

**Retired Women Teachers of Ontario  
Organisation des enseignantes retraitées de l'Ontario  
66th ANNUAL GENERAL MEETING**

**JUNE 7-9, 2022  
London, Ontario**

**MINUTES**

**SESSION 1: WEDNESDAY, JUNE 8, 2022**

**1. Welcome and Opening Remarks**

Nancy Bell, President, welcomed the delegates and guests to the Annual General Meeting. She provided a brief history of RWTO/OERO and cited quotations from past mottos and significant members of the organization. She encouraged attendees to remember the people of Ukraine and hope for the restoration of democracy and a peaceful resolution for the future.

Kathy Gallagher shared a video of "O Canada" sung in Cree, French and English.

**2. Approval of Agenda**

**Motion #1 AGM 2022:** Moved by Janis Harlos (St. Catharines) and seconded by Anna Iskat (Hamilton-Wentworth) that the Agenda be approved as presented. **Carried.**

**3. Announcements**

Cathy Harrison, Convention Convenor, announced that Tours would depart at 11:45 a.m. and the Silent Auction would close at 5:30 p.m.

**4. AGM Procedures**

Judith Bennoch, Program Coordinator, reviewed voting procedures. She noted that amendments and new motions would appear on the screen for delegate information and clarity. Scrutineers, Timekeeper, and members of the Steering Committee were introduced. It was noted that speakers going to the microphone would be recognized by the Parliamentarian and have a maximum of two minutes to speak.

**5. Minutes of 65<sup>th</sup> Virtual AGM 2021**

Sandie Bender, Recording Secretary, introduced the Minutes and Nancy Bell asked for approval.

**Motion #2 AGM 2022:** Moved by Lynn Anderton (Hamilton-Wentworth) and seconded by Connie Morris (Board of Directors) that the Minutes of the 65<sup>th</sup> AGM 2021 be approved. **Carried.**

**6. Business Arising from the 2021 AGM**

Nancy Bell reviewed the Ad Hoc Committee Report re Resolution #1 from 2021. She explained the process and research that were conducted including the examination of data over the past ten years. She noted that Manulife support was not guaranteed and, in fact, membership dues

constitute the only guaranteed revenue for Provincial. With decreasing numbers over the years, Nancy explained that special grants were not guaranteed and that a virtual convention may generate monies to provide these grants.

7. **Committee Report .01 Nominations**

Nancy Papiez, Past President and Chair of the Nominations Committee, presented the proposed slate of Officers for 2022-2023 and called for further nominations from the floor for each elected position. Since none were forthcoming, she declared the positions acclaimed. Then she announced the names of those that would fill appointed positions as well as the Area Directors for 2022-2023.

8. **Executive-Secretary Treasurer's Report**

Linda Huffman presented the Financial Report for 2021-2022: Actuals versus Budget, Auditor's Report, Statement of Financial Position, Statement of Operations and Reserve Fund Expenditures, and Statement of Cash Flows. Various lines were explained. It was noted that the Revenue exceeded Expenses due to the pandemic resulting in fewer in-person meetings and no in-person convention. Membership numbers overall decreased. No questions resulted.

**Motion #3 AGM 2022:** Moved by Linda White (Windsor-Essex) and seconded by Rebecca Hlynialuk (Owen Sound) that the Financial Statement for 2021-2022 be accepted. **Carried.**

Linda Huffman presented the Proposed Budget for 2022-2023 explaining forecast Revenues and Expenses. She noted any significant changes from previous years. No questions resulted.

9. **Committee Report .02**

Judy Drummond, First Vice-President and Chair of the Constitution and Resolutions Committee presented her report.

10. **2022 AGM Resolutions**

Judy Drummond presented the Resolutions for 2022. Jane Cartier, Parliamentarian, presided over subsequent discussion of Resolutions and Proposed Motions resulting from the discussion. Resolutions #1-4 were a result of the Ad Hoc Committee's work related to Resolution #1 in 2021. The remaining resolutions were proposed by the Board of Directors.

**Resolution #1**

Moved by Linda White (Windsor- Essex) and seconded by Hénédine Weiman (Sudbury).

Be it resolved that Policies and Procedures Manual Article XIV, Financial, 4a: "The annual Branch rebate per paid Provincial member shall be twenty-five (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 eight dollars (\$8.00)." be amended to read: "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)."

*Rationale:*

- Local Branches are facing the challenges of rising costs and operating expenses.
- The existing 25% rebate per member was implemented in 2008-2009 as a return in assisting with actual costs per member.
- A minimal number of members/delegates are subsidized to attend Convention.
- Promoting “Caring and Sharing” in our communities is a local branch priority demanding time, talent, and treasure. A great deal of the work of RWTO/OERO occurs within the local branch.
- Rebates are guaranteed, based on membership, to provide monies for local expenses wherever needed.
- Fundraising, to increase for the purpose of generating revenue at the local level, is increasingly demanding of time and energy. The reality is that we have an aging membership.
- Based on the financial status of the organization, grants may or may not be forthcoming, as approved by the Board of Directors.

Discussion focused on:

- varying impacts on smaller and larger branches
- the uncertainty of special grants

An amendment was proposed but ruled Out of Order, by the Parliamentarian, because it did not address the intent of the initial resolution. No further discussion ensued.

After the question was called, Resolution #1 **Carried**.

**Resolution # 2**

Moved by Joan Gamble (Board of Directors) and seconded by Marg Dempsey (Ottawa-Carleton).

Be it resolved that 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.

*Rationale:*

- Generally, business practice is that reserves should be 1½ to 2 times the anticipated expenses of the following year. This provides a concrete directive for the organization.
- It is the duty of the Board of Directors to maintain the financial health of our organization.
- Although the fiscal year ends March 31, expenses continue to be incurred prior to the receipt of membership fees.

After minimal discussion, Resolution #2 **Carried**.

**Resolution # 3**

Moved by Marg Dempsey (Ottawa-Carleton) and seconded by Joan Gamble (Board of Directors).

Be it resolved that when the amount of funds held in reserves exceeds the two (2) times anticipated expenses for the following year, the Board of Directors will examine the feasibility of remitting special grants to the branches.

*Rationale:*

- Generally, business practice is that reserves should be 1½ to 2 times the anticipated expenses of the following year. This provides a concrete directive for the Board of Directors.
- It is the duty of the Board of Directors to maintain the financial health of our organization and honour fiscal transparency.
- Membership dues are the only guaranteed source of revenue for the provincial organization. If membership numbers decline unexpectedly, we need to be financially prepared.
- Costs vary based on the type of convention, live or virtual. Live conventions incur expenses, at a considerable time prior to the actual event. Immediately following a live convention, there are expenses that need to be paid (e.g. delegate support for travel, meals, accommodation, etc.). This all needs to be paid before new membership fees are received.

**Motion #4** to amend Resolution #3: Moved by DeHavilland Brown (Rendezvous) and seconded by Jean Sauro (Rendezvous) that when the amount of funds held in reserves exceeds the three (3) times anticipated expenses for the following year, the Board of Directors will examine the feasibility of remitting special grants to the branches.

Motion #4 to amend Resolution #3 was **Defeated**.

A vote on the original Resolution #3 resulted in Resolution #3 being **Carried**.

**Resolution # 4**

Moved by Sandie Bender (Board of Directors) and seconded by Betty Lee-Daigle (Windsor-Essex).

Be it resolved that when the Board of Directors is distributing special grants to the Branches, these special grants will be paid out equally to each Branch.

*Rationale:*

- Unity and fairness are fundamental to our motto of “Caring and Sharing.”
- All branches are important in their contribution to maintain and increase membership.
- All branches are important in their continued support of valued outreach projects.
- All branches are important in their support of the overall goals of RWTO/OERO.
- All branches have costs.

Discussion focussed on:

- the varying concerns of smaller and larger branches
- the difference between equity and equality
- definition of the term ‘special grants’
- the purposes for which special grants are designated

The vote on Resolution #4 resulted in Resolution #4 being **Carried**.

### **Resolution #5**

Moved by Nancy Papiez (Board of Directors) and seconded by Emily Noble (Board of Directors).

Be it resolved that Constitution Article V Duties of the Board of Directors, 2 Board of Directors, be amended by the addition of f, "Wherever possible, ensure that RWTO/OERO Provincial meetings and events take place in a venue or facility that is accessible to all."

#### *Rationale:*

- We are an organization who cares about the well-being and needs of our members.
- We seek to retain our members as they age and their health, comfort and safety needs may require careful consideration when planning our events and activities.
- We strive to be inclusive and responsive to our members' special needs, so we may all benefit from each other's participation in our organization.

This resolution is a repeat of Resolution #3 from the 2021 AGM. The wording of Resolution #2, which was carried, has been used in this resolution.

The vote on Resolution #5 resulted in Resolution #5 being **Carried**.

### **Resolution #6**

Moved by Emily Noble (Board of Directors) and seconded by Kathy Smith (Board of Directors).

That an Ad Hoc Committee be formed to develop viable strategies to have events virtually available at the Annual Convention.

#### *Rationale:*

- This resolution came about as the result of Motion #10 at the 2021 Annual General Meeting that Resolution #3 be referred to the Board of Directors for further study and that the Board of Directors report back with suggested wording at the AGM 2022.
- During the 2021 Annual Virtual Convention, members, who were non-delegates, participated virtually in many events, such as entertainment, workshops, tours, the Awards Ceremony, and Installation of the new Board of Directors.

**Motion #5 AGM 2022** to amend Resolution #6: Moved by Connie Morris (Board of Directors) and seconded by Rebecca Hlynialuk (Owen Sound) that an Ad Hoc Committee be formed to consider the viability of having events virtually available at an in-person convention.

Motion #5 to amend Resolution #6 was **Defeated**.

A vote on the original Resolution #6 resulted in Resolution #6 being **Carried**.

#### **Resolution # 7**

Moved by Jan Murdoch (Board of Directors) and seconded by Jennifer Bradbury (Board of Directors).

Be it resolved that Constitution Article VII, Section 3, the second a, “manage the Website by communicating all changes to the Webmaster” be amended to read: “manage the Website by communicating all changes to the Website Consultant”

#### *Rationale:*

- The job title Website Consultant is defined as follows: “develop websites and applications for a client who is employed by a web designer firm or who works as a private consultant” is more applicable to RWTO/OERO’s situation.

Resolution #7 **Carried**.

#### **Resolution # 8**

Moved by Jan Murdoch (Board of Directors) and seconded by Karin Mussen (Board of Directors).

Be it resolved that Constitution Article VIII, B, Section 5 c. “liaise with the Webmaster and Communications Newsletter Convenor” be amended to read: “liaise with the Website Consultant and Communications Newsletter Convenor.”

#### *Rationale:*

- The job title Website Consultant is defined as follows: “develop websites and applications for a client who is employed by a web designer firm or who works as a private consultant” is more applicable to RWTO/OERO’s situation.

Resolution #8 **Carried**.

### **Committee Reports Continued**

.03 **Archivist:** Judith Bennoch, represented Susan Rose’s report. She thanked Susan for continuing in her role as Archivist.

.04 **Communications Newsletter:** Jan Murdoch presented her report. She noted that Kathy Smith and Sharon Chop were joining the editorial team for 2022-2023.

.05 **Communications Website:** Kathy Gallagher presented her report and thanked the Branch Website Convenors. She encouraged notifying her of upcoming events for publishing on the Provincial Website calendar.

- .06 **Convention Handbook Revision:** Sandra Salerno presented the report and noted that changes to the handbook were included for adaptation to a virtual convention as necessary.
- .07 **Goodwill:** Sandra Salerno presented the Goodwill report. She expressed that being Goodwill Convenor was a very positive experience.
- .08 **Honorary Membership:** Sharron Colter reviewed the names of those who would be receiving the Honorary Membership Award in 2022 and recognized the committee's valuable input.
- .09 **Insurance:** Karin Mussen presented her report and expressed appreciation to the Branch Insurance Convenors. She noted the importance of *Connections* in providing information about the RWTO/OERO Insurance Plan.
- .10 **Issues and Concerns:** Kathy Smith reviewed the themes of articles in 2021-2022 and thanked those who submitted suggestions for articles.
- .11 **Membership:** Judith Bennoch presented Evelyn Martin's report and noted that Evelyn and her committee were responsible for creating tiers for the Feather in Your Hat Award. She thanked Evelyn Martin, Joyce Ratz, and the Membership Committee.
- .12 **Policies and Procedures:** Nancy Papiez presented her report. She noted that the Convention Handbook and Voting and Election Procedures Handbook are additional documents that form part of Policies and Procedures. She expressed appreciation to the committee which aligned the Constitution with Policies and Procedures.
- .13 **Program Coordinator:** Judith Bennoch presented her report. She drew attention to the Branch Reports in the Annual Report and noted the valuable ideas they contained. She encouraged regular reading of e-mails. In conclusion, she thanked outgoing Area Directors and welcomed new Area Directors.
- .14 **Sales and Materials:** Judy Anderson presented her report and noted that supplies would be replenished as needed. She thanked attendees for purchasing supplies at the Sales Table.
- .15 **Honorary President:** Sharron Colter expressed her pleasure in having served on the Board of Directors for eight years.

**Motion #6 AGM 2022:** Moved by Jennifer Bradbury (Board of Directors) and seconded by Lesley Devries (Hamilton-Wentworth) that the Convenor and Committee Reports be accepted.  
**Carried.**

- 11. **Provincial President's Report:** Nancy Bell presented her report. She shared her appreciation for the hard- working Board members and an honorable mention given to those leaving the Board of Directors: Sharron Colter, Connie Morris, Judy-Anne Tumber, Kathy Smith and Evelyn Martin. Nancy expressed her gratitude for the Executives and members at the Branch level who were instrumental in maintaining connections with members and providing interesting programs through various media platforms. She concluded by thanking Cathy Harrison, Convention Convenor, and the Convention Committee for the organization of the Convention.

**The Awards Ceremony was held at the Wednesday Evening Banquet.**

For the first time at an in-person convention, it was live streamed by Kathy Gallagher and Ethan Snook (technical support) for members joining from home to enjoy the Awards Ceremony and entertainment.

The technical aspects of both the AGM and Convention were overseen by Kathy Gallagher (Board of Directors) whose expertise, exceptional organization, and dedication were highly appreciated.

**Barbara Bain Membership Awards**

Anne Graham, a former Provincial President, was joined by Barbara Bain to present the awards to Branches for the greatest increase in membership throughout the year.

**Tier 1:** Large Branches (1<sup>st</sup> Hamilton-Wentworth, 2<sup>nd</sup> St. Thomas-Elgin, 3<sup>rd</sup> Haldimand)

**Tier 2:** Mid-Size Branches (1<sup>st</sup> Durham North, 2<sup>nd</sup> Owen Sound, 3<sup>rd</sup> Lanark)

**Tier 3:** Small Branches (1<sup>st</sup> Brockville, 2<sup>nd</sup> East Parry Sound, 3<sup>rd</sup> Daisy Wilson Coldwater)

**Feather in Your Hat Awards**

This award is designated for creative, innovative and successful activities carried out by a Branch that enriched the programs offered by RWTO/OERO at the Branch level. Anne Graham presented the awards assisted by Kathy McLean (Board of Directors) who distributed fascinator hats to recipients.

**Tier 1:** Large Branches (Haldimand, Hamilton-Wentworth, St. Catharines)

**Tier 2:** Mid-Size Branches (Brant, Niagara Falls, Niagara South)

**Tier 3:** Small Branch(es): (Warton)

**Honorary Membership Awards**

Sharron Colter announced the recipients of the Honorary Membership Awards for their outstanding service at the Provincial level: Nancy Bell, Sandie Bender, Judith Bennoch, Jane Cartier, and Anne Wilde. They were presented with certificates of recognition and flowers.

**SESSION 2 THURSDAY, JUNE 9, 2022****1. In Memoriam Service**

Susan Rose, Archivist, appeared virtually to lead the Service. She was assisted by Suzanne Rondeau and Judith Bennoch in attendance at the Convention. It was a meaningful and moving tribute to the RWTO/OERO members who passed during 2021-2022.

**2. Opening Remarks**

Nancy Bell, President welcomed the delegates to Session 2.

Kathy Gallagher presented an inspirational video of "This is My Canada".



3. **Announcements**

Judith Bennoch introduced new Scrutineers.

4. **Manulife Financial Report**

Karin Mussen, Insurance Convenor, introduced Terry Kennedy, the RWTO/OERO Insurance Broker who presented the Manulife Insurance Report. She stressed the importance of Branch Insurance Convenors and thanked them for their work. Terry announced that there would be no increase in insurance premiums. Manulife support to RWTO/OERO in 2021-2022 was \$ 110,696.58, a combination of monthly administration support and return of premiums. Return of premiums amounted to \$87,581.86. Terry Kennedy presented Nancy Bell with a cheque for that amount.

Nancy Bell expressed her appreciation to Terry Kennedy on behalf of the RWTO/OERO membership.

Karin Mussen, Insurance Convenor, and LeAnne Taylor, Assistant Insurance Convenor, presented Terry Kennedy with a gift to express appreciation for her work on behalf of the organization.

5. **Budget Approval**

Linda Huffman, Executive Secretary-Treasurer reviewed the budget for 2022-2023 that she had presented in Session 1. No questions were asked.

**Motion #7 2022 AGM:**

Moved by Lynn Anderton (Hamilton-Wentworth) and seconded by Connie Morris (Board of Directors) that the budget for 2022-2023 be approved as presented. **Carried.**

6. **Call to Convention 2023**

Members of hosting Branches (Area 8 Branches: Kingston, Napanee, Brockville, Gananoque, Upper Canada East and Area 9 Branches: Lanark, Ottawa-Carleton) presented a song and video to call RWTO/OERO members to Convention 2023 in Kingston, Ontario.

**CLOSING LUNCHEON**

Lois Lockhart, former Provincial President, opened the luncheon by saying Grace.

7. **Recognition of 'Over 90' Members**

The London-Middlesex Choir led a song in tribute to RWTO/OERO as "One of those Groups". In appreciation, Cathy Harrison presented the Choir leader, Johanna Hurd, with flowers. Mara Hitchins and Pat Savage presented the Over 90's and Mother-Daughter Duos with certificates of recognition.

8. **Installation of Incoming Board**

Sharron Colter, Honorary President, led the installation of the Incoming Board of Directors for 2022-2023.

**9. Remarks by Outgoing President**

Nancy Bell stated her appreciation for the work of the Executive, the Board of Directors, the Standing Committees, and the Ad Hoc Committees. She noted the focus on Expanding Our Technology Repertoire, Connecting with Other Branches and Highlighting Membership Strategies throughout the year. The warm welcome and hospitality from Branches were appreciated during both Zoom and in-person Branch visits. Nancy expressed thanks for the honour and privilege of being Provincial President.

**10. Presentation of Past President's Pin**

Judy Drummond presented Nancy Bell with the Past President's pin.

**11. Introduction of Incoming President**

Jane Graham, President of the Lanark Branch, along with other members of the Branch, introduced Judy Drummond with a slide show. Kathy McLean, on behalf of the Lanark and Ottawa-Carleton Branches, presented Judy with a gift in appreciation of her service. It was noted that Judy was beginning her tenth year on the Board of Directors as she takes on the role of Provincial President.

**12. Presentation of the Gavel**

Nancy Bell presented the gavel to Judy Drummond. She noted that the tradition of passing on the gavel represented the transfer of the Presidency and the trust given to the new President. The gavel was inscribed in 1973 by OASWT (The Ontario Association of Superannuated Women Teachers) and has been passed on to 49 Provincial Presidents since that time.

**13. Remarks by Incoming President**

Judy Drummond thanked the members of the Lanark Branch for their support. She expressed appreciation to Nancy Bell for modelling leadership and grace during her term as Provincial President.

Judy Drummond pledged to work to increase membership. She congratulated the Branches for mastering socialization during Covid. Three goals for RWTO/OERO in 2022-2023 include:

1. Rejuvenate
2. Continue to embrace technology
3. Increase membership by adding five new members per Branch.

She concluded by saying she looked forward to visiting the Branches as Provincial President.

**14. Closing Announcements**

Cathy Harrison, Convention Convenor, thanked the hotel staff for their service during the 2022 Convention.

Judy Drummond declared the 2022 Convention and AGM adjourned at 2:30 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Sandie Bender".

Sandie Bender, Recording Secretary 2021-2022