

**Minutes**  
**BCGREA Annual General Meeting**  
**Directors Meeting**  
**October 18, 2023**  
**Coast Tsawwassen Inn**

1. Delegates Attending in Person (62)

Brian Green, President	Sharon Fedorek – Branch 1100
Vincent Sherry, 1 <sup>st</sup> Vice-President	Paul Beagan – Branch 1100
Patrick Harkness, 2 <sup>nd</sup> Vice-President,	Barbara Golder – Branch 1200
Johanna Morrow – Treasurer	Karin Heimlich – Branch 1200
Kathy Torhjem – Secretary	Laura Lam – Branch 1200
Ken Pendergast – Past President	Ed Forbes – Branch 1200
Al Barclay – Membership	Jane Rutherford – Branch 1200
Jerry Gosling – Branch 100	George Bowden – Branch 1200
Mark Perry – Branch 100	Ray Cox – Branch 1400
Alan Kneeland – Branch 200	Bob Low – Branch 1400
Debbie Kerr – Branch 300	Terry Burgess – Branch 1600
Cathy Phillips – Branch 300	Jo-Ellen Burgess – Branch 1600
Dan Harlow – Branch 400	Randy Pearson – Branch 1700
Deb Barclay – Branch 400	Bob Wilson – Branch 1900
David Labar – Branch 500	Brian Taylor – Branch 2000
Lawrence Johnson – Branch 600	George Gidora – Branch 2000
Gloria Johnson – Branch 600	Wilf Brodrick – Branch 2100
Roz Kennedy – Branch 600	Lu Gaudet – Branch 2100
Lea Campbell – Branch 600	Carol Paulson – Branch 2100
Warren McCormick – Branch 600	Janice Leonard – Branch 2100
Bonnie Billington – Branch 800	Renee Poley – Branch 2100
Myrna Cresswell – Branch 800	Dan Anderson – Branch 2300
Marilyn Melville – Branch 800	Shirley Besler – Branch 2300
Donna Main – Branch 800	Pat Dickson – Branch 2400
Kathy Nelson – Branch 800	John MacLucas – Branch 2500
Maurice Davidson – Branch 900	Kathy Ford – Branch 2500
Imre Horvath – Branch 900	Elizabeth Wong – Branch 2500
Glenn Hill – Branch 1000	Al Coccola – Branch 2700
JoAnn Fowler – Branch 1000	Valeska Campbell – Branch 2700
Jean Sickman – Branch 1100	Colleen Coccola -Branch 2700
Carol Shemley – Branch 1100	Tammy Welch – Branch 2700

Delegates Attending by Zoom: (5)

Bonnie Christian – Branch 1100  
Terry Prentice – Branch 1200  
Grace Kramer – Branch 1500

Sharon Carson – Branch 1600  
Michelle Schilling – Branch 1700

Observers (in person – 8, Zoom – 5) Guests – (in person 9,)

Jodine Ducs – Central Office  
Kim Ducs - Central Office  
Corinne Perry – Branch 100  
Mike Strath – Branch 800  
Larry Martin – Branch 900  
Bill Myers – Branch 900  
Joan Sherry – Branch 1500  
Rubin Besler – Branch 2300  
Caroline Malm – BCRTA  
Tim Anderson – BCRTA  
Leslie Gaudette – COSCO  
John Wilson – BC College Pension  
Retirees

Mark Costales – Johnson Inc.  
Stuart Morgan – ED, PSPP.  
Michael Miller – Legal Counsel  
Randy Thoen – AV consultant  
Tom Vincent – Chair, Board of Trustees,  
Public Service Pension Plan  
Gail Harmer – Branch 800 – Zoom  
Faye Nidosky – Branch 800 PM Zoom  
Carol Ann Green – Branch 1000 – Zoom  
Zarina Sagoo – Branch 1100 - Zoom  
Sarf Ahmed Branch 1200 PM - Zoom

2. President Brian Green called the meeting to order at 9 am. He welcomed everyone to this meeting and introduced our guests.
3. Brian Green presented a Territorial acknowledgement.
4. Quorum – There are 67 delegates present in person and on Zoom. A quorum is met (2/3 of possible 91 delegates is 60).
5. Approval of Agenda - M/S George Bowden/ Pat Dickson. Carried.
6. Approval of Minutes – AGM 2022 and EGM 2023. M/S Ken Pendergast/Lawrence Johnson. Carried
7. The meeting protocols were explained.
8. The Chair of the Bylaws and Resolutions Committee, Vincent Sherry presided. The protocol for motions was reviewed.
9. Motion One –Bylaw24 (b)  
Bylaw 24(b) be changed from:  
Voting is by show of hands unless a standing vote or recorded vote is required.  
**To read:**  
Voting is either via remote access, in person, or a combination of the two.  
M/S George Bowden 1200/Al Barclay 400. This requires 75 % of votes to pass. The Motion Carried.
10. Motion Two: Bylaw 27  
Bylaw 27 be changed from:

The Directors of the Association shall be the President, First Vice-President, Second Vice-President, Immediate Past President, Secretary, Treasurer, and the Chairperson of each Branch.

**To read:**

The Directors of the Association shall be the President, First Vice-President, Second Vice-President, Immediate Past President, Secretary, Treasurer, Membership Secretary, and the Chairperson of each Branch

M/S Patrick Harkness 2000/Dan Harlow 400. This requires 75 % of votes to pass. Thr Motion Carried.

11. Motion Three – Bylaw 29

Bylaw 29 be changed from:

The Officers shall be the President, First Vice-President, Second Vice-President, Immediate Past President, Secretary, and Treasurer.

**To read**

The Officers shall be the President, First Vice-President, Second Vice-President, Immediate Past President, Secretary, Treasurer, and Membership Secretary M/S Patrick Harkness 2000/ Myrna Cresswell 800. This requires 75 % of votes to pass. The Motion Carried.

12. Motion Four – Bylaw 30 (c)

Bylaw 30 (c) be changed from:

Elected Officers shall take office at the close of the Annual General Meeting and shall remain in office until the close of the next Annual General Meeting.

**To read:**

Elected Officers shall take office at the close of the Annual General Meeting. They shall remain in office until the close of the next Annual General Meeting subject to the following.

(i) commencing in 2024, the President’s term shall be two years, with each term continuing until the end of the second Annual General Meeting following the election of the president;

(ii) commencing in 2025, the first vice president’s term shall be two years, with each term continuing until the end of the second Annual General Meeting following the election of the first vice president

(iii) commencing in 2025, the second vice president’s term shall be two years, with each term continuing until the end of the second Annual General Meeting following the election of the second vice president.

M/S Wilf Brodrick 2100/Ken Pendergast 1600. Discussion. Requires 75 % of votes to pass. The Motion Failed.

13. Motion Five - Bylaw 31

Bylaw 31 be changed from:

A secretary and a treasurer shall be appointed by the elected officers.

**To read:**

Bylaw 31 (a)

The Provincial positions of Secretary, Treasurer, and Membership Secretary will be selected through elections during the AGM of the BCGREA.

M/S Wilf Brodrick/Lawrence Johnson. Discussion. Requires 75 % of votes to pass. The Motion Failed.

14. Motion Six - Bylaw 56

The Association may establish Branches of the Association throughout the Province of British Columbia covering such areas as they may determine, with the powers, not exceeding the powers of the Association, that the Association confers, and providing that a membership of not less than twenty-five members in good standing will be enrolled upon establishment.

Proposed:

The Association may establish Branches of the Association throughout the Province of British Columbia covering such areas as they may determine, with the powers, not exceeding the powers of the Association, that the Association confers, and providing that a membership of not less 100 members in good standing will be enrolled upon establishment, of which at least five are prepared to serve as executive members for 2 years after the formation of the branch. M/S Bonnie Billington/Al Coccola.

Amendment: Change executive member numbers to 3 instead of 5. M/S Lawrence Johnson/Deb Barclay. Discussion. Requires 75 % of votes to pass. The Amended Motion Failed. The Original Motion Carried.

15. Proposed Donation Policy –

BCGREA may make one-time or occasional contributions to service providers who deliver senior services as defined by the Seniors Advocate Act.

M/S Lawrence Johnson/Ken Pendergast. Motion requires a simple majority. Three Motion Carried

16. Proposed Branch Dissolution Procedure –

BCGREA will follow the steps in the procedure in the document titled: Branch Dissolution Procedure-2023-10.08.docx. This document was circulated in the material prior to the AGM – see attached.

M/S Al Barclay/Wilf Brodrick. Motion Carried

17. In Memoriam – Power Point – All members who passed away in 2023 were remembered.

18. Morning Break

19. Officers Reports

- a. President – Brian Green – Report adopted. – see attached.
- b. 1<sup>st</sup> VP – Vincent Sherry – Report adopted. – see attached.
- c. 2nd VP – Patrick Harkness – Report adopted. – see attached.
- d. Treasurer’s Report – Report adopted. see attached.

- i. M/S Joanna Morrow/Al Barclay that the BCGREA change its fiscal year- from July 1<sup>st</sup> - June 30<sup>th</sup> to January 1<sup>st</sup> - December 31<sup>st</sup>. The Motion Carried.
- ii. M/S Johanna Morrow/Patrick Harkness that we pay the following honorariums. The Motion Carried.
  - 1. Provincial President - \$1500
  - 2. Provincial Secretary - \$2700
  - 3. Provincial Treasurer - \$2700
  - 4. Provincial Communications Committee Chair - \$750
  - 5. Provincial Recruitment & Retention Committee Chair - \$750
  - 6. Provincial Membership Committee Chair - \$750
  - 7. Provincial Finance Committee Chair - \$750
  - 8. Provincial Constitution & Bylaws Committee Chair - \$750
  - 9. Provincial PEN Electronic Distribution - \$750

M/S Johanna / Tammy Welch that her report be accepted as presented. Carried.

- e. Membership Secretary – Al Barclay – Report adopted. – see attached.
- f. Central Support – Jodine Ducs – explained Findjoo program and its uses.
- g. Delegate Allocation Entitlement – Al Barclay – for discussion purposes only. This will be sent to all members for feedback. See attached for full details.
  - I. Adopt an allocation formula of the branch chair plus 1 delegate for every branch, irrespective of branch membership numbers.
  - II. Adopt an allocation formula of the branch chair plus an additional delegate for every 500 members or portion thereof.
- h. Retention and Recruitment –
  - i. Bonnie Billington – see attached - Report Adopted. M/S Bonnie Billington/Lawrence Johnson. Carried.
  - ii. Al Coccola – Report – 10 Branches have provided contacts. Spoke about merchandise available to us.
  - iii. Larry Martin – promoted BC Seniors’ Games and encouraged our members to participate.

20. Lunch Break

21. Guest Speaker – Tom Vincent and Stuart Morgan – Introduced by Johanna Morrow.

- a. Background – The plan’s funded ratio is 109.6% demonstrating the plan’s strong financial health. The plan has a surplus of \$2.7 billion. Retirees are becoming a bigger percentage of the plan membership.
- b. Plan Governance – Joint trustee governance – plan partners have an equal number of plan employer partners and plan member partners. When a trustee makes a decision he/she must act in best interest of the entire plan, not the

group they represent. The mission of the Public Service Board of Trustees is to ensure that all retirees receive a secure pension for life.

- c. How the Plan Works – We have a Defined Benefit Plan or as Tom Vincent pointed out, our plan can also be described as a Hybrid Plan. Our Basic pension is guaranteed and therefore can be considered a Defined Benefit Plan, Our Cost-of-Living Adjustments or Indexing (funded from the Inflation Adjustment Account or IAA) and Post Retirement Group Benefits (funded from a portion of employer contributions to the IAA) are not guaranteed. Our plan is fully funded and currently has a surplus.
  - d. Responsible Investment – fiduciary duty of the board, consistent with sound environmental, social and governance practices, applies current science and literature, uses engagement that affects governance practice of companies we invest in.
  - e. Questions – several thoughtful questions asked by the membership.
22. Michael Miller – legal counsel –
- a. From the motions passed at the EGM, we are becoming a member funded society –A court order under the Society Act – has been filed and we are waiting for the courts to review. Hopefully soon.
  - b. Branch activities and liability issues – other retirement groups have such insurance and they will share their information with us.
23. Presentation by Mark Costeles of Johnson Inc. – presentation on the Voluntary Benefits Updates – Home insurance is being rebranded to Belairdirect. Gifts from Johnson Inc. were presented by a draw: A stuffed Labrador Dog by Kathy Ford Branch 2500, I-Pads by Myrna Cresswell Branch 800 and Carol Paulson Branch 2100.
24. Recognitions
- a. Honored Members – Sharon Hudson Branch 900 accepted by Maurice Davidson
  - b. Honored Member – Charles La Vertu Branch 2700 accepted by Al Coccola
  - c. Plaque of Recognition –Presented by Brian Green to Charles LaVertu and accepted by Al Coccola
  - d. Plaque of Recognition – Presented by Brian Green to Phil Erickson Branch 1700 and accepted by Randy Pearson
  - e. Plaque of Recognition – Presented by Brian Green to Ron Kerr Branch 300 and accepted by Debbie Kerr
  - f. Plaque of Recognition – Presented by Brian Green to Lawrence Johnson.
25. Coffee Break
26. Election of Table Officers – conducted by Ken Pendergast
- a. President – Brian Green nominated. There were no further nominations. Brian was declared President.
  - b. 1<sup>st</sup> Vice-President - George Bowden, Branch 1200 nominated – There were no further nominations. George was declared 1<sup>st</sup> Vice-President.

- c. 2<sup>nd</sup> Vice-President – Patrick Harkness nominated. There were no further nominations. Patrick was declared 2<sup>nd</sup> Vice-President.
  - d. Ken Pendergast swore the new officers into their positions.
27. Good and Order. A gift was presented to our AV Assistant Randy Thoen.
28. Adjournment at 3:08 pm on the motion of Lawrence Johnson.

## **Branch Dissolution Procedure**

When a Branch is contemplating closure or dissolution, the following steps must be taken:

- All members with current contact information on file must be informed via email, or in writing, that the Branch is in danger of being dissolved, with the reasons for the proposed action clearly spelled out.
- If the reason is due to the resignation, or inactivity, of some or all of the Branch Executive, all Branch members must be informed and given the opportunity to serve on the Branch Executive.
- Upon being informed of the Branch's intention to cease operations, the Provincial Executive will consider taking some or all of the following interventions in an effort to continue branch operations:
  - visits to the Branch by one or more Table Officers or members of the Recruitment and Retention Committee,
  - direct contact with current and potential members of the Branch Executive,
  - possible phone and/or email campaigns,
  - potential assistance from adjacent Branches or Central Support.
- If fewer than four Branch members are willing to serve on the Branch Executive, all Branch members will be informed via email, or in writing, of this fact. The notice will clearly state that unless the minimum number of members is prepared to serve on the Branch Executive, a date for the dissolution of the Branch will be established, and all current members will be informed of the action to be taken and the reason(s) for this action.

If the above steps are unsuccessful in ensuring the continuing operation the Branch, the Branch will be dissolved, and the following steps taken:

- Following dissolution of the Branch, all affected members will be informed of the action taken and automatically assigned to the closest Branch to their residence, unless they inform the BCGREA via email, or in writing, that they wish to join a different Branch.

- Any monies, records and/or assets held at the Branch will be returned to the BCGREA to be disbursed as determined by the Provincial Executive.

### **President's Annual Report – Brian Greem**

Volunteering seems a bit out of fashion these days yet organizations like the BCGREA depend on volunteers to deliver our programs and social connection functions. Members volunteer at both the local level and for province wide functions such as our Pen newsletter. We are always looking for more people to help, in roles large and small. Key areas we would like to expand our expertise in include member engagement, digital communications, building and assessing affinity partnerships and promoting senior's wellbeing. If you are at all interested please contact us at our general email at [info@bcgre.ca](mailto:info@bcgre.ca)

### **WHERE WE ARE**

Activity over the past few years has been on modernizing the BCGREA and putting it on a more sustainable path. Much has been done. Our current Pen digital edition is opened by more than 5000 people per issue on average. A core group of members continue to access social functions and information sessions at the local level branch level and hopefully numbers will increase post - Covid. Our affinity partnerships continue to grow as many find good value in the travel and insurance plans that are on offer. We have an accurate survey of members' wants and needs, a redesigned website with more content and more formal ties with other retiree associations in the public sector. We have passed a new constitution that better reflects who we are and what we do. These diverse projects all focus on providing value to our members regardless of whether they participate at the local level or belong because of our advocacy role and affinity partnerships.

This year we have grown by more than 3500 new members - an increase of almost 50 % to our base a result of our recently concluded "one off" membership drive and mail out campaign. This is a singular achievement. The increase in membership has been noticed and recognized by our partners and adds to our credibility as the official representative for retired public servants. To me it shows that retirees care about their pension security, the rights of seniors and find our communications and partnerships of value. How we best take advantage of this increase is the next chapter we need to write

We are also introducing a new way of handing our database and email system using a software platform called Findjoo. Their website can be found at <https://www.findjoo.com/> . There is considerable potential here for the BCGREA at both the provincial and local levels in terms of managing membership information as well as targeting information. To be candid, this type of software is new to us and we are building our expertise so again any assistance or thoughts on how to best deploy this kind of software platform to our advantage are welcomed.

### **MOVING FORWARD**

Three matters that the BCGREA continues to address are 1. Sustaining our financial viability and non-profit status 2. Ensuring a governance structure that focuses on the overall health and mandate of the Association and 3. Reviewing and assessing how we deliver our services



The Treasurer's report will address the financial realities and legal requirement to maintain our non-profit status along with our plans to ensure our continuing financial health. Suffice to say that we are in no danger of folding but we need to be diligent about how we spend our monies. The BCGREA adopted a new constitution as a member funded society at an extraordinary meeting in March. The new constitution better articulates our role as serving the interests of pension plan members as well as seniors in general. Both the provincial executive and the branch delegates are accountable to you as directors under the Societies Act to ensure focus on these objectives. All directors are required to ensure that they:

- Act honestly and in good faith (without ulterior motives) in the best interests of the non-profit
- Act toward the purposes of the non-profit
- Exercise the care, diligence, and skill of a reasonable person in the circumstances
- Follow the bylaws of the non-profit
- Follow the law, including the Societies Act

[https://wiki.clicklaw.bc.ca/index.php?title=Non-Profit\\_Directors\\_\(Societies\\_Act\\_FAQs\)#What\\_are\\_the\\_duties\\_of\\_directors?](https://wiki.clicklaw.bc.ca/index.php?title=Non-Profit_Directors_(Societies_Act_FAQs)#What_are_the_duties_of_directors?)

During our coming AGM and subsequently we will be reviewing how we should approach governance. While probably of limited interest for many folks it is vital that the full membership be consulted to ensure that all views and approaches receive full consideration, not just those of particular groups. .

A key question to answer in my view is whether or not certain governance models are better at fostering a climate where the BCGREA defined constitutional role and responsibilities can be met than others. Something to think about.

The one area I most would like to comment on is how we currently deliver our services and how we might possibly reframe this discussion moving forward

We tend to deliver our services based on our personal understandings, suppositions and background about what we think members might want in term of information or services This approach is common to many organizations but does it serve us as well as it could? I suggest that the limited uptake on some of our offerings is a sign might be reason to look at other ways of assessing what our members want and need.

The Pension Corporation and the Board of Trustees are adopting a different approach termed market segmentation when looking at serving the overall pension client base.

Segmentation is, in very simple terms, the process of dividing the overall group into sub groups based on where they are in their retirement journey and then analyzing and tailoring offerings to these groups based on their different needs, wants and aspirations.

For example, what is of interest to someone who is about to retire, wants to travel, is physically active and has diverse outside interests and children in school is very different than a mature retiree with some health challenges whose principal focus is remaining active and staying in their own home. Both what people want and are comfortable with may vary widely depending on what segment they are in. It's an idea that I think we should explore further moving forward.

Right now this is at a very early stage but I believe there is considerable potential to looking at this approach.

### **A Personal Note**

I would like to end this report by noting that I will not be seeking another term as President of the BCGREA at this time. This isn't an easy decision but I believe a necessary one. The pace of change in the past few years has been very significant. I am proud of what the BCGREA has accomplished. I do however recognize that some are not comfortable with how fast things have moved or what they may see as the erosion of their view of how the BCGREA should function. These concerns need to be addressed. This, along with simply looking forward to a slower pace of activity, has lead me to the decision to step aside. I will do my best to support our new executive.

Finally, I want to extend my thanks to the table officers, branch officials and others who have supported the Association's work during my two terms and continue to do so. It has been my pleasure to work with you.

Brian Green

*Note: Because of the e-mails of support Brian received, he agreed to let his name stand for president at the AGM.*

### **1st Vice President Annual Report – Vincent Sherry**

Well, it has been a busy year volunteering with the BCGREA, and many items in our constitution and bylaws were dealt with. I could not attend the EGM in April as it was scheduled for when I was out of the country, but I wish to thank Jean S, Edna P, and Barry Z for stepping forward and representing our committee. Unfortunately, since then, Barry has decided to follow other ambitions and has subsequently left our committee. Michael Miller, our legal counsel, is filing our constitution and bylaws in compliance with the Societies Act. During the course of the year, even though one member left us we had two new members decide to (or were voluntold) join our committee. I wish to thank the team for putting in the effort to get things done in a timely manner. Sometimes, it did appear that we would not accomplish our assigned tasks, but we managed to get through most of them. It was a steep learning curve, but there is a group of wise committed individuals working to make BCGREA a better and modern organization that represents the interests and benefits of its members. It has been a learning experience volunteering as the 1st Vice, and I appreciate the provincial connections and relationships I have gained from this experience. After long and careful consideration, I have decided not to stand for re-election as the 1st vice president at the upcoming AGM. There are a few reasons for this decision, but suffice it to say my retired life has gotten busy with traveling and other volunteering, and as my father always said, "When you work for nothing, you will always be busy." I believe he didn't see the benefits of working as a group to get something completed. I wish to thank, honour, and recognize the current members of the construction and bylaws committee; Alan Kneeland, Edna Park, Jean Sickman, Lynda Hoel, and George Bowden. The work of the Constitution and Bylaws committee is ongoing and there will always be work that needs to be done as we continue to hear from our members and address the changing norms of

our society. Again, Thank you for your support and the gift of your friendship over the past two years. I will continue to support my local branch. I wish you all the best in your endeavours  
Respectfully Vincent Sherry.

**2023 Annual General Meeting  
Report from the 2<sup>nd</sup> Vice President  
and Chair, Communications Committee**



This past year has been a time to reflect and consider a new pathway to success.

While **The PEN** will be published twice yearly, it needs to include more member-interest stories and articles of general interest to the members. This is an opportunity to learn more about our members and their interests.

We will continue our monthly eBlast, also created under **The PEN** emblem, which includes current and upcoming topics and events. Hopefully, we will be something you look forward to receiving.

We want to keep everyone current, but we need your help. Two of our committee members, Charles La Vertu and Dan Harlow have stepped aside, so we are asking a few members to join us. If you, or perhaps a retiree you know, would enjoy being either a communications committee member, a reporter for **The PEN**, or both, we want to know.

Remember, it was one of the top matters that members wanted more of when they filled out the province-wide survey: more communications. I invite you to join in, make suggestions, and help out so we can have more fun.

All the best,



**Treasurer's Report – Johanna Morrow**

I am pleased to present the financial statements for our last fiscal year and the budget for our current fiscal year. We were fortunate to start last year with a significant cash surplus that has allowed us to fund events and promotions to celebrate our 75<sup>th</sup> anniversary, to complete a very successful recruitment campaign that increased our membership by 50% (over 3,500 new members); and to begin the task of updating our constitution and bylaws. These one time extraordinary expenses have reduced our surplus cash to a more reasonable level that no longer risks our tax exempt status as a registered non profit

organization. Our goal should be to limit surplus cash to about 50% of our annual budget. While our overall cash is sufficient to fund our operating needs for the coming year, it is still unevenly distributed between the various branch and the provincial level bank accounts. Therefore, the funding model adopted last year will continue.

Based on the December 2023 branch membership, each branch will receive the portion of the February 2024 membership dues required to raise their cash on hand to \$10 per member.

At the AGM I will briefly highlight our significant expenses from last year and our budget for this year. And I will compare historical cash on hand to our annual expenses for the branch and provincial levels. I will also present three motions. The first is a motion to approve our new donation policy. The second is a motion to change our fiscal year end from June 30<sup>th</sup> to December 31<sup>st</sup>. The third is for minor changes to the provincial level honorariums. Background and explanation for these motions are included separately in your AGM material.

I would like to thank the Finance Committee (Chair: Lawrence Johnson; Members: Sarf Ahmed, Dan Anderson, Kathy Torhjelm) for their advice and support in preparing the financial statements and budget. And a special thanks to Kathy Torhjelm who, along with her many duties as our Association Secretary, is also my second signer/approver for all provincial level expenses.

Johanna Morrow  
Treasurer, BCGREA

### **BCGREA Provincial Membership Secretary's Report – Al Barclay**

As of September 30, 2023, the BCGREA had 11,421 members. This is an increase of 48% compared to the total membership that I reported for last year's AGM.

It has been a busy year on the membership front. The most significant events were:

- The recruitment membership campaign
- The conversion of our central membership database to the Findjoo platform, and
- The resignation of our previous central support contractor and the recruitment of our current CS contractor.

As we wrapped up the AGM last year, the Pension Corporation started mailing out the 75<sup>th</sup> Anniversary recruitment brochures to retirees who had not previously joined the BCGREA. The response to the campaign was very positive and we started receiving membership applications immediately. I want to thank Vince Dimanno (our website developer), Josie Byington and the people she brought on to assist her in handling the tidal wave of applications. We tried to ensure that new members were welcomed to the Association as quickly as possible, but there were delays in some phases due to the sheer number of applications we received. Although it was challenging organizing the welcome letters, tokens of appreciation and membership cards

for mailing, Josie handled it well and we were happy to be dealing with the issues of increasing membership instead of the previous trend of declining membership. We will continue to work with the Public Service Pension Plan employees to investigate if there are continuing opportunities to raise our profile and encourage new retirees to join the BCGREA.

The deluge of new membership applications quickly showed that our previous central membership database was not capable of handling the workload and that we would need to convert to a different platform. Josie, Bill Myers and I researched the Client Management Systems software available and also arranged demonstrations of 5 different options. Findjoo was the platform that seemed most suitable for our requirements at a reasonable cost, so Josie and some other branch testers used a trial version for the month of March then we completed the conversion in early April. Findjoo appears to be working well and has not caused any significant problems to date. Some of its features are:

- Integration of the member database and email delivery systems
- Online member portal to allow updating contact information and printing membership cards.
- Simplified processes for producing a variety of reports at various levels.
- Ability to set up area or function specific email lists and templates.
- Multi-user authorization for accessing portions of the database.
- A dedicated account manager to deal with any issues and training.
- Secure data storage in Canada

The third major event occurred in early June when Josie Byington advised that she would not be renewing her contract due to another job offer that she couldn't refuse. This was very unwelcome news as I had grown to depend on Josie's expertise for the last few years, but we started a recruitment process to find a replacement contractor. We received over 25 expressions of interest in the contract and short-listed to 8 individuals based on the written information provided. Subsequent zoom meetings were used to identify 4 interview candidates and Jodine Ducs of West Kelowna was selected for the position. It was gratifying to see the level of interest from many qualified candidates for the position. Jodine started work in early July and we were fortunate that Josie made herself available to assist her in the job via zoom training sessions until mid-August. Jodine has come up to speed quickly and she has embraced the opportunity to pass along her knowledge to the branch people who want to learn the system. I am confident that she will provide leadership and support in this position for the foreseeable future.

Respectfully submitted,  
Al Barclay,  
BCGREA Provincial Membership Secretary



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## BCGREA Central Support Report For the 2023 Annual General Meeting

By Jodine Ducs, Central Support

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It's been my pleasure to work for the BC Government Retired Employees' Association (BCGREA) for the past three months. Josie Byington, my predecessor, was wonderful to stay on for six weeks to provide training for me. I had big shoes to fill! Al Barclay continuing as my supervisor, has also offered a bounty of support and assistance for me in learning this position. The other members of the Provincial Executive, likewise, provide valuable guidance, as required. I am extremely grateful, and, in the spirit of the season, offer my thanksgiving for the warm welcome that I have received from all in this association.

In the past three months, my highlights include:

- Connecting with several membership chairs and providing training for the new online database software, Findjoo
- Attending the most recent Provincial Executive meeting and learning more about the processes and various committees within the organisation
- Assisting branches with their email campaigns
- Providing monthly membership reports to each branch, indicating new members, transfers, and resignations and decease notifications
- Updating the database with monthly Obituary Reports from BC Pensions
- Processing new members and updating files for current members
- Updating BCGREA website upon requests
- Printing and mailing new membership cards and welcome letters
- Processing the semi-annual BC Pensions address report to update membership files
- Updating Findjoo database with missing Person ID numbers. Missing PIDs have gone from 250 – 50! We'll get there!!

I work on average 20-24 hours per week in my home office, located in West Kelowna. Along with the above tasks, I am also available by phone and email to members and those inquiring about membership. I field many questions both regarding the benefits of the association and about general retirement benefits. It's a great source of personal satisfaction to be able to serve the pensioners of British Columbia.

Please feel free to contact me with any questions or updates with regards to your membership, either at [info@bcgea.ca](mailto:info@bcgea.ca) or 250-751-8814.

## Delegate Entitlement Committee Report

This committee was formed following the April 26, 2023 workshop in Tsawwassen (see this link for more background and details [Proceedings-BCGREA-Workshop-April-25-26-2023-1.pdf](#)). It was tasked with addressing the formula for determining the number of delegates per branch because of changes in branch membership numbers following the recruitment drive.

The following people volunteered to serve on the committee:

Given	Surname	Branch	Branch Name
Dan	Anderson	2300	Mt Arrowsmith
Al	Barclay	400	Grand Forks
George	Bowden	1200	Victoria
Wilf	Brodrick	2100	Langley Surrey
Myrna	Cresswell	800	New Westminster
Pat	Dickson	2400	Golden Ears
Jerry	Gosling	100	Abbotsford
Karen	Heimlich	1200	Victoria
Ron	Kerr	300	Rocky Mountain
John	MacLucas	2500	Peninsula
Ken	Pendergast	1600	Prince George
Brian	Taylor	2000	Chilliwack

The committee held a zoom meeting on August 3, 2023, after numerous email exchanges about possible options to consider and background information. Although four options were initially discussed, the participants focused on the following two options:

1. Adopt an allocation formula of the branch chair plus 1 delegate for every branch, irrespective of branch membership numbers.
2. Adopt an allocation formula of the branch chair plus an additional delegate for every 500 members or portion thereof.

Scenario	TOs	Chairs	Delegates	Total
Current Allocation	7	23	61	91
Chair + 1 delegate / branch	7	23	23	53
Chair + 1 delegate each 500 members	7	23	34	64

The committee was not able to reach consensus about which of these two options to recommend, so subsequent discussions led to a recommendation that this information would

be reported on at the AGM, with a recommendation to send this out to the membership at large. The package will include background information about the advantages and disadvantages of each option and ask for feedback from the members. The information package will also include an opportunity for members to suggest different options.

Once the window for feedback is completed and the results compiled, the committee will be tasked with making a recommendation to the April 2024 Directors meeting. If that recommendation is approved at the meeting, it will be used to determine the number of delegates authorized to attend the 2024 AGM.

Respectfully submitted,  
Al Barclay  
Chair – Delegate Entitlement Committee

#### **Next Steps**

- Prepare background information for each option
- Send email to all members with request for feedback by deadline date
- Compile results
- Committee to recommend formula for approval at April 2024 Directors Meeting

## **Recruitment & Retention Committee Report BCGREA AGM Oct 18, 2023**

Western Communities Branch Chairperson Al Coccola has taken the lead in developing standardized guidelines for the formation of potential new branches within the BCGREA. Al has been working with the R & R Committee to outline a set of established steps in the *Branch Formation Procedure* to follow when a new branch is desired.

Conversely, members of the R & R Committee have been working on the *Branch Dissolution Procedure*, drafted by Membership Secretary Al Barclay to assist branches at risk of being dissolved. All the steps outlined to ensure continuing operation of the branch must be undertaken before dissolution, ensuring the affected members receive information and available options.

Over the past year the Merchandise Committee (chaired by Al Coccola) has grown to include representatives from eleven branches. BCGREA branded merchandise is gradually making its way to branches at provincial meetings and through orders via the committee rep contacts. New items will soon be posted on the merchandise webpage at: <https://bcgre.ca/bcgre-merchandise/> Merchandise sample tote bags will be available for purchase at the AGM this year. A new supply of life membership pins will also be available to branches at a reduced cost of \$2.50 each. Pre orders can be placed through Al Coccola at: [chair.branch2700@bcgre.ca](mailto:chair.branch2700@bcgre.ca)

The Recruitment Funding Program remains in place as outlined on the R & R webpage. To qualify, branches need to ensure the likelihood of new members joining.

Larry Martin from Penticton Branch 900 has been instrumental in promoting stick curling to BCGREA members as a team sport with the goal of involving more branches and expanding member participation in other activities, including the Seniors 55+ BC Games. The objective of this program



is for anyone over the age of 55 to try a new sport being offered in the various zones throughout the province or participate as a volunteer. The 2024 games will be held in Salmon Arm from September 10-14. Interested members are encouraged to contact Larry via the BCGREA Recruitment & Retention Committee.

Looking ahead for the coming year, the R & R Committee goals include new ways to reach potential members, facilitate information and communication to existing members on specific topics of interest and broaden the BCGREA profile in affiliated publications.

We have room on this committee for two or three more members who have an interest in helping.

Please consider putting your name forward to [chair.branch800@bcgre.ca](mailto:chair.branch800@bcgre.ca)

Bonnie Billington