used only with the authority of the Board. (Revised June 2009)
- vii. All minutes must be signed by the Recording Secretary.

c. Audit Committee

The Audit Committee meeting shall be held annually.

- i. If the Executive Secretary-Treasurer has the auditor's report by the May Board Meeting, the report will be presented at that time.
- ii. If the auditor's report is not ready until after the May Board Meeting, the audit committee will meet prior to the Pre-Annual Board Meeting. (Revised May 2015)

**SEE ALSO:
CONSTITUTION**

Article VI - Duties of the Executive Officers - 7. Recording Secretary, 9. Executive Secretary-Treasurer

Article VIII - Duties and Structure of Provincial Committees - 5. Audit Committee

Article X - Annual General Meeting

POLICIES AND PROCEDURES MANUAL

Article VI 7. - Recording Secretary

Article XIV - Financial

2. BOARD OF DIRECTORS

a. Nominations to Board of Directors (Updated September 2021)

- i. Nominations for positions on the Executive, Board of Directors and Committees, must be submitted to the Nominations Committee Chairperson (Past President) by January 31.
- ii. Nominations for elected offices duly received must be included in the slate of candidates presented to the delegates at the Annual General Meeting.
- iii. Area Directors are elected/selected from the Areas according to the process described in Selection of Area Directors in Section 3 below.
- iv. The name of a new Area Director should be submitted to the Program Coordinator by January 15.
- v. Where a division or amalgamation has occurred, and after approval by the Provincial Board, the name of the new Area Director, if needed, should be submitted to the Program Coordinator as soon as possible. (Revised October 2010)

The nomination information is found in its entirety in the Voting and Election Procedures Handbook.

SEE ALSO:

CONSTITUTION

Article IV - Organization

Article VI - Duties of the Executive Officers

Article VII - Duties of Other Members of the Board of Directors

Article XI - Communication

VOTING AND ELECTION PROCEDURES HANDBOOK

3. PROCEDURE FOR ELECTION/SELECTION OF AREA DIRECTORS

When a change in the Selection Procedure of an Area Director has been determined and agreed upon by all Branches, those changes shall be presented to the Board of Directors. (Added May 2021)

- a. **Area 1** (*Owen Sound and Area, South Bruce, Warton and Dundalk-Flesherton and District* (Revised September 2022))
 1. The Area Director's position is rotated among the four Branches in Area 1.
 2. The established rotation is: Owen Sound and area, South Bruce, Warton and Dundalk-Flesherton and District. (Revised September 2022)
 3. Notify each Branch that the current Area Director has completed her term and will need to be replaced.
 4. Ask for volunteers who would be willing to serve as a Director from the rotating Branch. If a Branch is unable to appoint a Director in turn, then the opportunity is passed on to the next Branch in the rotation.
 5. A Director will serve a term of two years. The term may be extended for a second term providing all Area Branches agree, and
 - 1) the next Branch in rotation is not able to provide an Area Director at the time, and
 - 2) the present Area Director is willing to continue for a second - two year term.
 6. The current Director informs the appropriate Branch (next in rotation) one year in advance of her resignation date that the next Director should be selected from their Branch.
 7. The current Director will meet with the incoming Director to discuss the role of the Director and to mentor her in the new position.
- b. **Area 2** (*Palmerston and District, Guelph-Wellington, Kitchener-Waterloo, Stratford, and Cambridge.*)
 1. A Director should be a member of the RWTO/OERO who has had at least 2 years of experience on the Branch Executive, preferably at least one as President.
 2. The Area 2 Director's position should be rotated among the Area 2's five Branches.
 3. If a Branch is unable to appoint a Director in turn, then the opportunity is passed on to the next Branch in rotation.
 4. The sequence of Branches should be: Palmerston and District, Guelph-Wellington, Kitchener-Waterloo, Stratford, and Cambridge.

5. A Director may serve one term (two years) on the Provincial Board, unless she is unable to complete her term due to illness, death, or other unforeseen circumstance. She may opt to serve a second 2-year term with the agreement from the other five Branches.
6. The current Director informs the appropriate Branch (next in rotation) one year in advance of her termination date so that the next Director can be selected from that Branch.

c. Area 3 (*Chatham-Kent, London-Middlesex, Sarnia-Lambton, Windsor-Essex, St. Thomas-Elgin*)

The Area Director's position is rotated among Area 3's five Branches.

1. If a Branch is unable to appoint a Director in turn then the opportunity is passed on to the next Branch in rotation.
2. A Director may serve one term (2 years) or two terms (4 years) on the Provincial Board.
3. The current Director informs the appropriate Branch (next in rotation) one year in advance of her termination date that the next Director should be selected from their Branch.

Renewal of a Director's term is at the discretion of the Director.

d. Area 4 (*Brant, Haldimand, Hamilton-Wentworth*)

1. The Area Director's position is rotated among the three Branches in Area 4.
2. The established rotation is: Brant, Haldimand, and Hamilton-Wentworth.
3. The current Area Director notifies the next Branch in the rotation one year before the end of her term.
4. If a Branch is unable to select a Director in turn, then the opportunity is passed on to the next Branch in the rotation.
5. An Area Director serves one two-year term and may serve a second two-year term with the affirmation of the Branches in the area. (Revised October, 2016)

e. Area 5 (*Rendezvous, Scarborough*)

1. The Area 5 Director's position is rotated between the two Branches in Area 5.
2. The position will rotate between Scarborough and Rendezvous.
3. The current Area 5 Director notifies the next Branch in the rotation one year before the end of her term.
4. If a Branch is unable to select an Area Director in turn, then the opportunity is passed

to the next Branch in the rotation.

5. The Area Director serves one two-year term and may serve a second two-year term with the affirmation of the Branches in the Area. (Revised September 2019)

f. Area 6 (*Blue Mountain, Daisy Wilson Coldwater, East Parry Sound, Orillia*) Revised Sept. 2019)

1. Notify the Branches that it is time for the current Area Director to be replaced.
2. The position of Area Director rotates among the four Branches in the following order - Orillia, Daisy Wilson Coldwater, East Parry Sound, and Blue Mountain.
3. If the Branch whose turn it is cannot select a member, the opportunity passes to the next Branch in the rotation.
4. An Area Director may serve one term (two years) or two terms (four years).
5. Renewal of the Director's term is at the discretion of the Director and the Branches.

g. Area 7 (*Belleville, Durham North, Northumberland South Durham, Peterborough, Trenton*)

1. A candidate must be a member in good standing of her Branch and of the Provincial organization.
2. The position shall rotate among the Branches under the RWTO/OERO Constitution.
3. President of eligible Branches shall assist the outgoing Director in seeking a candidate.
4. The most interested and capable person will be sought.
5. Established geographical rotation will be followed: Belleville, Trenton, Northumberland South Durham, Durham North, and Peterborough.
6. If the Area Director decides to step down after one term, the position will rotate to the next Branch.
7. If the Area Director exercises her option to serve a second term, the position will rotate on completion of the second term.
8. If no person from the appropriate Branch (according to the rotation schedule) is willing to serve, the candidate will be sought from the following Branch.
9. If more than one person offers her name as a candidate, that Branch will (s)elect the Director.

If no candidate offers herself, the Area Director, in consultation with the President(s) will recruit among members.

h. Area 8 (*Napanee, Kingston, Gananoque, Brockville, Upper Canada East*)

1. The Area Director is appointed for a two-year term and has the option of continuing for another two-year term providing she wishes to continue and that she has the affirmation of all of the Branches in Area 8.
2. The position of the Area Director shall be rotated among the Area 8 Branches. The order of rotation shall be Napanee, Kingston, Gananoque, Brockville and Upper Canada East.
3. The Area Director shall notify the appropriate Branch President (next in the rotation order) one year prior to her term's end (June Annual General Meeting) that her Branch is responsible for filling the position.
4. If a Branch is unable to appoint an Area Director in turn, then the position shall be offered to the next Branch in the rotation until the position is filled. (Revised September 2019)

i. Area 9 (*Lanark, Ottawa-Carleton*)

1. By October of the second year of her term, the Area Director shall inform the Branches that nominations are in order for the position of Area Director.
2. A nominating committee comprised of the President, Past President, First and Second Vice Presidents shall prepare a slate of nominees.
3. At the November Executive meeting, the final selection of a nominee for the position shall take place.
4. An Area Director may serve an additional two-year term if she so chooses.
5. If the position becomes vacant for any reason, a replacement may be appointed by the Executive for the remainder of the term.
6. Renewal of Director's term is at the discretion of the Director and the Branches.

j. Area 10 (*Sudbury*)

1. The Executive discusses whom to approach and then talks with the chosen person to see if she will accept the position.
2. The candidate is presented to the membership at a General Meeting before March 15.
3. A call is made for any further nominations.
4. If there are any further nominations, a vote is held.

5. The name of the candidate is submitted to the Chair of the Provincial Nominations Committee by March 31.

k. Area 11 (*Central Algoma, Sault Ste. Marie*)

1. The position of Area Director rotates between the two Branches.
2. Each Branch in its turn identifies a member to serve as the Area Director.
3. Length of the term is 2 years and can be extended to 4 years at the choice of the serving Area Director.

l. Area 12 (*BurlOak, Lydia Snow North Halton, Mississauga, and Peel North*) (Revised September 2022)

The Area Director's position rotates among Area 12's four Branches in the following order: BurlOak, Lydia Snow, Mississauga, and Peel North. (Revised September 2022)

1. The Area Director will be a full member (not social or associate) of the Branch and have had some experience of being on the Executive.
2. The Area Director is a two-year term on the Provincial Board and she should keep track of the rotation of Branches.
3. One year in advance of her termination date, the current Area Director will inform the appropriate Branch President (next in rotation) that their Branch is responsible for filling the position.
4. If a Branch is unable to appoint an Area Director in turn, then the position should be offered to the next Branch in the rotation until it is filled.

If the above process has not been able to successfully fill the position before the end of her two-year term, the current Area Director has the option of continuing for one more year and the process will begin again. (Revised May 2015)

m. Area 13 (*St. Catharines, Lincoln West, Niagara South, Niagara Falls*)

A Director is appointed for a term of two years and has the option of continuing on the Provincial Executive providing she wishes to continue and she has the affirmation of all Branches in her Area.

1. The Area Director's position is rotated among the four Area 13 Branches. The established rotation is: St. Catharines, Lincoln West, Niagara South, Niagara Falls.
2. If a Branch is unable to recommend a candidate for the position, then the opportunity is passed on to the next Branch in the rotation schedule. (Revised October 2016)

SEE ALSO:

CONSTITUTION

Article IV - Organization

Article VII - Duties of Other Members of the Board of Directors

Article XI - Communication

In the event that a Board of Directors member is unable to complete her term, she will submit the following completed document to the President and Past President.

4. RESIGNATION FORM FOR MEMBERS OF THE BOARD OF DIRECTORS



RETIRED WOMEN TEACHERS OF ONTARIO

RWTO/OERO

Date: _____

To: Provincial President

From: _____

Please consider this notification as my resignation from the position of

_____ within the Provincial Board of

Directors, effective _____.

(Date)

5. RWTO/OERO NOMINATION and ELECTION PROCEDURE

Details can be found in the Voting and Election Procedures Handbook. (Revised September 2021)

ARTICLE V: DUTIES OF THE BOARD OF DIRECTORS

**Note: There are no related policies that correspond to Constitution Article V.

ARTICLE VI: DUTIES OF THE EXECUTIVE OFFICERS

1. PAST PRESIDENT

The Past President shall:

- a. Chair the Nominations Committee.
- b. Submit the advertisement for the Provincial Executive vacant position(s) to the Communications Newsletter Convenor for publication in the December issue of the Provincial Newsletter, "Connections". (Revised September 2019)
- c. Receive the Candidate's Form duly signed including the bio with a photo by January 31st. (Revised September 2019)
- d. Forward the bios and the photos of all new candidates to the Communications Newsletter Convenor for publication in the March issue of the Provincial Newsletter, "Connections". (Revised September 2019)
- e. Forward the names and positions of all candidates to the Program Coordinator by April 1st. (Revised September 2019)
- f. Present the slate of officers and appointees to the Board of Directors, and to the membership at the Annual General Meeting and conduct the election. (Revised October 2009)
- g. Be a member of the Constitution and Resolutions Committee.
- h. Chair the Review Committee.
- i. Chair the Policy Committee and, with the help of her committee, update the Policies and Procedures Manual by adding, deleting and clarifying changes approved by the Executive and the Board of Directors during her term.
- j. Ensure that the newly updated Policies and Procedures Manual is uploaded on the website and that all RWTO/OERO website content is reviewed and revised to correspond with the most recent Policy Manuals. (Added October 2018)
- k. Ensure that updates to the Voting and Election Procedures Handbook are uploaded on the website and that all RWTO/OERO website content is reviewed and revised to correspond with the most recent Voting and Election Procedures Handbook.

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 1. Past President

POLICY AND PROCEDURES

Article XV - Supporting Documents - Candidate's Nomination Form

2. PRESIDENT

The President shall:

- a. Create the agenda and chair all Executive and Board of Directors meetings.
- b. Create the agenda and chair the Finance Committee.
- c. Create the agenda and chair the Audit Committee, if one is required.
- d. Create the agenda and chair the Annual General Meeting at the end of her term.
- e. Serve as an ex-officio member of all RWTO/OERO committees with full voting rights.
- f. Be an official signing officer of RWTO/OERO.
- g. Monitor RWTO/OERO finances and ensure that monies are appropriately used.
- h. Be an active liaison with the Insurance Convenor and sign all communications sent to members by the Insurance Company.
- i. Arrange for hotel accommodation and meals for all Board and Executive meetings.
- j. Arrange for the signing of the Cora Bailey Awards.
- k. Prepare and present a report at each Executive and Board of Directors meeting.
- l. Prepare a report for the Annual General Meeting, reporting on the year's activities.
- m. Visit Branches at the request of the Branch.
- n. Communicate with Branch Presidents, informing them of pertinent information as often as necessary, throughout her term of office.
- o. Respond to correspondence and e-mail in a timely fashion.

- p. Actively participate in the planning of the June Annual General Meeting. Invite the current and incoming Board members to a Pre-Annual luncheon.
- q. Be a member/chair of the Hiring Committee, when a new employee is hired.
- r. Perform any duty that is necessary to ensure the smooth operations of the organization.
- s. Present the incoming President with the Gavel of Office.
- t. Ensure a report of the Convention over which she presides is prepared for the September Newsletter, and submit according to Newsletter timelines. (Revised October 2013)
- u. After receiving from the Executive Secretary-Treasurer the number of printed newsletter copies needed, verify if additional newsletter copies are required and advise the Communications Newsletter Convenor of the final count.
- v. Send the Honorary Membership Committee a timeline of Provincial positions held and Provincial work that has been accomplished while on the Board of Directors. (Revised September 2021)
- w. There are recommended guidelines for the Hiring Committee in the President's box of materials. (Added May 2021)

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 2. President

POLICY AND PROCEDURES MANUAL

Article XV - Supporting Documents - Candidate's Nomination Form

3. FIRST VICE-PRESIDENT

The First Vice-President shall:

- a. Prepare Board Resolutions, if any are forthcoming, for the September Executive and Board of Directors meeting.
- b. Prepare the revised Resolutions, as necessary, for the following May Executive and Board of Directors meeting.
- c. Submit completed Resolutions with their rationale to the Communications Convenor for the March "Connections" Newsletter, according to timelines.
- d. Make reports for each of the Executive and Board of Directors Meetings.
- e. Line up speakers and seconders for each of the Resolutions for the Annual General Meeting.
- f. Read to the assembly each of the Resolutions for discussion and voting.

- g. Present the Past President's pin at the Annual General Meeting.
- h. Prepare the agenda for the Post-Annual Board of Directors Meeting in preparation for chairing it after assuming the Presidency at the Annual General Meeting.
- i. Assign Board of Directors members to Committees for the year of her Presidency.
- j. Prepare the time and place for the Executive, and the Board of Directors Meetings for the following year.

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 3. First Vice President

POLICY AND PROCEDURES MANUAL

Article XV - Supporting Documents - Candidate's Nomination Form

4. SECOND VICE-PRESIDENT

The Second Vice-President shall:

- a. Chair the Goodwill Committee. (Revised October 2010)
- b. Chair the Convention Handbook Revision Committee (revised October 2019)
- c. Prepare Goodwill articles for the "Connections" newsletter. (Revised October 2010)
- d. Prepare and present a written report at each Executive and Board of Directors meeting. (Revised October 2010)
- e. Prepare a report for the Annual Report outlining the year's activities and accomplishments. (Revised October 2010)
- f. Act as a member of the Policy and Procedures Committee. (Revised October 2010)
- g. Act as a member of the Audit Committee, if one is required. (Revised October 2010)
- h. Act as a member of the Finance Committee. (Revised October 2010)
- i. Prepare rooming lists for the September and May Executive/Board of Directors meetings. (Revised October 2014)

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 4. Second Vice-President

POLICY AND PROCEDURES MANUAL

Article XV - Supporting Documents - Candidate's Nomination Form

GOODWILL CONVENOR DUTIES

The Second Vice-President as Goodwill Convenor shall:

- a. Send greetings to all Provincial Past Presidents and all those members who are 90 years of age and over for birthdays, Christmas and in the spring.
- b. Arrange in consultation with the member's Branch, for flowers or a suitable tribute to be sent to each member celebrating her 100th birthday. The member's Branch will verify the correct address and health of the recipient. The amount is not to exceed one hundred dollars (\$100). (October 2017)
- c. Assist the Executive Secretary-Treasurer with keeping the data base current for the members over 90.
- d. Send *Get Well* and *Thinking of You* cards at the direction of the President.
- e. Send a card and memorial donation in the event of the death of a member of the Executive or Past President, upon consultation with the President.
- f. Send a card and memorial donation in the event of the death of an immediate family member (spouse, child, parent) of a current Board of Directors member, upon consultation with the President.
- g. Maintain a record of all expenses incurred in the performance of the above duties and present the report to the June Board meeting.
- h. Report to the Board of Directors at each meeting.
- i. Prepare a submission for each "Connections" Newsletter.
- j. Notify, in writing, a member who reaches the age of 100 that she may become a Life Member and shall no longer be required to pay membership fees as of the September following her one hundredth birthday. (Revised 2009)

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 1. Second Vice-President

Article VIII - Duties and Structure of Provincial Committees B. 1. Goodwill Convenor

POLICY AND PROCEDURES MANUAL

Article XV - Supporting Documents - Candidate's Nomination Form

5. PROGRAM COORDINATOR

The Program Coordinator shall:

- a. Coordinate the activities of all Area Directors including:
 - 1) Chairing a session prior to the AGM at Convention including the present and incoming Area Directors to review their role and responsibilities during convention, and
 - 2) Chairing a meeting at a later date following the Convention to assess needs and discuss duties of Area Directors.
- b. Act as a liaison between Provincial Executive and the Area Directors by making reports at all Executive meetings and Board of Directors meetings regarding the activities of the Area Directors and Program Coordinator, and staying in contact with Area Directors regarding changes and requests from the Provincial Executive.
- c. Support Area Directors in their planning for Area meetings.
- d. Remind Area Directors to complete their Area Annual Report. Compile these reports for the Annual Report.
- e. Prepare Program Report for the Annual General Meeting.
- f. The Agenda for the September Area Directors meeting includes a discussion of suggested topics for the Board Workshops to be held at the Annual Convention.
- g. In January send out information to all Branch Presidents regarding Convention.
- h. In coordination with the Executive Secretary-Treasurer and the Convention Registrar, ensure a complete delegate list is compiled.
- i. Organize the details for the official count of the voting Delegates at the Annual General Meeting.
- j. Select the Scrutineers, Door Monitors and Timekeeper(s) for the Annual General Meeting in consultation with the hosting Branch. Hold a training session for these positions at Convention. (Revised September 2019)
- k. Select three Steering Committee members from Provincial Past Presidents, of which one member is the Honorary President. (Revised September 2021)
- l. Prepare a seating plan for all Delegates for the Annual General Meeting business sessions.
- m. Call for a motion to destroy all ballots at the conclusion of the Annual General Meeting. (Revised September 2019)

SEE ALSO: CONSTITUTION

Article VI - Duties of the Executive Officers 5. Program Coordinator

POLICY AND PROCEDURES MANUAL

Article XV - Supporting Documents - Candidate's Nomination Form

VOTING AND ELECTION PROCEDURES HANDBOOK

6. PROVINCIAL INSURANCE CONVENOR

The Provincial Insurance Convenor shall:

- a. Be a member of the RWTO/OERO Executive and Board of Directors, and report at all meetings.
- b. Train and involve the Provincial Assistant Insurance Convenor in all aspects of the program.
- c. Study all insurance materials thoroughly in order to represent the Insurance Plan at a highly professional level, and thus provide RWTO/OERO members with accurate information.
- d. Organize and facilitate Insurance Workshops for all Provincial Areas in cooperation with each Area Director. (Revised June 2009)
- e. Make use of all available resources to promote the insurance plan to the membership.
- f. Supply Branch Insurance Convenors with the necessary resources: e.g. applications, claim forms, lists of frequently asked questions, etc.
- g. Present an overview of the Insurance Services at Branch meetings when invited. (Revised June 2009)
- h. Reply to all telephone and written queries from the membership concerning insurance.
- i. Provide current insurance information for each "Connections" Newsletter.
- j. Submit to the Recording Secretary, in April, a report to be included in the Annual Report booklet. (Revised October 2010)
- k. Work with the Insurance Broker in presenting a workshop (if feasible) as well as having a display of the insurance coverage and materials at the Annual General Meeting.
- l. Present a report at the Annual General Meeting.
- m. Keep detailed records of all business transactions, expense receipts, etc. to present to the Executive Secretary-Treasurer.
- n. Transfer all pertinent information and records with Job Description to the Provincial Assistant Insurance Convenor at the end of the term of office.
- o. Prepare a preliminary budget, subject to approval by the Board and present at the May Board of Directors meeting.

The following procedures will be used at the discretion of the Provincial Insurance Convenors and as the budget permits.

1. Annual training workshops for Branch Insurance Convenors, and Branch Presidents will be organized using a central provincial meeting, regional meetings, area

meetings or Branch presentations.

2. Various forms of communications including phone, mail, article in Connections, e-mail information, an information kiosk at the AGM, as well as a workshop presentation whenever possible, will be used throughout the year to keep the membership informed.
3. Contact information will be readily available and members will be encouraged to contact a member of the insurance team when questions or concerns regarding the RWTO/OERO insurance plans arise.

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 6. Provincial Insurance Convenor

Article IX - Branch Organization - 1. Guidelines for Branches

POLICIES AND PROCEDURES MANUAL

Article XIV - Financial - 5. Insurance Workshops

Article XV - Supporting Documents - Candidate's Nomination Form

7. RECORDING SECRETARY

The Recording Secretary shall:

- a. Be elected at the Annual General Meeting for a one-year term. (Revised June 2010)
- b. Work closely with the Provincial President, to provide accurate Provincial meeting minutes to the Board of Directors. (Revised September 2020)
- c. Prepare stand-up name cards for all members of the Board of Directors.
- d. Be responsible for recording the minutes of all Provincial meetings including the minutes of the Audit Committee, if one is required. Keep an official copy of all minutes including reports presented at the meetings and consecutively numbered motions. (Revised October 2015)
- e. Distribute a copy of all minutes, including Executive meetings, to each member of the Board of Directors, preferably within a month of the meeting.
- f. Ensure that the Executive Secretary-Treasurer receives an electronic copy of all minutes which can be stored on disk.
- g. Receive a copy of all reports 2 weeks prior to Board of Directors meetings. These shall be collated and distributed one week before the Board of Directors meetings. (Revised September 2020)
- h. Receive reports from all Directors, Convenors and Officers, electronically whenever possible, by mid-April for the Annual Report. Format, edit and proofread all reports to ensure accuracy and provide consistency throughout the report. Include minutes from the previous

Annual General Meeting, summary of Rules of Order and such other items as may be identified by the Board.

- i. Prepare the Annual Report in consultation with the Provincial President and forward it electronically to the Convention Convenor for printing.
- j. Be a member of the Audit Committee, if one is required.
- k. Provide the Archivist with copies of all approved minutes from the Board of Directors and the Executive meetings. (Revised May 2021)
- l. Compile a list of all motions annually and distribute it to the Board of Directors along with the Pre-AGM Board of Directors minutes. (Revised May 2021)
- m. Pass a copy of the previous year's minutes and other materials on to the incoming Secretary.
- n. Receive and tally e-motion votes and confirm the results with the President. (Added September 2021)

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 7. Recording Secretary

POLICIES AND PROCEDURES MANUAL

Article XV - Supporting Documents - Candidate's Nomination Form

8. PARLIAMENTARIAN:

Criteria for Selection of Parliamentarian

A candidate for Parliamentarian should:

- be an RWTO/OERO member in good standing
- have knowledge of Bourinot's Rules of Order
- have experience in presiding over meetings
- have good diplomatic skills
- have good communication skills, oral and written
- be able to attend all meetings of Board and Executive
- be able to assist and advise the President.

Parliamentarian Duties

The Parliamentarian shall:

- a. Assist the President in following Parliamentary Procedure at Executive, Board of Directors and Annual General Meetings.
- b. Provide aid in the drafting of motions, amendments to the Constitution, or resolutions to the Annual General Meeting as requested. She may offer recommendations for changes in wording or actions to the members, Executive, Board of Directors and authors of motions or resolutions.

- c. When requested, advise the Provincial President or Presiding Officer on questions of Parliamentary Procedure. Only the Chair has the power to rule on a question of order. If the Parliamentarian has expressed an opinion at the request of the Chair, the Chair must still make the ruling.
- d. During meetings, assist the President by keeping track of the order of those wishing to speak, status of motions or amendment, voting, etc.
- e. Attend all Executive, Board of Directors and Annual General Meetings or other meetings as requested by the President.
- f. Clarify points of procedure if necessary.
- g. Explain the process of passing a resolution.
- h. Assist in ensuring that the business of the assembly moves along in an orderly manner.
- i. Ascertain the presence of a quorum for convening meetings and legally transacting business.
- j. Update the electronic file of the Constitution as needed.
- k. Review and study the Constitution. If changes are required, ask the Chair of the Constitution and Resolutions Committee to present amendments or recommend the appointment of an Ad Hoc committee to revise the document.
- l. When requested, provide training in simple Parliamentary Procedures: how to state a motion; rules of debate; procedures and other information to promote active participation in debate.
- m. Preside at the Annual General Meeting during debate of resolutions.
- n. Before the Annual General Meeting, provide the Program Coordinator with updates for delegate voting cards if required.
- o. Provide Parliamentary Procedure updates for the final page of the Annual Report if requested by the Convention Convenor.

SEE ALSO:

CONSTITUTION

Article IV - Organization

Article VI - Duties of the Executive Officers 8. Parliamentarian

9. EXECUTIVE SECRETARY-TREASURER

The Executive Secretary-Treasurer shall:

- a. Liaise with the Provincial President, the Board of Directors, Branches, Committees, and individual members of RWTO/OERO.
- b. Attend the full session of all Executive meetings, Board of Directors meetings, and Annual General Meeting.
- c. Update the Provincial database with regular memberships, life memberships, canceled memberships, obituary notices, address changes, etc.
- d. Send letters to Pay Direct members annually in July or early August to remind them that membership fees are due in September. (Revised October 2014)
- e. Prepare Treasurer's package in April or May to include (i) Memo to Treasurer, (ii) Remittance Report, (iii) blank Membership cards, (iv) Membership Brochures, and (v) Privacy Form. Note: Packages usually given to Area Directors at May Board of Directors meeting for delivery to Branches in their respective Areas. (Revised October 2014)
- f. Prepare a Directory of RWTO/OERO officers including names, address, phone number and e-mail address. The Directory should include all Board of Directors Members, Committee Convenors, and Branch Officers (President, Treasurer, Insurance Convenor, Goodwill Convenor and Communications Convenor). This should be prepared and distributed as soon as possible following the Annual General Meeting to Board of Directors Members, Committee Convenors and Branch Presidents. **The report should be labelled with the Privacy Statement.**
- g. Post members' fee payments to the Provincial database. Reconcile deposits and fees. Prepare and distribute remittance packages for Treasurers on an ongoing basis including receipts, updated remittance reports, and interim rebate cheques.
- h. Issue expense cheques and pay other bills throughout the year.
- i. Issue rebate cheques to Branches in accordance with the provisions of the Policies and Procedures Manual.
- j. Send monthly financial statements and membership statistics reports to the Provincial President, Past President, and First and Second Vice-Presidents.
- k. Prepare and send lists of "Over-Nineties" to the Provincial Goodwill Convenor as needed. (Revised October, 2010)
- l. Make backup copies of all updated files and accounting records for each month, and store them in the RWTO/OERO safety deposit box.

- m. Prepare and present Financial Statements at each Executive and Board of Directors Meeting, and at the Annual General Meeting.
- n. Prepare list of names of deceased members and forward to the Communications Newsletter Convenor by January 31st for inclusion in the March "Connections" Newsletter. Send a copy of the list to the Archivist for use in the *In Memoriam* List.
- o. Advise the President of the number of copies to be printed and E-mail a spreadsheet of the list of names and addresses to the mail house. Receive reports from Canada Post re: undeliverable mail and record in database. Contact Branches for change of address for members where Canada Post has advised a Newsletter was undeliverable. Receive report on incorrect addresses from mail house and update database as required. (Revised September, 2022)
- p. Maintain e-mail list for members wishing to receive their Newsletter by e-mail rather than regular mail. Forward e-mail list of members to the Communications Newsletter Convenor for each Provincial Newsletter. (Revised October 2014)

Note

- i. All new members receive an electronic version of the "Connections" Newsletter with the option of requesting a printed copy.
 - ii. Current members who receive either the printed or electronic copy will continue to do so unless they request otherwise.
- q. Assist the Board in the development of the Annual Budget for each year.
- r. Arrange for the annual audit, prepare working papers as required by the auditor, and present the audited financial statements for the fiscal year from April 1 to March 31 to the Audit Committee prior to the Annual General Meeting.
- s. Order office supplies such as cheques, membership cards, etc.
- t. Print expense forms, Cora Bailey certificates and Honorary Membership awards as requested. (Revised October 2010)
- u. Assist in the preparation of the Program Coordinator's annual mailing to the Branch Presidents and Area Directors, including the preparation of the Area Director's Annual Report, the Branch President's Annual Report, the Convention Delegate form and list of Branch members.
- v. Receive instructions from Branches as to their Convention Delegates, and pass information along as needed to the Convention Committee and the Program Coordinator.
- w. Work with the Convention Committee to collect the information needed to prepare Delegates' and Board of Directors' Expense Report forms. (Revised October 2010)
- x. Prepare an analysis of the financial implications for presentation at the Annual General Meeting for any proposed resolutions.

- y. Implement all assigned tasks and requests resulting from policy changes or other decisions passed by the Executive and Board of Directors.
- z. In consultation with the President and the Finance Committee invest surplus monies in recommended investments. (October 2017)
- aa. Arrange for the transfer of funds between accounts (brokerage, bank's operating, and bank's savings) as required.
- ab. Perform office duties as required, pertaining to answering telephone and e-mail (including those from website) and responding to their requests.
- ac. Contact Insurance Broker and/or Provincial Insurance Convenor in response to any inquiries from members or their family.
- ad. Obtain Certificate of Insurance for Branches as required for meetings.

Please note:

1. Performance Appraisal

From time to time the Review Committee may review and change the instrument used to evaluate the employee.

2. Accommodation

When the Executive Secretary-Treasurer travels on behalf of RWTO/OERO, and an overnight stay is required, she is entitled to single-room accommodation at the expense of RWTO/OERO.

SEE ALSO:

CONSTITUTION

Article VI - Duties of the Executive Officers 9. Executive Secretary-Treasurer

Article VIII - Duties and Structure of Provincial Committees - 8. Review Committee

POLICIES AND PROCEDURES MANUAL

Article VIII - Duties and Structure of Provincial Committees

ARTICLE VII. DUTIES OF OTHER MEMBERS OF THE BOARD

1. HONORARY PRESIDENT

The Honorary President shall:

- a. Serve on the Board of Directors for one year.
- b. Attend the September, the May and Pre-Annual meetings of the Board of Directors.
- c. Install the elected officers and members of the Board of Directors at the Annual General Meeting.
- d. Chair the Honorary Membership Committee.
- e. As Honorary President, serve as a member of the Steering Committee at the AGM. (Revised May 2021)

SEE ALSO:

CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors 1. Honorary President

2. AREA DIRECTOR

Criteria for Selection of Area Director

A candidate for Area Director should:

- a. Be willing to serve a two-year term.
- b. Prior to accepting the position, give consideration to the time commitment, amount and type of driving required and the amount of work involved.
- c. Have already served in a Branch Executive position.
- d. Show marked understanding of the needs of her fellow members and the ideals of RWTO/OERO's motto, "Caring and Sharing".

The following are the responsibilities of an Area Director:

- e. When she is first appointed, the Area Director shall:
 - i. attend BOTH the Tuesday afternoon session of the Pre-Annual Meeting and the FOLLOWING AREA DIRECTORS MEETING as an observer, (Revised May 2022)
 - ii. attend the Annual General Meeting as a Branch Delegate or visitor,
 - iii. attend the Post-Annual Meeting as the new Director. (Revised October 2010)
- f. During her term, the Area Director shall:
 - i. attend Annual General Meeting as a voting member of the Board,
 - ii. attend ALL Area Directors and Board of Directors Meetings, (Revised May 2022)

- iii. be prepared to work on Provincial Committees.
- g. Organize an Area Meeting in her Area to include the Branch Presidents and other members of the Branch Executive as needed.
- Agenda items should include:
- i. Duties of Branch Officers
 - ii. RWTO/OERO forms and their use
 - iii. Sharing of relevant information from the Board of Directors and the Annual General Meeting
 - iv. Review of the current Timelines for Presidents as outlined by the Program Coordinator
 - v. Review the contents of the RWTO/OERO website.
 - vi. The sharing of the individual Branch plans for the upcoming year.
- * The Area Meeting may be a joint Insurance Meeting with the Provincial Insurance Convenors and Branch Insurance Convenor(s). (Revised October 2016)
- h. At the discretion of the Area Director and/or the Provincial Insurance Convenor and/or Assistant Provincial Insurance Convenor, provide training and information for the Branch Insurance Convenors and/or membership as needed.
 - i. Maintain close contact with Branch Presidents to assist in promoting RWTO/OERO or problem solving. Each Area Director should visit each of her Branches at least once yearly. Mileage should be calculated from Area Director's home to destination. (Revised October 2016)
 - j. Follow up with Branches on communications and requirements for Provincial operations including:
 - i. Information from the Program Coordinator
 - ii. Unpaid dues lists, especially important for RWTO/OERO insured members
 - iii. Information regarding over-90 members
 - iv. Annual Branch Program Reports due March 15 to Director
 - v. Names of Delegates for the Annual General Meeting due April 15
 - vi. Updated list of Officers for the coming year before the Annual General Meeting
 - vii. Support Branch Presidents regarding their responsibilities to Provincial as outlined in the Timelines for Presidents. (Revised October 2016)
 - k. Review the Annual Branch Reports, then collate the reports and submit them as the Area Annual Report to the Program Coordinator by March 30. (Revised October 2016)
 - l. Assist Branches with writing and submission of Resolutions for the Annual General Meeting.
 - m. Assist Branches with amalgamation or division of Branches, and with the starting of new Branches in her Area as required. (Revised October 2016)
 - n. Contact the Program Coordinator, who is always available to provide assistance, whenever necessary. (Revised October 2016)

Please note:

- o. For a smooth transition, the retiring Director and newly appointed Director should meet to review instructions from the Program Coordinator, letters or instructions previously sent to Branch Presidents, and questions or concerns about the office of Director.
- p. In some areas the Director may feel more comfortable travelling with a companion (i.e. the previous Director) when visiting outlying Branches.

SEE ALSO

CONSTITUTION

Article IV - Organization

Article VII - Duties of Other Members of the Board of Directors 2. Area Directors

POLICIES AND PROCEDURES MANUAL

Article IV - 3. Procedure for Election/Selection of Area Director

3. COMMUNICATIONS

Criteria for Selection of Communications Convenors (Revised October 2016)

- a. A candidate for Communications Newsletter Convenor should have the following experience and qualifications:
 - i. understanding of and commitment to the vision, goals, and organization of RWTO/OERO,
 - ii. previous experience on the Board, on a Branch Executive, or preferably, on the Communications Committee,
 - iii. good planning and organizational skills,
 - iv. excellent English composition, grammar and proofreading skills,
 - v. previous experience with design and preparation of newsletters or other publications.
 - vi. final newsletter layout is done by a graphic artist.
- b. A candidate for Communication Website Convenor should have the following experience and qualifications:
 - i. excellent computer skills and experience including the following:
 - word processing and graphics applications
 - using various file formats
 - file compression and transfer
 - file management
 - web page design and editing (.HTML files)
 - ii. major changes to the website are done by the Website Consultant.

4. COMMUNICATIONS NEWSLETTER CONVENOR

The Communications Newsletter Convenor shall:

- a. Attend all Board meetings to be fully informed of RWTO/OERO initiatives, goals, activities, concerns, and receive direction/suggestions from the Board.

- b. Liaise with the Executive Secretary-Treasurer regarding business aspects of "Connections" newsletter.
- c. Identify possible changes and/or additions which would enhance members' and visitors' enjoyment and use of the "Connections" newsletter.
- d. Consult with President regarding content.
- e. Notify the Executive Secretary-Treasurer to ensure that the Archivist receives a printed copy of the newsletter "Connections" for the archives.
- f. Chair the Communications Newsletter Committee and distribute responsibilities among committee members.
- g. Whenever possible, train a member of the Communications Committee to assume the duties of the Communications Convenor. (Revised October 2010)

Major Responsibility: Content, currency and accuracy of "Connections" newsletter

- h. Determine what articles and information will be in each of the 3 issues - suggestions from Executive or Board, information from Executive Secretary-Treasurer.
- i. Establish time line for production of all issues in a year.
- j. Establish procedure for receiving items from writers and managing files.
- k. Identify writers or source for articles for each issue - e.g. Executive Members, Directors, Committee Chairs and Executive Secretary-Treasurer.
- l. Receive updated Branch Directory form Executive Secretary-Treasurer and contact Branch Presidents with article submission procedure and schedule.
- m. Make necessary contacts to get articles by specified time in appropriate format.
- n. Write and/or prepare articles and items as needed.
- o. Make follow up contacts for articles if needed to meet deadlines and ensure accuracy.
- p. Edit documents as submitted when necessary - e.g. to fit space available, style or format.
- q. Submit finished articles in appropriate format by e-mail to Graphics Layout Artist with instructions as to order or articles, appearance, etc.
- r. Make necessary changes and corrections to first draft - edit, proofread.
- s. Receive and proofread final draft before signing off for printing to ensure it is error-free.
- t. Proof printer's copy for page order and colour quality.

- u. Send newsletter to be loaded on website.
- v. Receive e-mail list from Executive Secretary-Treasurer and e-mail newsletters to members on the list. (Revised October 2014)

5. COMMUNICATIONS WEBSITE CONVENOR

The Communications Website Convenor shall:

- a. Attend all Board Meetings to be fully informed of RWTO/OERO initiatives, goals, activities, concerns, and receive directions/suggestions from the Board.
- b. Liaise with the Executive Secretary-Treasurer regarding all business aspects of website.
- c. Identify possible changes and/or additions which would enhance both member and visitor enjoyment and use of the website.
- d. Consult with the Provincial President regarding content.
- e. Whenever possible, train a member to assume the duties of the Communications Website Convenor.
- f. Ensure that the approved Minutes of the AGM are put on the website as soon as possible following the AGM. The Recording Secretary will provide these approved minutes.

Major Responsibility: Content, currency and accuracy of website

- g. Following each Executive, Board of Directors and Annual General Meeting, review contents of the website to determine what changes are needed to the existing information based on new activities or decisions and notify the Website Consultant to make changes as soon as possible. (Revised June 2011)
- h. Obtain accurate information from appropriate sources - e.g. Insurance Convenor, Convention Convenor, and Provincial Office - and edit files as needed.
- i. Send edited files to Website Consultant to be uploaded.
- j. Initiate changes to the site which would make it more useful to members and the public - e.g. adding documents or links of interest to members or to facilitate RWTO/OERO activities.
- k. Contact Branch Presidents and Branch Communication Convenors to obtain updates for each Branch. Updates to include yearly program, contact person and any newsletters or photos which the Branch wishes to submit.
- l. Send updates to the Website Consultant with "cc" to Executive Secretary-Treasurer for payment purposes (Revised October 2016)

**SEE ALSO:
CONSTITUTION**

Article VII - Duties of other Members of the Board of Directors 3.

Communications Convenors

Article X - Annual General Meeting

Article XI - Communication

POLICIES AND PROCEDURES MANUAL

Article X - Annual General Meeting

Article XI - Communications

6. MEMBERSHIP CONVENOR

The Membership Convenor shall:

- a. Call and chair meetings to carry out the committee's business.
- b. Prepare an agenda for the committee's business meetings.
- c. Support existing Branches.
- d. Assist any Branch in need.
- e. Identify areas in the province that may wish to learn more about RWTO/OERO.
- f. Assist in opening new Branches.
- g. Offer workshops, seminars and presentations when requested.
- h. Supply updated and meaningful information to Branch Presidents at least once a year, preferably at the Annual Convention.
- i. Prepare and submit a Membership Report for each "Connections" Newsletter.
- j. Work closely with committee members, sharing in the responsibility.
- k. Report to the Provincial President, the Executive and the Board of Directors.

SEE ALSO:

CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors 4. Membership Convenor

7. ARCHIVIST

The Archivist shall:

- a. Be a voting member of the Board of Directors.
- b. Collect and file annually into the Archival records, a hard copy of the following:
 - i) all approved minutes from the Board of Director meetings, the Executive

Meetings and the Annual General Meeting, (provided by the Recording Secretary to the Archivist),

- ii) a compilation of the motions for the year, (provided by the Recording Secretary to the Archivist),
 - iii) a published copy of each Provincial Newsletter ("Connections"),
 - iv) the Annual Report,
 - v) the Annual Financial Statement. (Revised May 2021)
- c. Collect from the Area Directors at the September Board Meeting, the envelopes containing the Cora Bailey recipients' information sheets and file them into the Archival records. Each year, the earliest year's photo(s) and write-up(s) will be removed from the Cora Bailey binders and placed in the Archives. (Revised October 2017)
- d. Maintain the *In Memoriam* book and update the *Honorary Membership* book annually, ensuring that the appropriate names are inscribed in each.
- e. Names inscribed in the *In Memoriam* book are to be those published in the March issue of "Connections". The names include all members whose notice of death was received by the Executive Secretary-Treasurer up to January 31st of that year.
Note: All names submitted by January 31st regardless of the year of passing will be placed in the current year's *In Memoriam* book. (Revised May 2021)
- f. Place the *In Memoriam* book and the *Honorary Membership* Book on display at the Annual General Meeting.
- g. Plan and conduct the *In Memoriam* Service at the Annual General Meeting. This will require some assistance from the Convention Convenor.
- h. Keep the picture of Cora Bailey donated by Jean Axcell from Peterborough, for display at Provincial Annual General Meetings. (Revised October 2017)
- i. Arrange for the Archival material to be taken to York University for storage in the Scott Archives every five years, i.e. years ending with a "0" or a "5".
- j. Keep an inventory of all material sent to York University.
- k. Keep a record of the recipients of the following awards: Cora Bailey, Barbara Bain, and Feather in Your Hat. (Revised October 2014 and October 2017)

SEE ALSO:

CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors 6. Archivist

POLICIES AND PROCEDURES MANUAL

Article VI - Duties of the Executive Officers 7. Recording Secretary

Article IX - Guidelines for Branches - 2. Responsibilities of Branch President

8. SALES AND MATERIALS CONVENOR

**Note: There are no related policies that correspond to Constitution Article VII as of May 2021.

9. ISSUES AND CONCERNS CONVENOR

**Note: There are no related policies that correspond to Constitution Article VII as of May 2021.

ARTICLE VIII: DUTIES AND STRUCTURE OF PROVINCIAL COMMITTEES

1. PROVINCIAL

- a. All Provincial Committees, including both Standing and Ad Hoc, but excluding Annual Convention Committees, are established and appointed by the Executive according to the Constitution.
- b. The Board of Directors will determine the size, composition, mandate, duration and budget of any Ad Hoc Committee which is established.
- c. Each Provincial Committee will have in its membership at least one Board member, in addition to the President in her ex officio capacity. The appointed member will serve as liaison to the Board of Directors. The Membership and Communications Committees may also include members-at-large. Vacancies for these positions will be advertised in the December "Connections" newsletter. (Convention 2015, Resolution #7)
- d. A Committee may not enter into any commitment, agreement or contract - verbal, written or implied - for service or employment, with any individual, organization, or business without prior approval of the Board of Directors. (Revised October 2018)
- e. Prior to beginning any of its duties, the Committee shall prepare a proposed budget for approval by the Board of Directors. (Revised October 2018)
- f. Funds approved for Committee work will remain in Provincial bank accounts, and expenses will be paid by the Executive Secretary-Treasurer unless otherwise determined by the Board of Directors. (Revised October 2018)
- g. A separate bank account may not be opened in the name of RWTO/OERO except as approved by the Board of Directors, and within guidelines determined by the Board of Directors. (Revised October 2018)

2. COMMITTEE REPORTS (Revised May 2015)

- a. Committee reports will be informational, clear and concise.
- b. A committee's report should be supported by a majority of committee members.
- c. The report should be signed by the chair of the committee, or if the committee wants to give the report particular emphasis, by all members of the committee.
- d. The chair of the committee shall present its report to the Board of Directors.
- e. Recommendations of the committee should be reported to the Board of Directors in the form of motions to be debated and possibly also amended.
- f. See Policy XV 2. Format for Writing an Ad Hoc Committee Report. (Added September 2021)

SEE ALSO

CONSTITUTION

Article V - Duties of the Board of Directors

Article VIII - Duties and Structure of Provincial Committees

3. CONSTITUTIONAL CHANGES

Changes to the Constitution made at the Annual General Meeting will be updated by the Parliamentarian.

4. POLICY

- a. Changes to the Policies and Procedures Manual will be made by the Policy Committee chaired by the Past President.
- b. The Policy Committee should include at least one member from the previous year's committee to maintain continuity in the updating and formatting.
- c. A master file of the Policies and Procedures Manual in PDF should be held at the Provincial Office.
- d. The current Policies and Procedures Manuals should be available online for Board of Directors Members and Branches. (Revised October 2018)
- e. Only one member of the Policy Committee should have the Word document and the other members should have the Read Only copy.

The following Procedures will be used to implement this policy: (Revised June 2009)

1. Policy revisions must be done after the September Board of Directors Meeting. Any policy change resulting from the Annual General Meeting must be identified by the incoming Policy Committee and brought to the full Board for approval. (Revised October 2016)
2. After the minutes have been received, the Policy Committee shall make a change in the Policies and Procedures Manual once a policy, a procedure or job description has been duly presented in writing, moved, seconded, approved and designated for inclusion in the Policies and Procedures Manual by the Board of Directors.
3. The committee member who is in charge of computer revisions shall make a working copy only of the pages which need to be changed.
4. The committee member shall make the changes in colour and strike out what has been removed and shall send those pages as an attachment to the Policy Committee. Beside each change or section she shall write "revised" and date of revision.
5. The committee members shall review and edit the changes if need be and return them to the member in charge of the working copy.

6. The committee member in charge of the working copy shall change the font colour to black and shall replace the amended pages in the document.
7. The committee member responsible for the revision shall send the revised PDF copy to the Executive Secretary-Treasurer indicating on a list the pages which have been changed.
8. The Executive Secretary-Treasurer then shall then send a copy of each page that has been changed, in PDF to all the Area Directors who will make sure each Branch in their Area gets a copy.
9. All communications regarding the Policies and Procedures Manual must be shared by all members of the Policy Committee, including the Provincial President.
10. Board members wishing to propose addition or changes to the policies should consult the committee prior to bringing them to the Board to confirm that the revisions are consistent with the rest of the document.

5. GOODWILL DUTIES

Refer to Article VI Duties of the Executive Officers 4. Second Vice-President for information regarding the Goodwill Committee.

6. COMMUNICATIONS NEWSLETTER

The Communications Newsletter Committee edits "Connections" three times a year in August, November and February. The Committee does not change the style and intent of the material, but maintain consistency of language and punctuation throughout the edition. This is a one-year term, with the option of renewal for a second year.

Criteria for Communications Committee Members:

An editor requires the following:

- a. Excellent language skills, especially grammar and spelling. A style sheet will be provided for consistency.
- b. Editing experience.
- c. Solid computer skills and access to a computer
- d. The ability to commit to on-line editing in the first two weeks of August, November and February. (October 2015)

SEE ALSO:

CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors
3. Communications Convenors

Article VIII - Duties and Structure of Provincial Committees
B. 6. Communications Newsletter Committee

POLICIES AND PROCEDURES MANUAL

Article VII - Duties of Other Members of the Board of Directors

3. Communications Convenors

Article XI - Communications

7. MEMBERSHIP

The Membership Committee will be expected to have an interest in and be willing to:

- a. Support existing Branches and assist any Branch in need if requested to do so by the Convenor.
- b. Generate ideas for maintaining existing membership and suggest creative ways of encouraging newly retired teachers to join RWTO/OERO.
- c. Help to identify areas of the province, not currently served by RWTO/OERO where our organization might be of interest and, if required, assist in forming new Branches.
- d. Be willing to offer workshops or presentations if requested to do so by the Membership Convenor.
- e. Commit to responding to any on-line discussions promptly and thoughtfully. (October 2015)

SEE ALSO:

CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors

7. Membership Convenors

Article VIII - Duties and Structure of Provincial Committees

B. 7. Membership Committee

POLICIES AND PROCEDURES MANUAL

Article VII - Duties of Other Members of the Board of Directors

7. Membership Convenor

8. CONVENTION HANDBOOK REVISION

****Note:** There are no related policies that correspond to Constitution Article VIII as of May 2021.

The Convention Handbook is located on the rwto.org website, under the 'About' link. Click on the Governance section.

9. HIRING

- a. The Hiring Committee should include: The President (Chair), First Vice-President, Second Vice-President, Parliamentarian, the outgoing Executive Secretary-Treasurer and up to two Provincial Past Presidents. An uneven number avoids a tie and not all committee members need to be present at the interview.

- b. After formal acknowledgement of the resignation of an Executive Secretary-Treasurer, the President will inform the Board of Directors as soon as possible.
- c. The Hiring Committee will meet to:
 - * Review the job description and determine an appropriate salary,
 - * Identify a technology-based website hiring company,
 - * Compose the interview questions and determine the format and location of the interview,
 - * Rank the top three candidates.
- d. The successful candidate will be informed and given a short time period within which to accept or reject the position before other candidates are contacted.
- e. The successful candidate will be required to provide a Police Background Check before signing a contract.
- f. The President will inform the Board of Directors and Branch Presidents of the Committee's decision. As a courtesy, the Provincial Past Presidents will be notified.
- g. Arrangements will be made for training with the outgoing Executive Secretary-Treasurer.
- h. A President's Box which is passed on each year to the incoming President, contains suggested interview questions, past contracts and other pertinent information to support the hiring process. (Added May 2021)

ARTICLE IX: BRANCH ORGANIZATION

GUIDELINES FOR BRANCHES

The Branch Executive in each area is a very important link between the Members-at-large and the Board of Directors. The Area Director is knowledgeable about Provincial Policies and Procedures and can give ideas regarding local programs and activities.

1. Branch Executive Responsibilities

- a. The Branch Executive shall consist of members willing to fulfill the duties of the following: Past President, President or Co-Presidents, Vice-President, Treasurer, Secretary, Communications Convenor and Insurance Convenor. Additional members may be part of the Executive as determined by the Branch: Honorary President, Membership, Issues and Concerns, Goodwill, Publicity, Newsletter and Social Convenors. Note: An Insurance Convenor must be appointed.
- b. The Branch Executive is encouraged to meet in a timely manner to plan the next year's program (meetings, projects, outreach, etc.)
- c. The Executive will ensure that a budget is prepared each year to be approved by the Branch members. The budget should include all expected revenue and proposed expenditures for the fiscal year April 1 to March 31.
- d. The Executive is encouraged to produce an Annual Branch Brochure which lists the first names, e-mail addresses and/or phone numbers of the members of the Executive, the Area Director and Committee Convenors. The year's program with dates, places and times of the meetings should be printed and distributed to all members of the Branch and to the Area Director upon completion.
- e. A complete membership list with names and contact information of its members will be compiled and may be shared as agreed upon by the Branch. Please be mindful of Privacy concerns.
- f. Annual Provincial fees are due to the Branch Treasurer on September 1 each year. They should be forwarded to the Provincial Office by October 15. Fees **must** be received by November 30th for paid members to be counted as eligible Branch convention delegates. **Note:** Fees can be forwarded to Provincial Office as they are received.
- g. A Branch wishing to host a Provincial Convention/Annual General Meeting should extend the invitation, in writing, to the Provincial President at least two years prior to the proposed event.
- h. The Branch may send resolutions to the Provincial 1st Vice-President as deemed necessary by November 15th.
- i. The Branch Executive will send in submissions or applications for awards (e.g. Cora Bailey, Feather-In-Your-Hat) when requested.

2. Branch President Responsibilities (Updated September 2015)

- a. The Branch President should be familiar with the RWTO/OERO Constitution and Policies and Procedures Manual. They are available on the RWTO/OERO website, or by request.
- b. The Branch President will ensure that Guidelines for Branches are followed, paying particular attention to Program and Budget requirements (i.e. Financial Report and Membership Fees).
- c. The Branch President is the ex-officio of all Branch committees.
- d. The names, addresses, phone numbers and e-mail addresses of the incoming Branch President, Treasurer, Insurance Convenor, Goodwill Convenor and Communication Convenor must be forwarded to the Provincial Office (for the Annual Provincial Directory) prior to May 15 following the Branch Annual Meeting.
- e. The Branch President and the Insurance Convenor are the chief promoters for the RWTO/OERO Hospital & Home Care Insurance Plan.
- f. The Branch President ensures that the names of deceased members are sent to the Provincial Office. Names received before January 31 will be published in the March edition of "Connections" and in the Provincial *In Memoriam* book, which is displayed at the Convention/ Annual General Meeting. Names received after January 31 will be published the following year.
- g. The Branch President should ensure that her Branch is represented at all Area Meetings that are offered.
- h. The Branch President should invite the Area Director to one Branch Meeting per year (see Duties of Area Director, Revised October 2010).
- i. It is recommended that the Branch President invite the Provincial President to one meeting each year. This could be accomplished as a single Branch or in combination with another Branch or Branches from the same Area.
- j. The Branch President must send her Branch Annual Report to her Area Director by March 15. (Revised October 2012)
- k. The Branch President ensures that the Branch sends delegates to the Convention/ Annual General Meeting and that the delegates are registered.
- l. The Branch President should follow the "Timelines for Presidents" provided by the Provincial Program Coordinator.

3. Branch Treasurer Responsibilities

- a. Each Branch must have a separate bank account under the Branch name.
- b. At least two signing officers must be appointed each year - usually the Branch President and the Branch Treasurer - with a third Executive Officer given the authority to sign in the absence of one of the others.
- c. The Branch Treasurer must keep a list of all the Branch Provincial members together with a record of the annual fees paid by each member. A list is prepared and provided to the Treasurer by Provincial Office to assist with record keeping.
- d. There is an annual flat fee for membership in RWTO/OERO which became effective April 1, 1999. Members who retired on or before August 31, 1980 will pay a flat fee of \$15.00 in perpetuity. Honorary members pay the annual fee.
- e. Each Branch Treasurer will receive from the Provincial Executive Secretary-Treasurer a package of materials containing new membership lists and cards, annual financial reporting forms, and "An Invitation to Join" brochures.
- f. The Branch Treasurer's books must begin April 1 each year when the balance from the last year's audited financial statement is recorded. All the money received, including the revenue from the luncheons should be recorded. The books must be closed March 31 to allow time for auditing before the Branch Annual General Meeting. The audited financial report should be printed in the Branch Annual Report.
- g. A copy of each Branch audited Financial Report must be forwarded to the Executive Secretary-Treasurer no later than April 30th. It is satisfactory for two Branch members to "audit" the Branch Financial Report. Their dated signatures would indicate that they have completed the review and that the Treasurer's books are in order. (Revised June 2011)
- h. The Treasurer, the Branch President and one other Executive member are responsible for preparing the budget for the coming year. This budget must be presented first to the Branch Executive and then to the Membership for approval. (Revised October 2010)
- i. The Branch Treasurer should attend the Area Directors' training workshop to make sure she understands her responsibilities and gets the latest information from the Provincial Board of Directors.
- j. Every Branch Treasurer should have a copy of the current Constitution and the Policies and Procedures Manual and be familiar with the contents of each. At the conclusion of her term of office, she shall pass her copy of both documents to the incoming Branch Treasurer.
- k. In the event that a Branch Treasurer does not submit an audited financial report to the Executive Secretary-Treasurer by April 30th, the Executive Secretary-Treasurer shall notify the Branch Treasurer, the Branch President and the Area Director. (Revised October 2012)

4. **Branch Insurance Convenor Responsibilities**

- a. The Branch Insurance Convenor should attend the annual training workshop organized by the Area Director to become familiar with new aspects of RWTO/OERO insurance plans, and to share ideas for promotion of these at the Branch level.
- b. The Branch Insurance Convenor and the Branch President are the chief promoters of the RWTO/OERO Hospital and Home Care Insurance Plan.
- c. At each meeting, short, interesting presentations should be made concerning the value and benefits of carrying the plan.
- d. A supply of insurance brochures and applications should be available at every meeting to answer individual concerns.
- e. Every Branch Insurance Convenor should be familiar with the current RWTO/OERO Constitution, Policies and Procedures, and Insurance Convenors Manual. At the conclusion of her term of office, she should pass on all insurance-related materials and ensure the incoming Insurance Convenor is able to access the above documents.

5. **CORA BAILEY AWARD** (Revised October 2017)

Cora Bailey was RWTO/OERO's first Executive Secretary-Treasurer. She held this position for eleven years until 1982 and wrote the RWTO/OERO History Book, **OASWT 1956-1976**. This award is made in her honour. The picture of Cora Bailey, donated by Jean Axcell from Peterborough, is on display at Provincial Annual General Meetings. (October 2017)

- a. The Cora Bailey Award is a Provincial Award that is given to a worthy recipient by an individual Branch.
- b. The Cora Bailey Award may be presented to any Branch member who has contributed outstanding service to her Branch. Serving on the Branch Executive is not a requirement.
- c. One to three recipients per Branch may receive the award per Membership year (Sept. 1st to August 31st).
- d. A recipient receives the award only once from the Branch to which she pays her Provincial fees. She may not receive the award twice from the same Branch.
- e. All Branch members are eligible for this award whether or not they have received a Provincial Honorary Membership Award.

The following procedures and timelines will be used for the promotion and maintenance of records of Cora Bailey Award recipients:

1. Area Directors should promote the Cora Bailey Award among their respective Branches.
2. Cora Bailey Awards and Cora Bailey Pins may be presented by a Branch at any time during the year. The Branch President requests the completed and signed certificate from the Provincial Office at least one month prior to the Branch presentation of the Award. Cora Bailey Pins are obtained from the Area Directors at no charge. (Replacement pins are available for \$5.00.)
3. Cora Bailey Award recipients are recognized at the Annual Convention via a display.
4. When a Branch has determined The Cora Bailey recipient(s), the Branch President shall forward to her Area Director, an 8½ x 11 page that includes:
 - identification of the Area, membership year and name of Branch,
 - a photo of the recipient,
 - a short summary of the recipient's accomplishments within the BranchA page shall be submitted to the Area Director for each recipient. The layout, border and design are at the discretion of each Branch. (Please see sample below.) May 1st is the deadline date for submission. These information sheets will be placed in the Area Binder for display at the Convention.
5. It is the responsibility of the Area Director to bring the Cora Bailey Award binder for her Area to the Provincial Convention. Insertions for the binder should be organized by Branches and then by successive years, to make the information easier to access by Branch members.
6. The Convention Convenor, with the help of her Committee, will determine where the display will be set up. Area Directors will place their binders at the display. (Revised June 2011)
7. After display at the Provincial Annual General Meeting, the Cora Bailey Award binders will be picked up by the Area Directors, to be completed for the next year.
8. Each year, the Area Director will remove the earliest year's information, (maintaining four years in the binder), place it in the designated 9 x 12 envelope (provided by the Archivist), and give the envelope to the Archivist at the September Board meeting, for permanent storage in the Archives at York University. The recipient(s) name(s), Branch and membership year should be recorded on the outside of the envelope.
9. Branches are encouraged to keep ongoing records of Cora Bailey recipients. (October 2017)

SEE ALSO:

CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors 6. Archivist

CORA BAILEY AWARD TEMPLATE (for Cora Bailey binder)

This is the suggested wording for the Cora Bailey Award. Layout, border and design are at the discretion of the Branch.

**Cora Bailey Award (Membership Year)
RWTO/OERO (Insert your Area and
Branch)**

Insert picture of recipient

Name of the recipient

**Summary of what the member has contributed to her
RWTO/OERO Branch**

**Letter size page 8 ½ x 11. Choose your own border/font,
etc.**

Forward your submission to your Area Director by May 1st.

**Write-up with photo will be placed in the Cora Bailey
Binder by your Area Director for display at the Convention.**

6. Branch Directory

To facilitate the compilation of the Provincial Branch Directory, the outgoing President of each Branch will supply the names of the Branch President, Treasurer, Insurance Convenor(s), Goodwill Convenor(s) and Communications Convenor for the following year. (Revised September 2014)

The following Procedures will be used to implement this policy:

1. The information must be submitted even if there are no changes.
2. This information should be sent via e-mail or mail to the Executive Secretary-Treasurer by mid-May prior to the Annual General Meeting, so that the preliminary version of the Branch Directory can be distributed at Annual General Meeting.

7. Branch Amalgamation

Occasionally, it becomes feasible to amalgamate one or more Branches. The following Guidelines have been developed to facilitate this:

- a. The Provincial President will organize a meeting in that area with the Area Director, Branch Presidents and Treasurers.
- b. Costs will be covered by Provincial Office.
- c. Each Area will bring audited financial information and a complete list of members to the meeting.
- d. The willingness to amalgamate as well as any concerns will be discussed.
- e. Each Branch President will take the information to her Executive and full membership who will then vote.
- f. A formal letter from the one Branch will be sent to the other Branch's members with the signatures of the Area Director, Branch Presidents and the Provincial President.
- g. A meeting of members from both groups will then be held.
- h. This would include a formal ceremony to turn over books, cheques, photos and artifacts.
- i. If possible, the current Provincial President should initiate the process, with the Area Director and Branch President delegated to follow-up.

8. Creating a New Branch: (Added October 2018)

- a. A new Branch shall be organized under the direction of the Provincial President, the Provincial Board of Directors, and the Area Director.

- b. A new Branch shall have a minimum of 10 members, 5 of whom shall be the Executive (President, Vice-President, Secretary, Treasurer, and Insurance Convenor). This is to conform to the Constitution.
- c. The prospective new Branch Executive shall send a Letter of Intent, asking to be recognized by the Provincial Board of Directors as a Branch.
- d. The Area Director will make a presentation to the Provincial Board of Directors for approval of the new Branch and for a start-up fee of no more than \$200 for advertising, recruitment, Branch meetings, and administrative costs.
- e. Upon approval of the new Branch, the Area Director, with the help of the Provincial Membership Convenor, will assist the newly-formed Branch Executive in setting up meeting places, bank account, plans for the year and discussions of the Guidelines for Branches.
- f. The newly-formed Branch shall be formally recognized and welcomed at the Annual Convention.

9. Area Division or Amalgamation (Revised October 2016)

- a. The Area Director will have a discussion within the Area that is seeking a change, ensuring that the Executives of the affected Branches are in agreement that the proposal be taken to their membership for approval.
- b. The Area Director should include the issue in their Report at meetings if their Area is holding discussions so that the Provincial Board is aware of the possible change.
- c. If a vote of the affected Branch membership supports the change, the Area Director will make a presentation, including rationale, to the Provincial Organization. The Provincial Board will hold a discussion and has final approval.
- d. The affected Branches, under the direction of their Area Director would update their criteria for Procedures for Election/Selection of Area Directors.
- e. The Area numbers will be added or deleted as required. New criteria would be added as submitted by the Area. (Revised October 2016)

SEE ALSO:

CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors

- 1. Area Directors

Article IX - Branch Organization

POLICIES AND PROCEDURES MANUAL

Article IV - Organization

Article VII - Duties of Area Directors

Article XIV - Financial, 3.b. Fee Rebates to Branches

ARTICLE X: ANNUAL GENERAL MEETING (AGM)

1. Convention Planning

- a. Each Convention Committee will be given an \$8000.00 non-refundable grant, payable two years in advance. (Revised October 2017)
- b. Each Convention Committee will be advanced a loan of \$5000.00 two years before the Convention. An additional loan of \$5000.00 is available upon request at the time of the contract signing. These loans shall be repaid to the RWTO/OERO Provincial Office before any Convention profits are calculated. (Revised October 2017)
- c. Profit from the Convention shall be divided 75/25 between the host Branch/Branches and the Provincial Treasury. That is to say that the host Branch/Branches shall retain 75% of any profit and the Provincial Treasury shall receive the remaining 25% of any profit. The Convention Committee Convenor shall submit a financial report listing income and expenses to Provincial at the September Board of Directors meeting following the Convention. That financial report will have been reviewed and signed by two Convention Committee members. (Revised October 2017)
- d. The Provincial President and the Executive Secretary-Treasurer are each entitled to single-room accommodation at the Annual General Meeting. Provincial RWTO/OERO shall pay Convention expenses (meals beginning with the Tuesday Pre-Annual lunch before the Board meeting, travel, accommodations (based on two members per room) for Incoming Board members. (Revised October 2010)
- e. Convention reports for the preceding three years shall be kept in the Convention Resource Binder. The Standing Committee for Convention Handbook Revision will update the Convention Handbook electronically and with hard copies after each Convention. Any material that is no longer relevant (4 years or more) will be given to the Provincial Archivist for storage. Three copies are required. One copy goes to each of the next two Convention Host Branches, and one copy goes to the Provincial President. (Revised October 2018)
- f. The Annual Report will be shipped camera-ready by the Recording Secretary to the Convention Convenor by mid-May for printing.
- g. The Convention Convenor shall send a financial statement of income and expenses including original invoices to the Provincial Office by the September Board meeting following the Annual General Meeting.

The following Procedures will be used to implement this policy:

1. The Convention Convenor selects her Committee from the Branches hosting the Convention. (Revised October 2009)
2. The Convention Convenor works closely with the Provincial President throughout the entire planning process to ensure sufficient time for important business.

3. Progress reports are made to the Executive and Board of Directors throughout the year.
4. The Board approves the proposed registration fee at the September meeting.
5. The advertisement for the Convention appears in the December issue of "Connections".
6. The Annual Convention of RWTO/OERO is held during the first week of June. The opening ceremonies begin on Tuesday evening and the final luncheon is held Thursday noon at which time the new officers and directors are installed.
7. The first business session takes place on Wednesday morning and the second on Thursday morning. The Annual Banquet is held on Wednesday evening. (Revised October 2009)

2. Resolutions

- a. All resolutions to be presented to the Annual General Meeting must be sent to the Constitution & Resolutions Convenor by November 15.
- b. Resolutions received by the due date, along with their rationale, will be printed in the March newsletter to allow time for study and discussion.
- c. Each resolution must contain only one key issue for decision. The intent of the resolution should be clear and concise.
- d. The Constitution and Resolutions Convenor consults with the President and Parliamentarian when preparing the wording of resolutions.
- e. Whenever a resolution presented to the Annual General Meeting has a possible financial implication for RWTO/OERO, the Board shall direct the Executive Secretary-Treasurer to prepare an accompanying information sheet for the delegates which outlines exactly what those implications would be and how the upcoming budget would be affected. (Revised October 2017)

SEE ALSO:

CONSTITUTION

Article V - Duties of the Board of Directors - 2.e. Board of Directors

Article VI - Duties of the Executive Officers

Article VIII - Duties and Structure of Provincial Committees - A. Standing Committees - 1. Constitution & Resolutions Committee

Article X - Annual General Meeting

POLICIES AND PROCEDURES MANUAL

Article VII - Duties of Other Members of the Board 2. Area Directors

3. Registration

- a. Registration forms for the Convention will be sent as part of the March "Connections" newsletter.
- b. Completed delegate forms (sent out to Branch Presidents in January) should be returned to the Executive Secretary-Treasurer at Provincial Office by April 15. She will forward them to the Program Coordinator and Convention Registrar as requested by them.

4. Annual General Meeting

- a. Incoming Board members attend the Tuesday Pre-Annual Board Meeting, but do not have voting privileges at that meeting. If the Incoming Board member is attending the AGM as an official Delegate from her Branch she will have voting privileges at the AGM business meeting. Otherwise, she is a visitor at the business meeting. (Revised October 2010)
- b. Provincial RWTO/OERO shall pay Convention expenses (meals, travel, accommodations) for those members appointed by the Program Coordinator to the Steering Committee.
- c. Scrutineers, Door Monitors and Timekeeper(s) are selected by the Program Coordinator. They are chosen from the host Branch(es) or from non-voting members attending the convention (September 2019)
- d. Scrutineers, Door Monitors and Timekeeper(s) shall be responsible for their own expenses. (September 2019)

5. Branch Delegates

- a. Each Branch is entitled to select voting delegates to represent their Branch at the Annual General Meeting according to the number of paid-up members in their Branch as of November 30 of the previous year. A delegate must represent the Branch through which she pays her Provincial dues.
- b. If an appointed delegate is unable to attend the Annual General Meeting (e.g. illness, family emergency), the Program Coordinator should be notified as soon as possible before the business meetings begin. The name of an alternate delegate should be given at that time.
- c. No substitutions will be accepted after the business meetings have begun.

The following procedures will be used to implement this policy:

1. The number of delegates allowed per Branch will be confirmed by the Program Coordinator based on information supplied to her from Provincial Office re paid-up memberships received on or before November 30.
2. Prior to the Annual General Meeting, the delegates should become aware of the issues that will be arising at the Annual General Meeting.

3. The delegates should gather information from their Branch regarding the issues so that they can knowledgeably represent their Branch's interests.
4. The delegates should attend all business meetings of the Annual General Meeting.
5. The delegates should report back to their Branch decisions made at the Annual General Meeting.
6. Individual Branches may remunerate additional delegates at their own discretion.

SEE ALSO:

CONSTITUTION

Article IV - Organization

Article X - Annual General Meeting

POLICIES AND PROCEDURES MANUAL

Article XII - Awards

Article XIV - Financial, Reimbursement of Expenses

CONVENTION HANDBOOK (rwto.org 'About' link under Governance)

6. Convention Definitions and Delegate Reimbursement (October 2011)

Provincial Delegate

The first voting delegate from each and every Branch is called the Provincial Delegate. Allowable expenses for her (i.e. Convention Package Fee, travel and hotel costs) are reimbursed by the Provincial organization.

Branch Delegate

All other voting delegates are called Branch Delegates. Only Branches with 51 or more members, not including Life Members, qualify to send Branch Delegates. The Provincial Organization reimburses only one Branch Delegate per Branch for the cost of the "Convention Package Fee" and the portion of travel expenses, which exceed 800 km. The Branch Delegate may not claim accommodations or meals on route when travelling more than 5 hours each way to an event. (Revised October 2012)

Alternate Delegate

The Alternate Delegate **only** applies to Branches with 50 or fewer members. This delegate is one who can replace the Provincial Delegate on the floor of the AGM when the Provincial Delegate is unable to serve. The Provincial Organization will reimburse the Alternate Delegate for the cost of the "Convention Package Fee". The Alternate Delegate may not claim accommodations or meals on route when travelling more than 5 hours each way to an event.

7. Convention Package Fee

This fee includes the cost of registration plus all the meals (with the exception of Wednesday lunch) at the convention.

- a. The above policies will apply for reimbursement of all allowable expenses of the Executive, Board Members, Provincial, Branch and Alternate Delegates (as defined above), Seminar Speakers, Steering Committee Members and other approved invitees except as follows: (Revised October 2017)
 - i. If there is a chartered bus for the trips between the member's home area and the Convention site, and if its arrival and departure dates coincide with the member's RWTO/OERO Convention meeting schedule, members are expected to take the bus and to claim only their share for the chartered bus (with their receipt attached) plus their mileage to and from the chartered bus pick-up/drop-off point.
 - ii. The second delegate's (i.e. first Branch Delegate) travel expenses shall be reimbursed as outlined above, but only, for the portion of the approved mileage that exceeds 800 km. Thus, if a second delegate from a Branch travels a total of 1000 km return by chartered bus, she shall only be reimbursed for $\frac{1}{4}$ of the bus fare (i.e. $(1000 - 800)/800 = \frac{1}{4}$).
 - iii. Whenever a meal is available as part of the Convention program, members are expected to register for the Convention meal. There should not be any meal receipts for other meals during the Convention.
 - iv. The full Convention meal prices shall be reimbursed for the member's meals based on the member's Registration.
 - v. The basic Convention Package fee shall be reimbursed, excluding any late fees.
 - vi. Tours are a discretionary expense provided for members' entertainment, and so they are not eligible for reimbursement.
 - vii. Board or Committee members attending to official RWTO/OERO business during the afternoon on the Wednesday of the Convention instead of going on a tour may have the cost of their lunch on Wednesday reimbursed. Prior approval must be obtained. (Revised October 2010)
 - viii. Allowable travel, accommodation for one night and AGM Wednesday banquet costs shall be reimbursed by Provincial for any Honorary Membership Award recipient not already eligible to claim these expenses at the Annual Convention at which she receives her award. (Revised October 2017)
 - ix. The cost of the luncheon for each RWTO/OERO member who attends the Thursday Banquet as an 'Over 90s' guest or as 'Mother and Daughter' guests, or as 'Aunt and Niece' guests shall be paid by Provincial. Moreover, the luncheon cost for one companion for an 'Over 90s' guest (as applicable) shall be paid by Provincial. (Revised October 2018)

The following Procedures will be used to implement this policy:

1. Expense claims must be submitted within forty-five (45) days of the event and not later than March 31, the end of fiscal year. Expense claims submitted after forty-five (45) days must be submitted to the President before any payment will be made. If the President decides there were special circumstances causing late submission of the claim, then authorizing payment would follow. (Revised October 2012)
2. The Executive Secretary-Treasurer will prepare an Expense Report for each eligible individual for each meeting and for the Convention. She will send blank Expense Reports to eligible members for other purposes on request.
3. Relevant receipts should be attached to a separate sheet to accompany Expense Report.

8. Summary of RWTO/OERO Reimbursement of Expenses (Revised October 2012)

a. **Expense Reports**

Expense claims **must be submitted** to Provincial Office **within 45 days of the event.** Any claims submitted after the 45-day period will not be allowed unless authorized by the Provincial President.

Expense Reports must be fully completed and **signed.** Fully completed means entering the name(s) of any member(s) who may have travelled in a vehicle with you, or who may have shared a room with you. If you did not drive but travelled with another member, indicate that on your Expense Report including the name of the member you travelled with.

b. **Receipts**

The receipt **must** show what was purchased or consumed if related to meals. Credit card and/or debit receipts alone will not be accepted. Tips can be added to the cost of meals with the tip amount printed on the receipt.

Where it would be difficult to obtain a receipt, items worth less than \$10 do not require a receipt. Any claims made for amounts over \$10 will not be reimbursed without a proper receipt.

Receipts for accommodations must show the date(s) and charge for the room. Credit card and/or debit receipts alone will not be accepted.

c. **Convention Expenses**

The **Provincial Delegate** is the first voting delegate from each Branch. The Provincial Delegate may claim mileage expense (if she drove to the Convention), the Convention Package Fee, excluding any tour(s), and her proportionate share of accommodations.

Branch Delegate - All other voting delegates are called Branch Delegates. Only Branches

with 51 or more members, not including Life Members, qualify to send Branch Delegates. Provincial only reimburses **one** Branch Delegate per Branch for:

- The Convention Package Fee, excluding any tour(s)
- Mileage if she drove but only the mileage which exceeds 800 kg round trip
- Accommodations or meals while travelling are not reimbursed.

Alternate Delegate - The Alternate Delegate only applies to Branches with 50 or fewer members. This delegate is the one who can replace the Provincial Delegate on the floor of the AGM when the Provincial Delegate is unable to serve. Provincial **only** reimburses the Alternate Delegate for the Convention Package Fee, excluding any tour(s). Mileage, accommodations and meals while travelling are not reimbursed.

d. **General**

Travel - Whenever possible, members who are eligible to claim mileage are asked to pick up and travel with other members. Mileage is reimbursed using RWTO/OERO's official mileage (\$.50/km) as of April 13, 2011.

Accommodation - Members are expected to share a room with at least one other member. If a member travels with a spouse or other guest, or requests a room alone, Provincial will only pay one-half of the total room rate, based on the double-occupancy rates at the designated hotel(s), plus applicable taxes.

Meals - Any member who may otherwise be entitled to claim for meals will be reimbursed while travelling on RWTO/OERO business up to a maximum of \$50 per day per person (excluding alcohol) plus up to 15% tip plus applicable taxes.

Driving more than 5 hours - Any member who may otherwise be entitled to claim for travel, accommodations and meals and is required to drive more than five (5) hours driving time each way to attend official meetings, may claim the cost of one (1) extra night's lodging each way and the cost of one (1) extra day's meals each way.

9. RWTO/OERO Nomination and Election Procedure

a. The Nomination

Each new candidate shall submit to the Chair of the Nominations Committee by January 31st:

- i. the **Candidate's Form for the RWTO/OERO Provincial Executive Position** duly signed. (See Policy XIV Supporting Documents)
- ii. a photo and a bio (maximum 200 words) for inclusion in the March issue of "Connections".
- iii. Campaigning at the Convention will consist of a three-minute speech at the AGM (Revised October 2019)

b. The Election (Updated September 2021)

- i. The election will be held on the Wednesday morning of the AGM. The Presiding Officer will be the Past President/Chair of the Nomination Committee.
- ii. According to the Constitution, Article IV, 4 (b): If more than one candidate is nominated for any Executive Officers positions a secret ballot shall be held. Election of the candidate shall be by majority vote of the voting delegates in attendance. The election for each position will be held separately with the AGM business continuing as the ballots are being counted. (Revised October 2016)
- iii. Further details can be found in the Voting and Election Procedures Handbook.

SEE ALSO:

CONSTITUTION

Article IV - Organization - 4. Elections

Article VI - Duties of Executive Officers - 2. Past President

Article VIII - Duties and Structure of Provincial Committees - 2.
Nominations Committee

Article X - Annual General Meeting

POLICIES AND PROCEDURES MANUAL

Article IV - Organization - Nominations

Article VI - Duties of the Executive - 1. Past President

ARTICLE XI: COMMUNICATIONS

1. Communications

- a. The "Connections" newsletter and RWTO/OERO website (rwto.org) shall be the official communications with the membership of RWTO/OERO.
- b. Publication of the "Connections" newsletter shall be the responsibility of the Communications Newsletter Convenor and committee. Maintenance of the RWTO/OERO website shall be the responsibility of the Communications Website Convenor. (Revised October 2016)
- c. RWTO/OERO Provincial Office is identified as the official address for all mail, e-mail, and telephone calls from outside the Board in the "Connections" newsletter and on the RWTO/OERO website. All communications will be forwarded to the Communications Newsletter Convenor and Communications Website Convenor by the Executive Secretary-Treasurer. (Revised October 2016)
- d. The Executive Secretary-Treasurer is responsible for business aspects of the "Connections" newsletter and RWTO/OERO website, including, but not limited to, the following:
 - i. contracts for
 - *layout, printing, and distribution of the "Connections" newsletter,
 - *host and major design changes of the RWTO/OERO website,
 - ii. budgeting and payment of bills.

2. "Connections" Newsletter

- a. Content may include, but is not limited to:
 - i. information about the organization,
 - ii. business of the Executive, Board of Directors, and Committees,
 - iii. Branch news of interest to all members, (Revised October 2009)
 - iv. public service announcements of interest to the general membership.
- b. Advertising will not be included in the "Connections" newsletter.
- c. Public Service Announcements (e.g., notices of school reunions) will be published at no cost for members.
- d. Format for the "Connections" newsletter will be determined by the Communications Newsletter Convenor and Committee in consultation with the Executive Secretary-Treasurer and the Board of Directors. (Revised October 2016)
- e. Each issue of the "Connections" newsletter will be mounted on the RWTO/OERO website.

3. RWTO/OERO Website

- a. Content of the RWTO/OERO website may include, but is not limited to:
 - i. history of, and information about, the organization, its goals, benefits, and activities,
 - ii. contact information for Provincial Office, Board of Directors and Committees,
 - iii. current events, activities and news from the Board of Directors, Committees and Branches,
 - iv. links to RWTO/OERO Branches and other educational/retirees' organizations,
 - v. links to other sites of relevance to the general membership.
- b. Updates to information will be made in a timely manner to ensure accuracy and relevance of information.
- c. Advertising will not be included on the RWTO/OERO website.
- d. Each Area Director and Branch President will be e-mailed with Excel and PDF charts that indicate the status of the Branch website page. (Revised October 2018)

4. Social Media

Social media are interactive digitally-mediated technologies that facilitate the creation or sharing/exchange of information, ideas, career interests and other forms of expression via virtual communities and networks.

- a. Content of Social Media

Content of Social Media may include:

 - i. Information about the organization and its goals, benefits, and activities,
 - ii. Current events, activities and news from members as approved by the administrators,
 - iii. Public service announcements for members (e.g., notices of school reunions).
- b. Posting of Social Media Content
 - i. All content will reflect human rights regulations.
 - ii. Political, religious, and social content will not be posted.
 - iii. Paid advertising will not be accepted.
 - iv. The Social Media administrators have final authorization regarding what is posted on any RWTO/OERO Social Media account.
- c. Social Media Administrators
 - i. A minimum of two administrators is required.
 - ii. One of the administrators should be part of the Communications Team.
- d. Social Media accounts are sanctioned by RWTO/OERO and are identified by the RWTO/OERO logo.
- e. All Branches shall follow RWTO/OERO Social Media Policy guidelines. (Added May 2021)

5. Marketing

A. Brand Identity and Branding

- a) Brand Identity is the personality of an organization. It is comprised of the organization's values that are communicated to its members and the public about who they are and what they have to offer. The goal of establishing a brand identity is to have members and the public view the organization positively.
- b) Branding helps to identify and promote an organization and can include the name of the organization, logo, colours, motto, voice and more, and can be utilized in newsletters, on the website, on social media, at meetings and at the public venues.
- i. The official name of our organization is: Retired Women Teachers of Ontario/Organisation des enseignantes retraitées de l'Ontario (RWTO/OERO).
 - ii. Both the English and French names, long and short version, should be used on all Provincial and Branch communication.
 - iii. The official logo of RWTO/OERO is:



- iv. Correspondence at both the Provincial and Branch levels shall have the RWTO/OERO official logo at the top of all letterhead, in all publications and on all social media.
- v. The size of the logo should be no smaller than three-quarters of an inch (3/4") or 1.90 cm (72 pixels).
- vi. The official designated colours for the logo are:

Blue: Cyan -100%, Magenta – 91%, Yellow – 24%, Black -10%

Gold: Cyan -23%, Magenta – 30%, Yellow – 82%, Black – 0%

SEE ALSO: CONSTITUTION

Article VII - Duties of Other Members of the Board of Directors - Officers - Communication Convenors

Article VIII - Duties and Structure of Provincial Committees - A. Standing Committees - 6. Communications Committee

POLICIES AND PROCEDURES MANUAL

Article VII - Duties of Other Members of the Board of Directors - Communications Convenors

Article VIII - Duties and Structures of Provincial Committees

ARTICLE XII: AWARDS

The following honours may be bestowed on members:

1. Honorary Membership

Provincial Honorary Membership in RWTO/OERO is the highest honour that can be bestowed on a member for outstanding services to the organization at the Provincial level. This award is presented at the Annual Meeting.

Criteria for Selecting Honorary Member

- i. The most important consideration must be the member's contribution to RWTO/OERO at the Provincial level.
- ii. The contribution may include: length of service, Provincial Offices held with distinction, extraordinary care and devotion to a task, outstanding ideas or innovations introduced.
- iii. No more than four members may be selected in any one year.
- iv. The Provincial President is automatically recommended by the Honorary Membership Award Committee to receive this honour at the completion of her term of office. (Revised May 2021)

The following procedures will be used to select recipients of this award:

1. A notice and the criteria for selecting a recipient are placed in the December "Connections" Newsletter by the Honorary Membership Chair, inviting Branch Executives and/or members-at-large to submit nominations for this award.
2. The name and the accompanying background information about the proposed recipient must be forwarded to the Honorary Membership Chair by January 31.
3. The Committee selects the recipient(s) as soon as possible after January 31. The Chair presents the choices, along with the rationale by March 1st to the Provincial President for distribution to the Board of Directors for an e-vote. The Chair of the Honorary Membership Committee then notifies the recipient(s). (Revised October 2018)
4. The Honorary Membership Committee is responsible for collecting, reviewing and revising Provincial contributions of each recipient to ensure that it is complete and accurate. (Added May 2021)

The Committee then proceeds as follows:

5. The Honorary Membership certificates are obtained from the Provincial Office.
6. The names of the recipients are inscribed on the certificates. (Revised October 2009)
7. The citation for each recipient is professionally typed or printed on one page so that it can be affixed to the back of the certificate.
8. The President signs each certificate. The Vice-President signs the certificate of the outgoing President.

9. The certificates should be mounted and framed for presentation.
10. The citation presenter shall be decided by the Honorary Membership Committee in consultation with the Branch or the individual involved.
11. A corsage is given to each recipient prior to the Annual Banquet.
12. Each recipient's expenses for one night's accommodation and traveling expenses are paid by the Provincial Office. A motion authorizing these payments should be presented at the May Provincial Board of Directors meeting. Recipients who are not presently Board of Directors members will receive an expense form from the Executive Secretary-Treasurer.
13. If the recipient (Honorary Membership) is not attending the full Convention, but chooses to attend just the Wednesday banquet and stay overnight, the cost of the recipient's banquet ticket, corsage and Thursday breakfast is the responsibility of the Honorary Membership Committee in conjunction with the Convention Convenor. Cost is reimbursed by Provincial Office. (Revised October 2018)
14. If the recipient(s) are not presently on the Board, the Honorary Membership Chair books the necessary rooms at the Convention venue. She must cancel these rooms if they are not required by the recipients.

2. Barbara Bain Membership Award

The Barbara Bain Membership Award was created to honour Barbara Bain, a Past President and former Membership Convenor. Branches who achieve the largest actual increase in membership from April 1 to March 31 are eligible for cash awards.

- a. This award is presented to the three Branches with the largest increase in the number of regular paid-up members in their respective Branch size group. The calculations are based on the increase in the number of actual members in the Branch (How many new members join, minus the number of existing members that did not renew that year.) Adjustments are made so that no Branch is penalized by changes in the status of members (Life Members, Obituaries), other than having members cancel their RWTO/OERO membership.
- b. The three categories, based on the size of the Branch, are determined by the Executive Secretary-Treasurer in consultation with the President and the Membership Committee.
- c. The awards are \$200 for 3rd place, \$300 for 2nd place and \$400 for 1st place within each tier. (Revised September 2019)
- d. Awards are presented at each Annual General Meeting. (Revised May 2015)

3. Feather in Your Hat Award

The Feather in Your Hat Award was established by the Membership Committee to recognize creative, innovative and successful activities carried out by a Branch or a group of Branches who have worked cooperatively on ONE current or ongoing project that has clearly enriched the programs offered by RWTO/OERO. (Revised September 2021)

- a. Submissions for the award must be made to the Membership Convenor after January 1 and before March 1. They should include:
- Area and Branch name(s),
 - total number of members,
 - number of members involved in project,
 - clear identification of the project,
 - on-going photos from start to finish
 - outcomes of the project.

In order to ensure that the submission has been received, notify the Membership Convenor by e-mail and send the submission (i.e. hard copy) by mail. The Membership Convenor will confirm its arrival by e-mail. (Revised September 2020)

- b. Chosen Branches have an article describing their activity or program published in the "Connections" Newsletter and the "Hat" itself is presented at the Annual General Meeting.
- c. The award is presented in three tiers, based on the size of the Branch and is determined by the Executive Secretary-Treasurer in consultation with the President and the Membership Committee. (Revised September 2021)
- d. The awards are \$100 for 3rd place, \$100 for 2nd place and \$100 for 1st place within each tier. (Revised September 2021)
- e. A list of recipients will be kept on file by the Membership Convenor. (Revised June 2011)
- f. After five years, the list of recipients will be given to the Archivist to be taken to the Archives at York University. (Revised June 2011)

4. The Cora Bailey Award

This is a Branch Award. The Cora Bailey Certificate and Cora Bailey Pin are obtained from the Provincial Executive Secretary-Treasurer. The criteria and process for this award are found in POLICIES AND PROCEDURES IX: Branch Organization 5. Cora Bailey Award.

SEE ALSO: CONSTITUTION

Article III - Membership and Fees - 2. Honorary Member

Article VII - Duties of Other Members of the Board of Directors 1. Honorary President, 4. Membership Convenor

Article VIII - Duties and Structure of Provincial Committees - A. Standing Committees - 3. Honorary Membership

POLICY AND PROCEDURES MANUAL

Article VII - Duties of the Other Members of the Board - Honorary President

Article IX - Branch Organization

ARTICLE XIII: PERSONNEL

1. Performance Appraisal

From time to time the Review Committee may review and change the instrument used to evaluate the employee.

2. Accommodation

When the Executive Secretary-Treasurer travels on behalf of RWTO/OERO, and an overnight stay is required, she is entitled to single-room accommodation at the expense of RWTO/OERO.

SEE ALSO:

CONSTITUTION

Article VIII - Duties and Structure of Provincial Committees - 8. Review Committee

ARTICLE XIV: FINANCIAL

1. RWTO/OERO Funds

- a. Investment withdrawals/transfers will have two (2) authorized signatures.
- b. These signatures shall be those of the Executive Secretary-Treasurer and either the Provincial President or the Provincial First Vice-President.
- c. Copies of Financial Reports should be sent monthly to the members of the Finance Committee: President, Past President, First and Second Vice- President and also to the Chair of the Audit Committee (usually the President). (Revised October 2012)
- d. The Executive Secretary-Treasurer shall from time to time as necessary obtain a signature from the President or First Vice- President to transfer funds into a single-signature interest account to cover day-to-day operations.

2. Annual Budget

The following Procedures will be used to implement the budget process

1. The Finance Committee prepares the proposed budget at the May Executive and Board of Directors meetings based on detailed financial information provided by the Executive Secretary-Treasurer. The budget reflects the program priorities of the organization. (Revised September 2015)
2. The Provincial Executive, acting as the Finance Committee, is the watchdog of the financial affairs of RWTO/OERO.

3. Membership Fees

- a. The Provincial fee for each member who retired after August 31, 1980 shall be \$40.00 and must be received by the Provincial office on or before November 30 for inclusion in the calculation of Convention delegates for each Branch.
- b. The fee for each member who retired on or before August 31, 1980 shall be frozen in perpetuity at \$15.00.

4. Fee Rebates to Branches

- a. The annual Branch rebate per paid Provincial member shall be 25% of the membership fee, commencing with the 2008-2009 membership year. The rebate on the fifteen dollars (\$15.00) membership fee shall remain at \$8.00.

The annual Branch rebate per paid Provincial member shall be thirty percent (30%) of the membership fee, commencing with the 2023-2024 membership year. The rebate on the fifteen dollars (\$15.00) membership fee shall remain at eight dollars (\$8.00) (Revised June 2022)

- b. The minimum Branch rebate shall be \$200.00. (Revised June 2014)
- c. Fees received for members who join after March 31, will be considered as fees for

the next year, and rebates will be paid in the following year.

- d. Rebates will not be paid for renewing members who pay their fees after March 31.

The following Procedures will be used to implement this policy:

1. Rebates for fees received at the Provincial Office by October 15 will be mailed within 60 days of October 15.
2. Rebates for fees received at the Provincial Office by November 30 will be mailed within 60 days of November 30.
3. Rebates for fees received after November 30 will be mailed by March 31.

5. Reserves

- a. The amount of funds held in reserves at the end of the fiscal year will be a minimum of two (2) times the anticipated expenses for the following year.
- b. When the amount of funds held in reserves exceeds the two (2) times the expenses for the following year, the Board of Directors will examine the feasibility of remitting grants to the Branches.
- c. When the Board of Directors is distributing special grants to the Branches, these special grants will be paid out equally.

6. Honoraria

- a. The President's honorarium shall be \$1200, effective June 2009.
- b. The Recording Secretary's honorarium shall be \$750 annually, effective June 2011.

7. Reimbursement of Expenses

The primary goal of this policy is to reimburse members for their expenses in a fair and consistent manner so that all members and all Branches are treated equally. These provisions provide for the reimbursement of reasonable expenses necessarily incurred for RWTO/OERO business and do not constitute income or other compensation that would open the way for personal gain.

General

- a. Members shall be invited to official meetings by the President or the Committee Chair, and the President or Committee Chair shall inform the Executive Secretary-Treasurer in advance about all meetings with the list of approved attendees. Expenses related to meetings shall be reimbursed only for members whose names are on the approved invitee lists.
- b. Costs shall only be reimbursed to the member based on the contents of receipts for actual expenses incurred except:

- i. Mileage will be logged by the member for the distance between the member's home address and the destination (may be verified by the Executive Secretary-Treasurer based on MapQuest) unless otherwise arranged in advance.
 - ii. Tips can be added to the cost of meals and with the tip amount printed onto the receipt.
 - iii. Where it would be difficult to obtain a receipt (e.g. transit fares), items worth less than \$10 do not require a receipt.
 - iv. If an ETR (electronic toll road) statement is unavailable in time for submitting an Expense Report, members can go online to the toll road site, (e.g. 407ETR) to determine the amount. Members must include the printout of the toll calculation bill as part of their Expense Report. (Revised October 2018)
- c. Expense claims must be submitted to the Executive Secretary-Treasurer within forty-five (45) days of the event and not later than March 31, the end of the fiscal year. Expense claims submitted after forty-five (45) days must be submitted to the President before any payment will be made. If the President decides there were special circumstances causing late submission of the claim, then authorizing payment would follow. (Revised October 2012)
 - d. RWTO/OERO is not responsible for any member's expenses even if incurred while on RWTO/OERO business except as outlined in the following sections (i.e. RWTO/OERO is not responsible for claims such as accident-related costs, speeding tickets, lost/damaged luggage, pet-sitting costs, etc.)

Travel

- a. Expenses shall be reimbursed for transportation from the member's home address to the destination and back using the most direct and economical means available (i.e. member's car, intercity bus/train + taxi, etc.) Any exceptions require preauthorization from the Provincial Office, and the reason must be noted on the Expense Report form.
- b. Mileage shall be reimbursed using RWTO/OERO's official mileage (\$.50/km) as of April 13, 2011. This will be reviewed and updated as required by the Board.
- c. When the member drives to a meeting, associated parking costs shall be reimbursed.
- d. Whenever possible, members who are claiming mileage expenses are asked to pick up and travel with other members in order to reduce RWTO/OERO's travel costs. In these cases, the distance each way will be from one member's home to the other's and then to the meeting destination. (Revised October 2012)
- e. The submitted amount as an ETR (electronic toll road) expense shall be eligible for reimbursement in full. (Revised October 2018)

Accommodation

- a. Whenever hotel accommodation is required in order to attend a meeting/function, expenses shall be reimbursed for the appropriate number of nights, including the evening prior to an early morning event or the evening following the conclusion of an evening event, where it is deemed necessary because of travel arrangements. Preauthorization from the Provincial Office is required for any additional nights, and an explanation should be noted on the Expense Report. Neither the Branch Delegate nor the Alternate Delegate may claim accommodations, meals on route or travel expenses. (Revised October 2012)
- b. Members entitled to submit a claim for accommodations are expected to share a room with at least one other member. If a member travels with a spouse or other guest, RWTO/OERO shall pay for only one-half of the total for the contracted room rate plus associated taxes. Preauthorization from the Provincial Office is required for any member to be reimbursed for the full cost of an unshared room, and the reason must be noted on the Expense Report form. (Revised October 2012)
- c. Only the room costs shall be reimbursed, i.e. not reimbursement for personal discretionary expenses such as entertainment, long distance, laundry, internet, etc. Members shall be reimbursed based on the double-occupancy rates at the designated hotel(s). Preauthorization from the Provincial Office is required for any claims that will exceed the rates at the designated hotel(s).
- d. Members entitled to submit a claim for accommodations and traveling more than five hours' driving time each way to attend official meetings (Board, Committee, Convention) are allowed to claim the cost of one extra night's lodging each way.

Meals

- a. Executive and Board of Directors Members shall be reimbursed for the reasonable cost of meals while they are traveling on RWTO/OERO business up to a maximum of \$50 per day per person (excluding alcohol) plus up to 15% tip plus applicable taxes. Receipts are required. Whenever possible, members should ask for separate cheques. If a member pays for a group of members' meals, she must list all the names of the members she has paid for on her Expense Report.
- b. Members travelling more than 5 hours' driving time each way to attend official meetings (Board of Directors, Committee, Convention) are allowed to claim the cost of one extra day's meals each way.

Long Distance, Conference Calls, Supplies, Postage, etc.

- a. Executive, Board Members and Committee members shall be reimbursed for the reasonable cost of conducting RWTO/OERO'S business including long distance, conference calls, office supplies, copying, photo printing, postage, etc. Receipts are required. The applicable Executive/Board/Committee classification and the reason for the expenditure must be noted on the Expense Report.

Convention - DEFINITIONS AND DELEGATE REIMBURSEMENT - (October 2011)

Provincial Delegate

The first voting delegate from each and every Branch is called the Provincial Delegate. Allowable expenses for her (i.e. Convention Package Fee, travel and hotel costs) are reimbursed by the Provincial organization.

Branch Delegate

All other voting delegates are called Branch Delegates. Only Branches with 51 or more members, not including Life Members, qualify to send Branch Delegates. The Provincial Organization reimburses only one Branch Delegate per Branch, for the cost of the *Convention Package Fee* and the portion of travel expenses, which exceed 800 km. The Branch Delegate may not claim accommodations or meals on route when travelling more than 5 hours each way to an event. (Revised October 2012)

Alternate Delegate

The Alternate Delegate **only** applies to Branches with 50 or fewer members. This delegate is one who can replace the Provincial Delegate on the floor of the AGM when the Provincial Delegate is unable to serve. The Provincial Organization will reimburse the Alternate Delegate for the cost of the *Convention Package Fee*. The Alternate Delegate may not claim accommodations or meals on route when travelling more than 5 hours each way to an event. (Revised October 2012)

Convention Package Fee

This fee includes the cost of registration plus all the meals (with the exception of Wednesday lunch) at the Convention.

- a. The above policies will apply for reimbursement of all allowable expenses of the Executive, Board of Directors Members, Provincial, Branch and Alternate Delegates (as defined above), Seminar Speakers, Steering Committee Members and other approved invitees except as follows:(Revised October 2017)
 - i. If there is a chartered bus for the trips between the member's home area and the Convention site, and if its arrival and departure dates coincide with the member's RWTO/OERO Convention meeting schedule, members are expected to take the bus and to claim only their share for the chartered bus (with their bus receipt attached) plus their mileage to and from the chartered bus pick-up/drop-off point.
 - ii. The second delegate's (i.e. first Branch Delegate) travel expenses shall be reimbursed as outlined above, but only for the portion of the approved mileage that exceeds 800 km. Thus, if a second delegate from a Branch travels a total of 1000 km return by chartered bus, she shall only be reimbursed for $\frac{1}{4}$ of the bus fare (i.e. $(1000 - 800)/800 = \frac{1}{4}$).
 - iii. Whenever a meal is available as part of the Convention program, members are expected to register for the Convention meal. There should not be any meal receipts for other meals during the Convention.

- iv. The full Convention meal prices shall be reimbursed for the member's meals based on the member's Registration.
- v. The basic Convention Package Fee shall be reimbursed, excluding any late fees.
- vi. Tours are a discretionary expense provided for members' entertainment, and so they are not eligible for reimbursement.
- vii. Board of Directors or Committee members attending to official RWTO/OERO business during the afternoon on the Wednesday of the Convention instead of going on a tour may have the cost of their lunch on Wednesday reimbursed. Prior approval must be obtained. (Revised October 2010)
- viii. Allowable travel, accommodation for one night and AGM Wednesday banquet costs shall be reimbursed by Provincial for any Honorary Membership Award recipient not already eligible to claim these expenses at the Annual Convention at which she receives her award. (Revised October 2017)
- ix. The cost of the luncheon for each RWTO/OERO member who attends the Thursday Banquet as an 'Over 90s' guest or as 'Mother and Daughter' guests, or as 'Aunt and Niece' guests shall be paid by Provincial. Moreover, the luncheon cost for one companion for an 'Over 90s' guest (s applicable) shall be paid by Provincial. (Revised October 2018)

The following Procedures will be used to implement this policy:

1. Expense claims must be submitted within forty-five (45) days of the event and not later than March 31, the end of fiscal year. Expense claims submitted after forty-five (45) days must be submitted to the President before any payment will be made. If the President decides there were special circumstances causing late submission of the claim, then authorizing payment would follow. (Revised October 2012)
2. The Executive Secretary-Treasurer will prepare an Expense Report for each eligible individual for each meeting and for the Convention. She will send blank Expense Reports to eligible members for other purposes on request.
3. Relevant receipts should be attached to a separate sheet to accompany Expense Reports.

8. SUMMARY OF RWTO/OERO REIMBURSEMENT OF EXPENSES (Revised October 2012)

Expense Reports

Expense claims **must be submitted** to Provincial Office **within 45 days of the event.**

Any claims submitted after the 45-day period will not be allowed unless authorized by the Provincial President.

Expense reports must be fully completed and **signed**. Fully completed means entering the name(s) of any member(s) who may have travelled in a vehicle with you, or who may have shared a room with you. If you did not drive but travelled with another member, indicate that on your Expense Report including the name of the member you travelled with.

Receipts

The receipt must show what was purchased or consumed if related to meals. Credit card and/or debit receipts alone will not be accepted. Tips can be added to the cost of meals with the tip amount printed on the receipt.

Where it would be difficult to obtain a receipt, items worth less than \$10 do not require a receipt. Any claims made for amounts over \$10 will not be reimbursed without a proper receipt.

Receipts for accommodations must show the date(s) and charge for the room. Credit card and/or debit receipts alone will not be accepted.

Convention Expenses

Provincial Delegate

The Provincial Delegate is the first voting delegate from each Branch. The Provincial Delegate may claim mileage expense (if she drove to the Convention), the Convention Package Fee, excluding any tour(s), and her proportionate share of accommodations.

Branch Delegate

All other voting delegates are called Branch Delegates. Only Branches with 51 or more members, not including Life Members, qualify to send Branch Delegates.

Provincial only reimburses **one** Branch Delegate per Branch for:

- The Convention package Fee, excluding any tour(s)
- Mileage if she drove but only the mileage which exceeds 800 km round trip
- Accommodations or meals while travelling are not reimbursed.

Alternate Delegate

The Alternate Delegate only applies to Branches with 50 or fewer members. This delegate is the one who can replace the Provincial Delegate on the floor of the AGM when the Provincial Delegate is unable to serve. Provincial **only** reimburses the Alternate Delegate for the Convention Package Fee, excluding any tour(s). Mileage, accommodations and meals while travelling are not reimbursed.

General

Travel

Whenever possible, members who are eligible to claim mileage are asked to pick up and travel with other members. Mileage is reimbursed using RWTO/OERO's official mileage (\$.50/km) as of April 13, 2011.

Accommodations

Members are expected to share a room with at least one other member. If a member travels with a spouse or other guest, or requests a room alone, Provincial will only pay

one-half of the total room rate, based on the double-occupancy rates at the designated hotel(s), plus applicable taxes.

Meals

Any member who may otherwise be entitled to claim for meals will be reimbursed while travelling on RWTO/OERO business up to a maximum of \$50 per day per person (excluding alcohol) plus up to 15% tip plus applicable taxes.

Driving more than 5 hours

Any member who may otherwise may be entitled to claim for travel, accommodations and meals and is required to drive more than five (5) hours driving time each way to attend official meetings, may claim the cost of one (1) extra night's lodging each way and the cost of one (1) extra day's meals each way.

9. Annual Area Meetings (Revised June 2009)

a. Area Meeting Expenses:

- i. RWTO/OERO will cover expenses for Annual Area Meetings to which all Branches are invited, up to a total of \$150 per Branch per year, with a minimum of \$200 per Area. (Revised May 2019)
- ii. Use of the funds will be at the discretion of the Area Director.

b. Insurance Workshop Expenses:

The Provincial Insurance Budget, approved annually by the Board of Directors, provides the funds for expenses incurred in delivering Insurance Workshops to the Branches. This includes the Provincial Insurance Convenors' and Branch Insurance Convenors' allowable travel, meal and accommodation expenses. (Revised October 2018)

c. Combined Annual Area Meetings and Area Insurance Workshops:

When an Area holds a Combined Insurance Workshop and Area Meeting, the allowable mileage and meal expenses for the Branch Insurance Convenors in attendance, together with those of the Provincial Insurance Convenors, will be paid from the Provincial Insurance Budget. (Revised October 2018)

The following Procedures will be used to implement this policy:

1. Following the event, the Area Director and Provincial Insurance Convenor will each submit an expense report with receipts for reimbursement of their allowable costs. (Revised October 2018)

10. Grant to Small Branches

- a. RWTO/OERO will fund a lump sum grant of \$400.00 annually to small Branches of 50 or fewer members as of March 31st to assist with their RWTO/OERO programming, operating costs, and to support Convention Expenses. (Revised October 2018)

SEE ALSO:

CONSTITUTION

Article III - Membership and Fees

Article V - Duties of the Board of Directors

Article VI - Duties of the Executive Officers - 11. Executive Secretary-
Treasurer

Article VIII - Duties and Structure of Provincial Committees: A. Standing
Committees - 4. Finance Committee and 5. Audit
Committee

Article X - Annual General Meeting

POLICY AND PROCEDURES MANUAL

Article III - Membership Policies

Article VI - Duties of the Executive Officers - ii. Executive Secretary-
Treasurer

Article VII - Duties of Other Members of the Board

Article VIII - Duties and Structure of Provincial Committees

Article X - Annual General Meeting

Article XII - Awards

ARTICLE XV: SUPPORTING DOCUMENTS

1. GUIDELINE FOR ANNUAL BRANCH REPORT TO AREA DIRECTOR

AREA (NO.) REPORTS

BRANCH NAME

PRESIDENT'S NAME

Guidelines for completion:

1. The first sentence is to include the following; Branch name, paid-up membership, number of general meetings per year and average number attending the meetings.

Example: *Hamilton-Wentworth has 4 meetings/events a year with approximately 130 of our 304 members in attendance.*

2. The article is to contain approximately but no more than 150 words (about 10 lines of typing).
3. Your report should reflect activities that others would find interesting or that others may be inspired to initiate.

Suggestions for the Report:

- Good **topics** for speaker or activity
- A **charity** that was well supported and could be considered by others
- An idea for demonstrating "Caring and Sharing" in your branch/community
- A special **project** -e.g. how you increased membership, etcetera (October 2017)

2. FORMAT FOR WRITING AN AD HOC COMMITTEE REPORT

This format serves as a suggested guide. There may be other aspects of Committee work that would require more sections.

1. Members – Name the Chair of the Committee and members

2. Mandate – Write the mandate as written in the appropriate Minutes

3. Background Information – Provide any background information that is applicable

4. Process – Write a concise and succinct account of the process involved

5. Recommendations (if applicable)

6. Motions (if applicable) – Write specific suggested amendments to Policy

7. Future Follow-Up Work (if applicable)

3. CANDIDATE'S NOMINATION FORM FOR RWTO/OERO PROVINCIAL EXECUTIVE POSITION

Name _____

Branch: _____

Address: _____

Telephone: _____

Email: _____

Position for which you are nominated: _____

Signature(s) of President/Co-Presidents on behalf of the Branch Executive recommending nomination:

Instructions:

1. **Download the Candidate's Nomination Form located on the RWTO/OERO Website (rwto.org) under the title 'About.' Click on Governance.**
2. **Submit the following to the Chair of the Nominations Committee (Past President) by January 31st:**
 - a) the duly signed **Candidate's Form for RWTO/OERO Provincial Executive Position;**
 - b) a bio (maximum 200 words) and photo for inclusion in the March issue of *Connections*.

What to include in the Bio:

- a) Experience with RWTO/OERO (Branch and/or Provincial)
- b) Related Skills (e.g. communications, organization, leadership, computer)
- c) Reasons for Interest in this Position

4. RESIGNATION FORM FOR MEMBERS OF THE BOARD OF DIRECTORS



**RETIRED WOMEN TEACHERS OF ONTARIO
RWTO/OERO**

Date: _____

To: Provincial President

From: _____

Please consider this notification as my resignation from the position of

_____ within the Provincial Board of

Directors, effective _____.

(Date)

5. CORA BAILEY AWARD TEMPLATE (for Cora Bailey binder)

This is the suggested wording for the Cora Bailey Award. Layout, border and design are at the discretion of the Branch.

**Cora Bailey Award (Membership Year)
RWTO/OERO (Insert your Area and
Branch)**

Insert picture of recipient

Name of the recipient

**Summary of what the member has contributed to her
RWTO/OERO Branch**

**Letter size page 8 ½ x 11. Choose your own border/font,
etc.**

Forward your submission to your Area Director by May 1st.

**Write-up with photo will be placed in the Cora Bailey
Binder by your Area Director for display at the Convention.**

6. RWTO/OERO INSTALLATION OF OFFICERS SERVICE

INSTALLATION SERVICE

** Note to Branches: For installation service at the Branch level, please insert the word "Convenors" to replace the word Directors.*

Will the newly elected Officers and Directors come forward as your names are called?

(Read each name and office)

At the beginning of your new year of work, it is fitting to review the goals of The Retired Women Teachers of Ontario / Organisation des enseignantes retraitées de l'Ontario. (RWTO/OERO)
These are:

1. To provide a strong communication network and opportunities for social interaction among retired women teachers at both the local and provincial levels.
2. To provide interesting and challenging programs for intellectual stimulation, information about issues of particular interest to retired teachers, and opportunities for cultural enrichment.
3. To provide support for colleagues especially in times of illness, loneliness, stress and sorrow.
4. To provide a unique form of hospital & home care insurance exclusively for members and their spouses at a reasonable cost.
5. To formulate an organized plan to increase membership in RWTO/OERO.
6. To ensure that RWTO/OERO is a financially well-managed organization both provincially and locally.

To the newly elected Officers and Directors:

Do you promise to fulfill the duties and responsibilities conferred on you by the office to which you have been elected?

Answer: (I do)

To the members of RWTO/OERO:

Do you promise to support and cooperate with these elected Officers and Directors in the coming year as they carry out their duties?

Answer: (I do)

You have chosen your Officers and Directors for the coming year and they have accepted their duties and responsibilities. They are dependent upon your encouragement and support for the coming year.

Congratulations and Best Wishes for a very successful year. (Shake Hands)