

BCRTA

2023

CONFERENCE & AGM

78TH Annual General Meeting

BCRTA Annual Conference:

September 29th, 2023

ONLINE AT bcrta.ca

RR Smith Memorial Fund Foundation AGM:

September 30th, 2023, 9 AM

ZOOM - by invitation

BC Retired Teachers' Association AGM:

September 30th, 2023, 9.30 AM

ZOOM - by invitation

SUMMARY OF REPORTS

CONTENTS

- 4 Schedule of Events
- 5 Information for Delegates

R.R. SMITH MEMORIAL FUND FOUNDATION

- 6 R.R. Smith Year End Report
- 7 Election of R.R. Smith Directors
- 7 R. R. Smith Proposed Budget

BC RETIRED TEACHERS' ASSOCIATION

- 8 BCRTA Annual General Meeting Agenda
- 9 BCRTA President's Report
- 11 Executive Director's Report
- 13 Finance Committee
- 16 Draft Budget Notes
- 17 Draft Budget

COMMITTEE REPORTS

- 20 ACER-CART Report
- 22 Advocacy Committee
- 23 Communications Committee
- 24 Excellence in Public Education
- 27 Health Benefits Committee
- 28 Heritage Committee
- 30 Member Well-Being Committee
- 31 Membership Committee
- 34 Pensions & Benefits Committee
- 37 Personnel Committee

- 38 BCRTA Elections
Selected Election Rules
Candidates' Statements

- 47 Application Forms for BCRTA Delegates to the 2023 BCTF AGM

AGENDA

BCRTA ANNUAL CONFERENCE AND AGM 2023

FRIDAY, SEPTEMBER 29, 2023

BCRTA ANNUAL CONFERENCE

Live Virtual Sessions ONLINE at www.bcrta.ca - OPEN TO ALL

ALL TIMES ARE APPROXIMATE

MORNING SESSION

- 9:00 AM Welcome
Land Acknowledgement and Reflection – Helene McGall
- 9:30 AM Keynote Speaker: Volunteer BC
- 10:30 AM Keynote Speaker: Better at Home (United Way)
- 11:00 AM 2023 AWARDS
Membership Awards - Dave Scott
Golden Star Awards - Steve Bailey
PostScript Awards - Tim Anderson

BREAK UNTIL 1PM

AFTERNOON SESSION

- 1:00 PM President's Updates - Arnie Lambert
- 1:15 PM Benefits Review - Gerry Tiede and Lisa Hansen
- 1:45 PM Keynote Speaker: BCI Report
- 2:45 PM Health & Community Survey
- 3:00 PM Housing: Panel Discussion
- 4:00 PM End of Session/Closing

SATURDAY, SEPTEMBER 30, 2023

ANNUAL GENERAL MEETING

DELEGATES ONLY - via Zoom Invitation

- 9:00 AM RR Smith Memorial Fund Foundation AGM
- 9:30 AM BCRTA Annual General Meeting

INFORMATION FOR DELEGATES BCRTA AGM 2023

The BCRTA Conference and AGM will be held in a virtual format. Delegates must be voted or appointed by their branch and must register with the BCRTA Office to participate in the AGM. The BCRTA Conference day is available to all members of the BCRTA to watch online.

Registration and Delegate Packages

The procedure to calculate the number of delegates allowed to participate remains the same as in previous years. The number of delegates per branch is calculated on a percentage of branch members to total BCRTA membership as of December 31st, 2022. Branch Presidents will forward the names and contact info for elected delegates to the BCRTA office. Delegates participating in the online Conference and AGM will be receiving packages electronically, as well as hard copies in the mail prior to the AGM.

The Annual Conference

Friday, September 29th is a full day conference. The draft schedule is available in this Summary of Reports. The Conference online presentation will be available live to all BCRTA members.

The Annual General Meeting(s)

At 9:00 a.m. the RR Smith Memorial Fund Foundation holds their Annual General Meeting, electing its officers for 2023-2024.

At 9:30 a.m. the BCRTA AGM begins, and usually lasts until about lunchtime.

The Annual General Meeting elects the Board of Directors, as well as BCRTA delegates to the pension debates at the BC Teachers' Federation AGM (held each spring); and makes other major decisions for the organization.

The Board of Directors and BCRTA Committees

The Board, consisting of up to 14 members from around the province, holds its regular meetings up to six times a year. The Directors are advised by a number of standing committees that usually meet on the two days immediately preceding each Board meeting.

BCRTA Committee Information

If you are interested in joining a committee, a Committee Application Form can be found on our website at the bottom of the page called "About Us" and also in the 2023 Summer and Fall issues of PostScript. Appointments to committees are made at the October Board meeting.

Election Procedures

Please read the "Selected Election Rules" document included in this booklet. (See also the BCRTA Rules of Order in the Handbook, viewable on the BCRTA website, at www.bcrta.ca.)

Directors have the ability to make procedural changes. The following motion was passed by a Virtual Board Meeting:

THAT we suspend Procedure 4.6, Nomination Procedures for AGM elected Positions for the 2023 AGM for this meeting only.

For this meeting only, we will suspend nominations from the floor but set a deadline for making nominations on Sept. 24, 2023.



**R.R. SMITH
MEMORIAL FUND
FOUNDATION**

RR Smith 2023 Year End Report

The Board concludes another wonderful year. We appreciate the diligent contributions of time and energy of the Board members. We acknowledge with sincere gratitude the contribution of Board member Lynne Farquharson, who passed away recently and will be deeply missed.

The Board members met in person to discuss the issues for our charitable registered program, providing urgently needed funds in many developing countries and in BC. We ensure that all donations and the yearly contribution from members is spent wisely, ensuring transparency in the granting of funds, although we had many more requests for funds than we were able to support.

Careful management of the donations are held through the Vancity Community/RR Smith Fund with their office sending receipts promptly if donated on-line, and at year-end if donated by cheque. This year grants totaled over \$40,000 which enable the continuation of programs helping registered charitable groups operating in BC and in developing countries with their diverse programs. The list of recipients was published in the earlier PostScript.

We discussed our need to use our funds using the updated criteria and application forms on the website www.rrsmith.ca Thanks especially to our treasurer Dave Carter for keeping our charitable status up to date with the government.

We continue to receive letters of appreciation from fund recipients from university students who benefit from the RR Smith bursaries administered through six universities, including UBC, SFU, UNBC, University of Victoria, Vancouver Island University and Thompson Rivers University. The Board discussed making contributions to the six universities RR Smith bursaries, but decided to instead focus on our charitable work under our criteria/application model as the bursaries were set up through a different source of funding after a strike action. Students apply directly to the universities, and the funds, through careful management, continue to grow.

The Board consults with our lawyer Anders Ourom about legal issues which could affect our charitable status, ensuring we follow the guidelines as a Canadian charitable entity. He consults with us as a pro bono initiative which is greatly appreciated. His mother was a teacher librarian in the Vancouver school district.

Thanks to each of the members of our Board for sharing their skills: Dave Carter, Gail Chaddock-Costello, Karen Kilbride, Sarah Joyce, Steve Bailey, and our BCRTA representatives: Caroline Malm and Linda Watson. We appreciate Tim Anderson's skill with the website. Special thanks to Kristi and Laurie at the BCRTA office.

Respectfully submitted,
Barb Mikulec, President RR Smith

The following candidates have been endorsed by the RR Smith Board of Directors for one- year terms:

Gail Chaddock-Costello - Langley
Laurence Greeff - Langley
Sarah Joyce - Burnaby
Karen Kilbride - Surrey
Barb Mikulec - Vancouver
Jim Reid - Burnaby

RR SMITH PROPOSED BUDGET JULY 1, 2023 - JUNE 30, 2024

The R.R. Smith Committee has had a very busy year ending on June 30, 2023. There were 33 applications for grants and \$47,800.00 were approved. The requests for support were 2-3 times the available budget and so a number of organizations had their appeals reduced significantly. Many of the requests this year were from first time applicants and most will probably ask for funding next year as well.

Not only is the number of requests growing, and therefore the money needed to meet those requests, but the variety of submissions has increased as well. Requests are granted to many parts of Africa, India, Pakistan, Central America, Afghanistan and also to projects in British Columbia. Some of the grants were given for computer tablets, sewing machines, menstrual supplies, musical instruments and sporting goods.

The RR Smith Committee would like to request an increase in the annual fee from \$2.00 to \$5.00. This would enable the Committee to grant a larger amount to the present organizations, be able to provide additional support to many worthy projects and allow a top-up for the Capital Fund. The Capital Fund collects interest on investment monies from the VanCity Community Foundation which provide a more robust source of ongoing self-sustaining funding over time.

Opening Fund Value - July 1, 2023	\$253 497.80
Donations	\$3 100.00
Net Investment Earnings	\$2 622.93
Expense Allocation	\$809.19
Grants Disbursed	\$47 800.00
Closing Fund Value-June 30, 2023	\$210 611.54

David Carter,
Treasurer-RR Smith

AGENDA
BRITISH COLUMBIA RETIRED TEACHERS' ASSOCIATION
78th ANNUAL GENERAL MEETING
SATURDAY, SEPTEMBER 30, 2023 at 9:30am

1. Call to Order and Welcome
2. One minute's silence for deceased members
3. Overview of virtual meeting: online procedures
4. Adoption of the agenda
5. Adoption of the 2022 AGM Minutes
6. By-laws to suspend to allow for an on-line AGM
 - a) MOTION: THAT we suspend Bylaw 2.7(3) for this meeting only.
 - b) MOTION: THAT we suspend Bylaw 5.9(1) and (2) Voting at Association General Meetings for this meeting only.
7. Business Arising from the 2022 Minutes
 - a) Pension Trustee Report – Al Cornes
8. Elections – (to proceed throughout the meeting) – Grace Wilson
Explanation of Voting Procedures
Selected Election Rules see p. 37
Elections – Candidates' statements – see Summary of Reports pp. 38-46
 - President
 - 1st Vice President
 - 2nd Vice President
 - ACER-CART
 - Directors for inside the Lower Mainland
 - Directors for outside the Lower Mainland
 - BCRTA delegates to the BCTF AGM
9. President's Report (questions and comments) – Summary of Reports p. 9
10. Executive Director's Report (questions and comments) – Summary of Reports p. 10
11. Branch Reports (questions and comments) – See Branch Reports booklet
12. BCRTA Finances – Summary of Reports see p. 13
 - a) Finance Committee Report – p. 13
 - b) Financial Statements
MOTION: THAT the 2023 audited financial statements be accepted.
 - c) Auditor appointment
MOTION: THAT the BCRTA retain MNP as its auditor for the 2023-2024 year.
 - d) Draft budget – p. 17
MOTION: THAT the draft 2023-24 budget be adopted as proposed/amended.
13. Committee Reports (questions and comments) – pp. 20

ACER-CART	Steve Bailey
Advocacy	Arnie Lambert
Communications	David Denyer
Excellence in Education	Steve Bailey
Heritage	Stephanie Koropatnick
Membership	Dave Scott
Member Well-Being	Pat Thiesen
Pensions & Benefits	Linda Watson
Personnel	Arnie Lambert
14. Introduction of New Officers and Directors
15. President's remarks
16. New Business
17. Adjournment

PRESIDENT'S REPORT

This has been another eventful year at the BCRTA. Our organization exists to maintain and enhance the quality of life for members, and other seniors, and many of our regular activities have helped us achieve that goal. Some examples would be;

- another four excellent issues of Postscript, with timely and informative articles, as well as many terrific member stories,
- eight Board meetings providing direction on significant issues,
- five meetings of our committees providing input to the Board,
- the dedicated and caring office staff responding to the needs of members, and
- finances that have been carefully managed.

Additional highlights from this year include;

BCRTA Staff – we were pleased to renew the contracts with both our Office Administrator, Kristi Josephson, and our Administrative Assistant, Laurie Boyd. Both of these staff members have continued to provide exceptional service to members, and the Board. We were also pleased to welcome a fourth member to staff, receptionist Amberly Tse, who joined us in June. Our Executive Director, Tim Anderson, expertly leads the staff team, and I have to thank all of them for their dedicated service to members.

Retiree Group Liaison – this year there have been a number of meetings with the other provincial public sector retiree organizations: the Municipal Pension Retirees' Association, the BC Government Retired Employees' Association, and the Association of BC College Pension Plan Retirees. The members of all of these organizations have many goals and concerns common to the BCRTA, and we will continue to work on developing our relationships.

Technology – as teachers, it is rare that we use the term “customer” in our work; but all of us as BCRTA members are customers. We are currently in the process of implementing a Customer Relationship Management (CRM) program to more efficiently and effectively manage all of the data related to members. The project is a major investment providing up-to-date office solutions that will simplify and enhance the work of staff.

Post-Covid Meetings – with Covid restrictions lifting, we were very happy to return to in-person meetings this year. Members truly loved re-acquainting at our 2022 Conference and AGM, and half of our Board and Committee meetings were in-person. While meeting together is much more enjoyable than sitting at home and watching a screen, the virtual meetings save travel, meal and hotel expenses.

Branch Visits – also as a result of restrictions lifting, the Table Officers have once again been able to get out to Branch meetings this year; a very enjoyable way to meet members. So far, almost 20 Branches have been visited, with many more visits planned for the coming year.

Finances – the Treasurer's report will provide more detailed information, but I will note that this year has seen a considerable increase in interest earned, and Advantage partner income.

Health Benefit Plans – our Prestige EHC and Dental plans continue to experience strong growth.

Pension and Benefit Workshops – probably our most significant outreach to BCTF members has been our workshops for teachers. The presentations are both in-person, usually at Pro-D days, and also virtual. Special thanks to our Teachers’ Pension Plan trustee, Al Cornes, who organizes the workshop sub-committee.

BCTF AGM – this year’s BCTF AGM was once again in-person, and the BCRTA was a strong presence. I was invited to bring greetings on behalf of the BCRTA, an information booth attracted many delegates, and we once again participated in the Pensions agenda discussions.

Advocacy – we continued to advocate for seniors on a number of fronts, with petitions, letters, and submissions to MP’s, MLA’s, and Senators on pension reform, senior health care, private schools, and education funding.

ACER-CART and NPF – the Association Canadienne des Enseignantes et des Enseingants Retraites – Canadian Association of Retired Teachers is the national organization for our involvement with teacher retirees across the country. This year, ACER-CART organized action and national petitions on pensions and senior health care. The National Pensioners Federation includes retiree groups from all walks of life, and has also been a helpful partner in senior advocacy.

Travel – a further result of the lifting of Covid restrictions has been the popularity of our travel offers. Members have participated in both individual trips, and group trips to Vietnam, Egypt, Portugal (again), and Croatia. There is also an upcoming group departure to Colombia.

BCRTA Board – please take time to also read the Committee reports prepared by the Board members. Your Board is a group of knowledgeable and hard-working members who do more than talk about issues, but also work to initiate action. They have been such a great team to work with, so thanks to Steve Bailey, David Denyer, Charlene Hodgson, Ros Kellett, Stephanie Koropatnick, Caroline Malm, Barb Mikulec, Dave Scott, Margaret Sutton, Pat Thiesen, Gerry Tiede, Linda Watson, and Grace Wilson.

Respectfully submitted,

Arnie Lambert, President

EXECUTIVE DIRECTOR'S REPORT

Tim Anderson

Our recent survey was very helpful in highlighting the daily experiences of our members. The main areas of focus of the survey were health care and social connections – two essential ingredients for a good retirement. We also took the opportunity to check in with members on what was important to them about the work of BCRTA. I'd like to take a moment to highlight how our work is addressing the three highest priorities identified by our members.

Priorities: #1 - Pension Security

To be an Active Member of BCRTA, an individual must be receiving a pension from the BC Teachers' Pension Plan (TPP). Other persons with a history in the Education field are eligible to join as Associate Members. Our members clearly marked out that their top priority is to protect the pension they have earned over a lifetime of work. BCRTA continues to be a strong voice for our members on this issue.

BCRTA has a positive working relationship with the BCTF, which has a role in the TPP as a pension plan partner. As the voice of retired teachers, we nominate one Trustee to the TPP Board and have two representatives on the TPP Advisory Council. BCRTA has also been strengthening our connections with the TPP Board of Trustees, the TPP Executive Director, and the agencies responsible for the administration of the pension plan. A delegation from BCRTA (two directors and myself) met with the TPP Board of Trustees a few months ago to review our working model and address concerns. This was successful, and we are pleased to see improved communication and a recognition of our common goals. We will soon have an opportunity to provide information about BCRTA to retirees who have not yet joined. We are carefully working out with TPP the most effective way to reach these potential members while respecting all privacy laws.

BCRTA also has a robust tradition of lobbying elected officials and government agencies on issues that relate to seniors. Using petition drives, personalized email campaigns that allow BCRTA members to be heard, and direct conversation between BCRTA leadership and decision makers, pension security will continue to be a leading theme in our advocacy efforts.

Our cooperation with other BC public sector retiree groups has also been a fruitful means of sharpening our effectiveness in advocacy and building a strong coalition based on common interest.

We can be very grateful that BC retired teachers enjoy the most well-funded, inflation-protected pension plan of all retired educators in the country. We aim to help keep it that way.

Priorities: #2 - Health Information and Support

It is encouraging to see the commitment that BCRTA members have to educating themselves about their own well-being. There is consistent interest in both pro-active lifestyle choices and the state of public health care. Hence, the twin focus of this year's Health and Community Survey, which we initiated to better understand the challenges and felt needs of our members. A summary of our findings will appear in the Fall 2023 issue of PostScript Magazine.

We're also committed to continue our emphasis on health topics in PostScript, with our regular Fascinating Health Facts feature, columns from UBC professor and leading geriatrician Dr. Roger Wong and other qualified health experts. Our upcoming conference will address the topics of ageing in place, engagement through volunteering, and housing.

Our work to build a stable and supportive EHC and travel insurance plan for members also relates directly to this priority. BCRTA staff and our experienced benefits leadership spend many hours each month connecting our members to the options that are best for them. While we do not have a stake in the Green Shield plan, we make significant efforts to educate BCRTA members as to the questions to ask and actions to take to solve problems with that provider. BCRTA is advocating strongly for the long-promised national Pharmacare plan. We will continue with occasional online seminars with health topics, like our previous broadcasts featuring experts on sleep, management of prescription medications, and other topics related to healthy aging.

Priorities: #3 - PostScript Magazine

We received a huge number of comments about the positive role PostScript Magazine has in the lives of our members. This is a validation of our strategy to keep the magazine front and center in our association. We recognize that the magazine is the one communication vehicle that is guaranteed to reach almost all our members regularly, regardless of their technical abilities, mobility, or lifestyle. There is a continuing emphasis on encouraging member involvement in contributing photos and articles. Submissions to our magazine track closely with the interests of our members, which is no surprise. That means you can expect to see content on travel adventure, personal development, and stories of bygone days in education. We are delighted that PostScript has become a meeting place, a hub of entertainment and a source of encouragement.

Our Small but Mighty Team

A summary of this year's work would be incomplete without recognizing the contributions of our staff. It is very satisfying to see the positive engagement that our staff have with members each and every day. Members benefit greatly from their dedication and the knowledge they share. My sincere thanks to Kristi Josephson, Laurie Boyd, and Amberly Tse for all that you do.

BCRTA: A Good Thing to Share

We have a good thing going at BCRTA, and the positive effects of our work together can be amplified by expanding our circle. More participation makes for richer conversations at branch meetings and in our magazine. There is strength in numbers as our benefits plans grow.

Good news is a wonderful thing to share. Who do you know who is a retiree from the education sector who has not yet joined BCRTA? Reach out and invite them to learn about BCRTA and how membership can enhance their retirement. A personal recommendation to join is an effective introduction to our association.

Respectfully submitted,

Tim Anderson
Executive Director

FINANCE COMMITTEE

The Finance Committee (FC) pursued its objectives for 2022-23. We met by Zoom on November 1 and December 8, 2022, February 6 and May 29, 2023 and in person on April 17, 2023 in Vancouver. Virtual (email) meetings occurred on December 12, 2022, March 24 and 28 and June 1, 2023. Between meetings, a considerable amount of work was done using email.

Investments

Throughout the year, the Committee managed the BCRTA Investment Portfolio and monitored the High Interest Savings Account (HISA). The Association currently holds nine GICs.

Rob McLaren, former BCTF Treasurer and BCRTA Member, met with the FC on December 8, 2022 and explained investment laddering. The Committee decided to adopt the laddering approach and thus to reinvest mature GICs for periods ranging from 1 to 5 years. Re-investment of nine mature GICs in December was made with interest rates ranging from 3.90% to 5.13%, a considerable improvement from last year's rates of 1.30% to 3.9%. We currently hold GIC's for 1, 2, 3, 4, and 5 year terms.

The laddering approach provides better returns: BCRTA will maximize returns because laddering provides both accessibility and the opportunity to benefit from the longer term GIC rates. Over time, it allows BCRTA to potentially earn more than we would by investing only in 1-year GICs.

Laddering GICs reduces risk by reducing the impact of interest rate changes on our investments. If interest rates rise, BCRTA can take advantage of the higher rates by reinvesting the money from the GIC that matures at that time. If interest rates fall, other portions of our portfolio still benefit from the original (higher) rates that were in place when we made the initial investment. Importantly, since not all our money is invested for the longer term, we can access a portion of BCRTA's GIC portfolio at each maturity.

The HISA has earned interest ranging from .90% in August 2022 to 4.55% in June 2023. All interest earned from GICs and the HISA flows to the General Operating Fund. In the last three years BCRTA realized surpluses, building our reserves further. It has taken BCRTA 77 years to accumulate these funds and the FC has worked diligently to provide responsible stewardship.

Electronic Payments

The TelPay system is in place and has resulted in fewer paper cheques being written. The Committee encourages Members and Branches to consider use of electronic transactions. This method reduces administrative time, bank charges and mailing costs. Thanks are due to BCRTA staff who arrange the enrollment of payees, document payments for authorization and are available to assist Members and Branches with questions about the electronic payment process. All payments made by BCRTA must be authorized by two BCRTA Board members.

Legal and Compliance

The Committee continues to monitor regulatory requirements regarding BCRTA's various sources of income including regulations related to GST. We continue to engage Denton's Law Firm with costs to be drawn from the Legal Costs line in the Contingency Fund. We continue to work with MNP, our audit service provider, on all appropriate governmental filings.

On our behalf, Denton's continues to advise our investigation of the establishment of a health benefits trust with costs charged to the Legal Costs line of the Contingency Fund.

Information Systems

Last year, the Committee recommended to the Board that BCRTA contract with Encore Business Solutions to do a system and process analysis project on our operations. After reviewing the analysis, the Board passed the following motion on August 4, 2022:

That BCRTA engage Encore Business to proceed with Phase 1 and Phase 2a per their proposal, with a budget of \$215,324 plus tax, with the understanding that costs will be monitored on an ongoing basis and any changes to the cost must be pre-approved by the Board.

Costs are charged to the Growth and Expansion line of the Contingency Fund. The project has proceeded within budget and on time with anticipated roll out in August 2023. BCRTA staff have devoted many hours throughout the year to assist with the development of the new system that will improve and streamline the processes that serve BCRTA Members.

Handbook Updates

In order to more accurately reflect the BCRTA's use of legal services, the FC successfully recommended to the Board that BCRTA Contingency Fund Procedure 3.5.1(2) be amended to say Legal Costs rather than Legal Defense.

Due to increased costs of transportation by vehicle, the Committee successfully proposed that effective February 13, 2023, the amount for reimbursement of travel be adjusted to reflect current BCTF rates as authorized in BCRTA Procedure 3.6.1 – Expense Vouchers. The new rate is the current Canada Revenue Agency non – taxable per kilometer allowance of \$0.68/km. This rate was authorized at the BCTF 2022 Fall RA.

Auditor

The Committee is pleased to recommend the continued engagement of the accounting firm MNP, led by Ryan Gorder, CPA, who is a Partner at MNP. Last year's audit from MNP provided clear reporting and recommendations and we would like to maintain the relationship that has developed over this year.

Member Fees and Inflation

At our 2022 AGM, Executive Director Tim Anderson explained the relationship between the Association's budget and our membership fee, especially in light of the continuing trend to higher inflation. Delegates then were able to consider our fee revenues in context of association costs that continue to increase over time, including services, printing, hotels, meals, and travel. The membership fee for 2022-23 remained at \$42.00, the fee set by delegates to the 2021 AGM. A recommendation came before the 2022 AGM to increase the fee by \$3.00 in 2023-24 and included a policy to adjust the member fee at the same rate as the TPP cost of living adjustment (COLA) each following year. The AGM amended the motion and set the fee adjustment for 2023 -24 at \$10.00: the fee for 2023–24 is \$52.00. The yearly COLA adjustment means that membership fees will support the association at a rate that tracks with our members' increase in retirement income. Our association will be protected against inflation just as we pensioners are protected against inflation by our COLA.

Branch Support

One of BCRTA's mandates is to safeguard the well-being of our members, and we believe Branches play a role in this effort. The Small Branch Grant process was maintained in 2022-23. Conditions allowed some Branches to meet in person once again and those with less than 100 members were eligible to apply for a grant of up to \$250 for office/meeting expenses. The applying Branches were required to send a report of their grant expenditures to the Finance Committee. In anticipation of continued resumption of Branch activities, the FC successfully recommended that for the fiscal year 2023- 2024, a grant of \$300 be awarded to Branches smaller than 100 members with funds to come from the budget line Membership Branch Grants. The grants will automatically be sent to all small Branches along with the Membership dues they receive in the fall.

Budget

The Committee was tasked to prepare the 2023 -24 budget for presentation to the AGM. With some continuing uncertainty about health restrictions and inflation, this work was challenging. At the end of the 2022- 23 fiscal year, we have a budget surplus of \$81,380. This good news is largely due to the savings derived from curtailed in-person meetings and an increase over last year's revenues received from Johnson Insurance, Advantage partners and interest from our investments. However, there remain the unknown effects of inflation that will impact services, meals, travel, hotels and printing. We must budget for all possible expenses that might occur whether or not Covid -19 and inflation remain factors. For example, the AGM in 2023 will be offered in both online and in-person formats, meaning BCRTA will be covering both broadcast technology expenses and our customary hotel and catering costs. Also, while we currently enjoy low running costs for our office arrangements, we recognize that our office space circumstances could change over time. In the recent past, due to lack of space availability in the building we were not always able to use the meeting rooms at BCTF. BCRTA needs to ensure that we have the resources required to continue operating independently. Our current reserve funds have not come easily to us – they have been carefully built up over a long time and we must manage them prudently to ensure the sustainability of our organization in the face of uncertainties. With careful budgeting and controls in place, we have every confidence of continued success.

Acknowledgements

The Finance Committee is indebted to Executive Director Tim Anderson and Office Administrator Kristi Josephson for their insights, advice, and attention to detail throughout the year.

Respectfully submitted,

Caroline Malm, Chair Finance Committee

Finance Committee Members: Arnie Lambert, Caroline Malm (Chair), Dave Scott, Grace Wilson, David Denyer, Stephanie Koropatnick and Linda Watson.

BCRTA CONTINGENCY FUND EXPENDITURES

The following amounts were charged against the Contingency Fund during the 2022-23 fiscal year, either to cover unexpected increases in budgeted item costs, or to fund expenditure items not foreseen at budget preparation time in 2022.

Encore Business Solutions	\$148,258.50	Data System Upgrade Project Management
Dentons Canada LLP	\$32,124.09	Legal Consultations (GST review; Fiduciary Responsibilities review)

BCRTA CAPITAL FUND EXPENDITURES

Office Furniture and Computers	\$9,677.86
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NOTES ON 2023-2024 DRAFT BUDGET

1. Provincial membership fee increase to \$52.00 approved by the 2022 AGM
- 3-8. Break out in current year of ASA revenue from each insurance plan. Total is shown in line 2.
14. Investment rates for the HISA (High Interest Savings Account); interest rates for GIC purchases significantly increased
21. AGM Total expenses - at the time of the Budget setting (May 2023) the AGM was expected to proceed at the hotel in Richmond; due to a labour dispute at the hotel the conference has been transitioned to a virtual event
39. Health Benefits Committee - New budget line in 2023-2024
71. New/Transitional Staffing - New budget line in 2023-2024
78. Staffing levels increased in 2022-2023; planned increase in staff during the 2023-2024 fiscal year
96. Small branch grant initiative - Branches under 100 members to receive \$300 grant each October

BCRTA DRAFT BUDGET 2023/24

Income Statement 01 Jul, 2022 to 30 June, 2023

ITEM	BUDGET 2022/23	CURRENT	PROPOSED 2023/24 BUDGET	
REVENUES				
INCOME				
1	Provincial Fees	\$655,000.00	\$637,789.00	\$806,000.00
2	Johnson Insurance ASA	\$181,000.00	\$235,084.96	\$260,000.00
3	Johnson -Travel Insurance Medoc		\$133,738.09	
4	Johnson - Long Term Care		\$1,286.78	
5	Johnson - EHC/Travel Insurance		\$85,854.40	
6	Johnson - Home. Ins		\$12,619.34	
7	Johnson - Life Insurance		\$590.67	
8	Johnson - Thrive		\$995.68	
9	Advertising Revenue	\$27,500.00	\$30,820.00	\$33,000.00
10	Advantage Partner fees	\$18,000.00	\$37,999.74	\$23,000.00
11	TOTAL OPERATING REVENUE	\$881,500.00	\$941,693.70	\$1,122,000.00
INVESTMENT REVENUE				
12	Interest Earned - Operating Account	\$0.00	\$0.00	\$0.00
13	Income Earned on Investments	\$15,000.00	\$42,907.56	\$55,000.00
14	TOTAL INVESTMENT REVENUE	\$15,000.00	\$42,907.56	\$55,000.00
15	TOTAL REVENUE	\$896,500.00	\$984,601.26	\$1,177,000.00
EXPENSES				
MEETING EXPENSES				
16	AGM/Conference Accommodation	\$58,000.00	\$55,643.21	\$67,000.00
17	AGM/Conference-Meals	\$40,000.00	\$37,991.76	\$48,000.00
18	AGM/Conference Meeting Travel	\$32,000.00	\$26,692.28	\$38,750.00
19	AGM/Conference Other Expenses	\$20,000.00	\$30,110.75	\$32,000.00
20	AGM Print Materials & Mailing	\$5,000.00	\$1,787.70	\$2,000.00
21	AGM/Conference Total Expense	\$155,000.00	\$152,225.70	\$187,750.00
22	Directors Accommodation	\$21,000.00	\$22,050.69	\$42,000.00
23	Directors Meals	\$8,100.00	\$6,998.50	\$8,000.00
24	Directors Travel	\$12,000.00	\$15,194.40	\$15,000.00
25	Directors Other Expenses	\$5,000.00	\$3,922.92	\$5,000.00
26	Directors Training	\$5,000.00	0	\$2,000.00
27	Branch Travel	\$5,000.00	\$5,785.36	\$7,500.00
28	Directors Expenses Total	\$56,100.00	\$53,951.87	\$79,500.00
29	Committee Accomodation	\$7,500.00	\$4,999.23	\$8,000.00
30	Committee Travel	\$11,500.00	\$5,842.13	\$10,000.00

ITEM		BUDGET 2022/23	CURRENT	PROPOSED 2023/24 BUDGET
31	Committee Meals	\$3,450.00	\$1,875.79	\$3,500.00
32	Advocacy	\$1,000.00	\$0.00	\$0.00
33	Issue Action Grants	\$3,000.00	\$415.00	\$0.00
34	Communications Committee	\$4,280.00	\$0.00	\$2,000.00
35	Media and Promotions	\$9,000.00	\$996.92	\$9,000.00
36	Excellence In Education	\$1,100.00	\$250.00	\$1,350.00
37	Golden Star Awards	\$11,000.00	\$1,854.43	\$10,000.00
38	Finance Committee	\$2,500.00	\$233.46	\$2,000.00
39	Health Benefits Committee			\$2,500.00
40	Heritage Committee	\$3,000.00	\$41.49	\$2,250.00
41	Heritage Branch Projects	\$6,000.00	\$3,500.00	\$6,000.00
42	Member Well being Committee	\$100.00	\$325.61	\$2,000.00
43	Membership Committee	\$3,375.00	\$451.20	\$4,900.00
44	Pensions/Benefits Committee	\$1,000.00	\$3,921.49	\$8,000.00
45	Retirement Workshops	\$5,000.00	\$4,072.12	\$7,000.00
46	Personnel Committee	\$0.00	\$640.91	\$1,000.00
47	Committee Expenses Total	\$72,805.00	\$29,419.78	\$79,500.00
48	BCTF AGM	\$3,000.00	\$1,876.15	\$3,000.00
49	Zone Meetings	\$10,000.00	\$10,868.06	\$10,000.00
50	BCRTA Representation	\$3,000.00	\$20.00	\$2,000.00
51	TPPAC	\$2,500.00	\$3,312.68	\$4,000.00
52	TOTAL Other meeting expenses	\$18,500.00	\$16,076.89	\$19,000.00
53	TOTAL MEETING EXPENSES	\$302,405.00	\$251,674.24	\$365,750.00
AFFILIATE FEES				
54	ACER-CART - Fee	\$6,000.00	\$6,003.90	\$6,000.00
55	ACER-CART Translation	\$500.00	\$0.00	\$500.00
56	ACER-CART - Travel	\$2,500.00	\$5,528.13	\$2,500.00
57	ACER-CART - TOTAL	\$9,000.00	\$11,532.03	\$9,000.00
58	NPF - Fee	\$350.00	\$350.00	\$350.00
59	NPF Delegates' expenses	\$0.00	\$0.00	\$2,500.00
60	NPF - TOTAL	\$350.00	\$350.00	\$2,850.00
61	CCPA - Fee	\$500.00	\$500.00	\$500.00
62	First Call - Fee	\$500.00	\$500.00	\$500.00
63	COSCO - Fee	\$500.00	\$500.00	\$500.00
64	BC Health Coalition - Fee	\$500.00	\$500.00	\$500.00
65	Total other Affiliate fees	\$2,000.00	\$2,000.00	\$2,000.00
66	TOTAL AFFILIATE FEES	\$11,350.00	\$13,882.03	\$13,850.00

ITEM		BUDGET 2022/23	CURRENT	PROPOSED 2023/24 BUDGET
	EMPLOYEE EXPENSES			
67	Wages & Salaries	\$310,000.00	\$316,682.76	\$389,000.00
68	Contractual Obligations	\$15,500.00	\$8,772.88	\$15,150.00
69	Staff Professional Development	\$7,000.00	\$1,604.13	\$9,000.00
70	Short Term Staffing	\$30,000.00	\$13,317.50	\$20,000.00
71	New/Transitional Staffing			\$62,000.00
72	CPP Expense	\$10,600.00	\$11,208.51	\$14,000.00
73	EI Expense	\$4,100.00	\$4,475.70	\$5,500.00
74	EHB & Dental Benefit	\$16,400.00	\$18,998.92	\$24,500.00
75	Municipal Pension Benefit	\$30,600.00	\$35,715.78	\$36,250.00
76	Life Insurance Benefit	\$4,500.00	\$4,375.29	\$5,320.00
77	WorksafeBC	\$350.00	\$274.03	\$500.00
78	Total Employee Expenses	\$429,050.00	\$415,425.50	\$581,220.00
	GENERAL & ADMIN EXPENSES			
79	Accounting & Audit	\$12,000.00	\$7,056.00	\$10,000.00
80	Legal	\$0.00	\$0.00	\$0.00
81	Bank Charges	\$1,500.00	\$1,418.42	\$1,500.00
82	Office Supplies	\$5,000.00	\$3,445.09	\$5,000.00
83	Postage & Courier	\$3,000.00	\$89.41	\$2,000.00
84	Storage	\$1,750.00	\$2,233.55	\$2,700.00
85	Photocopying & Printing	\$5,000.00	\$7,694.11	\$6,000.00
86	Telephone & Internet	\$5,000.00	\$2,934.73	\$4,000.00
87	Computer Software & Services	\$10,000.00	\$11,123.37	\$10,000.00
88	Website & Online Services Support	\$10,000.00	\$3,423.00	\$5,000.00
89	Equipment Maintenance & Upgrades	\$1,000.00	\$75.40	\$6,000.00
90	Executive Director Tech Allowance	\$6,000.00	\$6,000.00	\$6,000.00
91	Staff Travel	\$4,000.00	\$3,177.16	\$4,000.00
92	Service Recognition	\$1,000.00	\$1,290.59	\$1,000.00
93	President's Discretionary Fund	\$1,500.00	\$251.92	\$1,000.00
94	Directors/Staff liability insurance	\$5,800.00	\$6,248.00	\$6,875.00
95	General Liability Insurance	\$2,100.00	\$2,266.00	\$2,500.00
96	Branch Grants	\$3,000.00	\$1,000.00	\$6,000.00
97	Postscript Production	\$70,000.00	\$98,996.62	\$90,000.00
98	Postscript Support	\$24,000.00	\$16,794.75	\$24,000.00
99	Postscript Mailing	\$52,000.00	\$46,720.40	\$49,000.00
100	Consultants - Systems & Admin	\$0.00	\$0.00	\$0.00
101	GENERAL & ADMIN TOTAL EXPENSES	\$223,650.00	\$222,238.52	\$242,575.00
102	TOTAL EXPENSE	\$966,455.00	\$903,220.29	\$1,203,395.00
103	NET INCOME	-\$69,955.00	\$81,380.97	-\$26,395.00

ACER-CART REPORT

ACER-CART is the national voice of retired educator associations across Canada. As such, it continues to focus on its major role of advocacy: uniting the voices of its member organizations. If you haven't seen it, have a look at the ACER-CART website: www.acer-cart.org. There you will find useful links to advocacy, services for Seniors, current ACER-CART news, and a growing cross-Canada photo gallery to which you are invited to contribute some of your best shots.

The ACER-CART Annual Meeting was held in Ottawa on June 1st and 2nd. Delegates from the BCRTA included Tim Anderson, Steve Bailey and Grace Wilson. Gerry Tiede also attended as Past President of ACER-CART.

The meetings began with a strategic planning session conducted by Bob Fitzpatrick, President of the New Brunswick Society of Retired Teachers. Meeting in small groups, delegates discussed questions around the purposes of ACER-CART and relationships between ACER-CART and its Member organizations. Bob also distributed copies of the NBSRT Strategic Action Plan. It is a useful template.

ACER-CART finances and budgeting were presented and discussed. The organization's financial situation is good, but more financial resources are necessary if the organization is to grow its advocacy effectiveness.

The ACER-CART national pension survey was also presented and discussed. The findings are quite significant in terms of the effects of various teacher pension provisions across provinces. These findings, comparing the gain or loss of pension buying power in the context of COLA (Cost of living adjustments), present a stark picture of the difference in teacher pension plans across Canada. We in British Columbia are quite fortunate in comparison with some other jurisdictions.

The BCRTA noted the effectiveness of our recent advocacy campaign using the New Mode software licenced to ACER-CART. We also presented three resolutions to the meeting. Resolution 1 supported the inclusion of advocacy and emphasis on aging in place, the public control and establishment of national standards for care at home, and a universal pharmacare plan. This motion passed.

Resolution 2's intent was to re-affirm ACER-CART's commitment to the territorial integrity of its Member organizations. This is a recurring issue. The resolution produced some intense discussion, and was eventually tabled in the context of reaffirmation of ACER-CART's existing policies around this issue.

Resolution 3 was that ACER-CART monitor any attempts to increase the eligibility age for federal pension programmes as such a move would impact our members and Canadian seniors in general.

The meeting received two position statements on wellness issues. One entitled "Aging at Home 2022-2023" and the other "Long Term Care 2022-2023".

The ACER-CART executive for 2023-2024 remains much the same, the exception being the retirement of Margaret Urquhart as Regional Representative - East and Chair of the Health Services Committee. The in-coming Regional Representative - East is Sharon Penney of the Retired Teachers' Association of Newfoundland and Labrador. Martin Higgs remains president, Bill Berryman, vice-president, and Gerry Tiede, past president.

The draft statement of ACER-CART Priorities for 2023-2024 states that

ACER-CART will continue elevating the profile of our National Association in our provincial associations and at all levels of government and beyond.

ACER-CART, along with Members will:

- a) Advocate for the development and implementation of a National Seniors' Strategy.
- b) Advocate for the federal government's implementation of a national universal pharmacare program, including the establishment of a Canada Drug Agency and implementation of a national formulary.
- c) Advocate for a public health care system that prioritizes care in seniors' own homes for as long as possible.
- d) Advocate for public health care to combat the move towards privatization.
- e) Advocate for regulations governing Retirement and long-Term Care Homes with emphasis on improving patient respect, working conditions, training and staff wages.
- f) Support Members in their efforts to achieve the full cost of living pension adjustments.
- g) Complete the strategic plan.

The ACER-CART Communications Committee continues to focus on the re-working of the ACER-CART website which is maintained by Tony Estevez, courtesy of the Alberta Retired Teachers Association. Steve Bailey has served on this committee for the past two years.

Grace Wilson has served for two years on the Political Advocacy Committee as it develops positions on key issues affecting seniors across Canada.

The Health Services Committee continues to provide information on a variety of seniors' health and well-being issues in concert with other seniors' advocacy groups across the country.

As out-going BCRTA Representative to ACER-CART, I'm grateful to have had the opportunity to work with dedicated educators and advocates from across Canada.

Respectfully submitted,
Steve Bailey,
BCRTA Board of Directors Representative to ACER-CART

ADVOCACY COMMITTEE

This year, the BCRTA Board and members have participated in a wide range of advocacy initiatives, including;

- The use of ACER/CART's Newmode letter campaign software to write letters to MP's, MLA's and Ministers of health to encourage the adoption of a universal Pharmacare system for Canadians,
- Letters to Senators to urge the adoption of Bill C228, providing pension protection for employees when companies declare bankruptcy,
- A letter supporting the Transit for Teens initiative,
- A letter to the Minister of Education regarding our opposition to the funding of private schools, particularly the Westside school in Vancouver, which closed as a result of bankruptcy,
- A letter to the Minister of Education regarding the high number of non-certificated teachers working in the province, and the need for improved teacher recruitment,
- The distribution of information and encouragement to members to work with the Seniors Advocate's Survey of Long-Term Care residents, and
- A submission to the BC Standing Committee on Finance encouraging new school construction, the recruitment of teachers, and more adequate psychoeducational testing.

A number of the above items were fulfilled through actions of our affiliate organizations, and we have continued our work and funding of these organizations, including NPF (National Pensioners Association), ACER/CART, BCHC (BC Health Coalition), COSCO (Council of Senior Citizens Organizations), CCPA(BC) (Canadian Centre for Policy Alternatives), First Call, and BC FORUM (Federation of Retired Members)

An interesting addition this year has been the exploration of a joint effort with the BCTF to assist the Namibian National Teachers' Union (NANTU) in establishing a retired teachers' organization.

Respectfully submitted on behalf of the Table Officers,
Arnie Lambert, President

COMMUNICATIONS COMMITTEE

The Committee for the 2022-2023 year had 6 members; David Denyer Chair joined by Grace Wilson, Stephanie Koropatnick, Judith Blakeston, Rosalind Kellett, and Lori Dennill. Tim Anderson, Executive Director, was in frequent attendance.

Throughout the year we have had regular meetings that were a mix of Zoom and in person. All of us to a greater or lesser degree, were faced with the task of picking up from the work done by the previous committee.

A number of directions were indicated initially that arose from the goals already established. Some remaining references to a sub-committee structure were removed and a continuing need to redesign the website continues to be pursued. A proposal to work with the Membership Committee on recruitment materials is an ongoing part of the agenda.

It became clear that a number of new initiatives should be taken to improve the nature and effectiveness of BCRTA communications.

Feedback continues to suggest that interest in and awareness of the newsletter 'Connections' is patchy. Two impediments seem to be evident; distribution is hindered by email unreliability and an uncertainty as to its function and content. In order to facilitate easier online access to Connections we are recommending a direct link on the website menu bar obviating the necessity of a search.

To this end, and more generally we are recommending that various forms of representation and presentation be explored such as aural narration, videography, podcasts, streaming, etc. This would reflect the current media environment which is moving away from the dominance of the written word.

The streamed events organized during the Covid period provided a very accessible and relevant way of involving members and we would like to encourage bringing back this format for at least two occasions over the coming year.

The Postscript magazine is quite justifiably highly regarded and much appreciated by members. Nevertheless, it is felt that the content should reflect member experiences, issues and concerns outside of individual ventures. Sharing of articles from other retiree groups, volunteer projects, and advocacy endeavors could all find a place. In pursuing that direction members of the committee are encouraged to seek out those willing to write on a wide variety of topics relevant to seniors. Tim Anderson and I have attended meetings with other retiree organizations and the BCTF Newsmagazine editor as part of that initiative.

At our last meeting the committee finalized its goals that reflect the directions for the coming year as stated below:

1. Establish 2 half days, one in the fall and one in the spring, for live streaming presentations for members by speakers on select/timely topics of interest.
2. That members of the committee canvass acquaintances, fellow community members, societies for submissions to Postscript and invite writers to submit to postscript@bcrt.ca
3. Revise the website to include establishing a link to Connections on the menu bar.
4. Explore the implementation of diverse technologies and modalities of communication with the membership.

I wish to thank all members of the committee for their positive and productive engagement and help.

Respectively submitted,
David Denyer, Chair Communications Committee

EXCELLENCE IN PUBLIC EDUCATION COMMITTEE

The EiPE Committee held its regular meetings by zoom and in person from October 2022 to June 2023. Committee members also conducted business via email, including the adjudication of the Golden Star Awards. The Committee has maintained a presence on the BCRTA website, has updated members through BCRTA Connections, and Committee members have submitted articles to PostScript.

Thanks again to the wonderful on-going support of the BCRTA office staff – Laurie, Kristi and Tim. Their expertise in keeping us moving forward is very much appreciated.

Our committee work has two major aspects: rewarding excellence in public education in British Columbia and identifying issues in public education that we can address in order to add our BCRTA voice to improving excellence in public education.

This year the Committee awarded two Golden Star Awards. A Golden Star / Royal Canadian Legion Award went to Tatla Lake Elementary/Junior Secondary School in Tatla Lake, B.C. for their ‘Community Connections’ programme that involves students interacting with seniors and veterans in their community. Principal and grades 1-5 teacher, Kimberley Ikebuchi, has created a dynamic and on-going relationship between the school and seniors in and around Tatla Lake. A whole school assembly by zoom with members of the community attending was held on June 5 to celebrate the intergenerational ties between school and community. The Legion was represented by Amber Stewart of the Legion Foundation. We are grateful for our partnership with the Royal Canadian Legion, B.C. and Yukon Command that makes this award possible.

Our second Golden Star recipient this year was the “G is for Grandfriends” programme at Ray Shepherd Elementary School in Surrey. Ellen Petersson and Lisa Tome have partnered with seniors in a way that combines outdoor education with intergenerational connections as well as regular visits to Westminster House to present concerts and create quality time with residents there. A whole school assembly on June 6 saw Grandfriend Don give an inspirational object lesson/talk to students. Westminster House’s recreation and volunteer manager, Ken Biehl, also took part in the celebration with BCRTA representatives Gail Chaddock-Costello, Barb Mikulec, and Steve Bailey.

Our partnership with the province-wide B.C. Heritage Fairs organization was strengthened this year with the BCRTA recognizing regional prize recipients for this year’s Heritage Fair. Some BCRTA members volunteer with their local B.C. Heritage Fair organizations, serving as student mentors or Fair organizers.

The BCRTA through the EiPE has been instrumental in getting the June 1 “Intergenerational Day” proclaimed in perpetuity. We no longer have to apply for that recognition each year.

A new initiative undertaken by the Committee this year was the preparation and submission of a brief to the B.C. Standing Committee on Finance that made specific recommendations for the setting of B.C. next education budget. We are pleased that the BCRTA can add its voice to other education stakeholders in this regard. Thanks to individuals and branches for their responses to our invitation in BCRTA Connections to suggest areas for inclusion in the Brief.

Thanks goes to Larry Kuehn for coordinating this effort that saw the drafting of three recommendations along with a rationale for each. The Brief is included here. The order of recommendations does not reflect priority.

Recommendation 1:

That capital budget to finance building more schools should be increased to reflect the growing population and current government focus on increased housing.

Supporting Statement:

The headlines daily are about building more housing to address the crisis of lack of enough affordable housing. Seldom do we hear about the needs of the children living in the new, additional housing for schools to be there when they move in, not several years later.

The current government policies on building schools are creating the space problem. School districts don't get approval to build schools until the students are already living in an area and looking for a classroom. Then it takes years for the plans to be developed, approved and for the schools to be built. The students in the meantime are in overcrowded schools or stuck in inadequate portables.

Two changes must be made to correct this problem. Government policy must be revised to prebuild schools for areas where planners have already indicated there will be new or infill housing that will bring children who will need schools. This policy change will require an increase in the capital budget for schools.

The second reform must be in the planning process itself. The province has recognized that it must intervene with municipal councils to overcome resistance and impediments to increased housing. The province must also bring together the three levels of government—province, municipal and school districts—to do joint planning that includes building in advance new schools where they are needed because of changes in population.

Recommendation 2:

The province should adopt a plan to increase the number of qualified teachers, with the funding necessary to carry it out over the next several years.

Supporting Statement:

Some school districts have asked retired teachers to come back and fill in, particularly as teachers on call to make up for the shortfalls in the number of qualified teachers available. For some retirees that fits with their plans and lifestyle. But it is no solution to the shortage of qualified teachers.

The recent BC Teachers' Federation survey of its members identified the lack of qualified teachers as having a negative impact on their work. They are reluctant to take sick leave when they are ill because not having a teacher on call available means that colleagues will be called on to fill in. Often those colleagues are the specialists who work with the most vulnerable students, whose special programs get shut down for the day because the teacher is called away to substitute.

Everyone suffers from this situation. The students who lose their educational opportunity that is crucial to their success. The teachers who are committed to those students and feel the loss of not being able to offer what they know the students need. And the ill teachers who come to school when they shouldn't because they don't want to see the loss from pulling the specialist teachers from their work. Not enough new teachers are being educated in the province. Some school districts are hiring non-qualified individuals in order to have someone to put in front of the students—clearly not an acceptable situation.

The solution is to expand the teacher education programs, especially in areas of the province that have the most severe shortages. Making the programs attractive with incentives for students would help as well—such as financial grants that do not have to be repaid if the student completes a program and teaches for some years.

Quality education for every student requires qualified teachers—and the province should act to make sure they are available.

Recommendation 3:

Funding for psychoeducational testing should be increased and targeted to reduce wait times for student testing.

Supporting Statement:

Developing appropriate educational programs for all students requires that psychoeducational testing be available when it is needed. It is not, for many students.

Long waitlists keep many students from getting the assessments they need to get the specialist assistance and the appropriate programs. This is a problem in most districts but is a particular problem in rural areas and small districts.

As is so often the case, the limitations also increase inequalities. Parents with the resources can afford to arrange for private assessments. These can then mean that their children can get the appropriate assistance while others are denied it lacking the assessment that brings the help.

The province could address the problem with a combination of more funding targeted to assessments and encouraging more teaching staff to have the training necessary to carry out the assessments.

A fundamental value of public education is equity. Waiting for access is a quashing of that value.

The Committee also prepared letters to go out under the signature of BCRTA President, Arnie Lambert, to deal with teacher shortages in the province and the use of unqualified personnel in classrooms. We also reaffirmed the BCRTA's policy advocacy for 'a fully-funded B.C. education system' through a letter to the Ministry of Education concerning the Westside School financial debacle.

We also recommended that the BCRTA become an official supporter of the Transit for Teens initiative. Thanks to Gail-Chaddock Costello for researching this issue. The BCRTA is now an official supporter of Transit for Teens.

Our proposed EiPE Committee Goals / Action Plan for 2023-24:

Goals and Action Plan 2023-2024

1. Coordinate the promotion, administration, adjudication, presentation and publication of the intergenerational Golden Star Awards Program on behalf of the BCRTA.
2. Continue to write articles that celebrate the excellence of the contributions made to the BCRTA and/or ACER-CART by living past presidents.
3. Encourage retired teachers to exercise their franchise in the best interests of public education.
4. Continue to monitor the funding of public education in B.C., and advocate for a fully funded public education system, such advocacy to include preparing a submission endorsed by the BCRTA to the B.C. Standing Committee on Finance that presents specific recommendations for B.C. public education funding.
5. Work with B.C. Heritage Fairs by encouraging BCRTA members to volunteer and by providing annual book prizes for regional student award recipients.
6. Work with education partners to develop policy statements that support best practice in British Columbia public education and to advocate appropriately in support of those policies.

Respectfully submitted,
Steve Bailey, Chair Excellence in Public Education Committee

HEALTH BENEFITS COMMITTEE

The Health Benefits Committee is responsible for the insurance plans administered by the BCRTA. Our provider is Johnsons Inc.

Committee Members:

Arnie Lambert, Dale Lauber, Liz Mackenzie, David Scott, Gerry Tiede (Chair), Grace Wilson, Tim Anderson (ED)

Johnson Extended Care and Prestige Travel

We have seen significant growth in this plan – about 22% over last year. We will soon have over 3000 people in this plan. Based on feedback from members, we try to make improvements to the coverage each year. This year we added:

- a. Shiatsu Therapy as an allowable Paramedical expense.
- b. Vision care enhancement to include lens implant as an eligible expense just as glasses/contact lenses. IE \$200/2 years. These would be for intraocular lens after surgery.
- c. Glucose monitoring flash or continuous monitoring one device every 3 years up to \$300. Must be Insulin dependent. Also, include insulin pump supplies to a maximum of \$300/year.
- d. Increase the maximum travel medical coverage amount to \$10 million per person, per trip.

Premiums will increase by only 2% this coming September.

Dental

The dental insurance has also recorded significant growth – 39% over this time last year and we have 926 members as of June 2023. Unfortunately, the premiums will increase by 15.9%. This is due to an increase in the Dental Association Fee guide rates, additional costs for COVID protocols still in place and possible additional claims as members catch up from missing maintenance and treatment during COVID.

MEDOC

Our MEDOC plan has also rebounded from the COVID downturn in travel with a growth of 34% this past year – an increase of 1639 members. The maximum coverage provided has also increased to \$10 million.

General Comments

Much of the growth in our plans is attributable to Lisa Hansen and Mark Costella's visits to Branch meetings. They have provided 'best friends' advice at 18 Branch meetings between January 1 and July 1 this year. A BCRTA representative, usually Arnie Lambert our President, accompanies her. If you have not had a visit recently, please contact Lisa or Arnie.

The committee is also thankful for the work that the Pre-Retirement Workshop committee does to make active teachers aware of the BCRTA insurance options available to them at retirement.

The committee monitors our insurance programs constantly with a goal to provide excellent plans for our members. This coming year we have changed the insurance underwriter from Desjardins to Manulife to manage both service and price increases. We also maintain a rate stabilization reserve account to protect the plan members from any spike in utilization costs.

HERITAGE COMMITTEE

The Heritage Committee consists of 7 members including a Chair, two other BCRTA Directors and four BCRTA members. Four committee members have previously served on the committee for three or more years and three committee members were new this year. We met at regular intervals during the 2022/2023 year, with many attending every meeting and others who were unable to attend one or two meetings for a variety of reasons, including both illness and travel. In general, the Heritage Committee this year has been able to create a healthy working environment and work cooperatively toward the committee goals.

One of the primary purposes and goals of the Heritage Committee is to evaluate and confer Heritage Grants for branches who undertake to work on Heritage projects. As such, we became mildly alarmed, when, early on in the year, we detected an apparent drop in the number of applications for the grant. In response to this, the committee undertook to collaborate on an article for publication in *Postscript*, aimed at encouraging branches to take on a Heritage project and apply for a grant. This article was completed early in the spring, but missed the Spring edition of *Postscript* and subsequently appeared, in an altered form, in *Connections*.

Two applications for Heritage Grants were subsequently received and evaluated, with \$2000 being granted to The Elk Valley RTA for their Ghost Schools Project, and \$1500 being granted to the Kootenay Columbia RTA for a community project aimed at scanning 110 high school yearbooks dating back to 1936, from various area high schools. In the end, just \$3500 of the \$6000 grant allocation was used in 2022/2023.

Much of the attention of the committee this year was focussed on the slow progress of the 2-person subcommittee working remotely to organize and eventually catalogue the materials found last year in storage, with the aim of producing a functioning library collection. This slow and time-consuming work was accelerated and energized when, on April 20th, the committee travelled to Nanaimo in a dual purpose event to both visit a Heritage Site (The Nanaimo-Ladysmith Skipsey Educational Heritage Library), and spend time at the site, where the collection is currently housed, using the newly-developed & evolving Catalogue Information Form to collaborate on cataloguing selections from the collection. This sub-committee work is expected to continue through next year, with a target date of next June for completion.

In the final Heritage Committee meeting of the year, our second and final Heritage Grant application was evaluated and monies were conferred. The bulk of the meeting was spent in reviewing the goals from the current year, evaluating whether and how they had been met (or not) and proposing goals for the 2023/2024 year.

Committee goals for 2023/2024

- Continue to promote the availability of BCRTA Heritage Project Funding Grant Criteria and Application forms
- Improve accessibility of grant application on website.
- Continue to administer and adjudicate heritage grant applications on behalf of the BCRTA
- Follow-up with recipients of heritage grant monies to provide progress reports and a final report on completion
- Complete cataloguing the BCRTA Heritage Library Collection with use of the searchable data base.

- Digitize the Heritage library (deferred pending completion of cataloguing Library collection
- Update history of BCRTA for website - It is believed that this goal has been achieved, pending investigation of materials on website
- Visit a heritage site, and/or find a speaker who can help us to guide groups with collections.
- Create an article commemorating the 50th anniversary of the Status of Women/History of progress toward equality.
- Apply for membership in the BC Historical Society.

Respectfully submitted,
Stephanie Koropatnick, Chair Heritage Committee

MEMBER WELL-BEING

This year's committee met on 5 different occasions, twice in-person, while the other 3 were conducted on-line via Zoom. The committee was small in number but exceptionally knowledgeable about the health and well-being issues all seniors continue to face here in British Columbia while trying to find solutions and options to help members move forward successfully. My sincerest thanks to Lori Dennill from Prince George, Carol Baird-Krul of the Gulf Islands, and Directors Barb Mikulek, Marg Sutton and Charlene Hodgson for their expertise and assistance throughout the year.

Based on the goals previously established for the year that aligned with the on-going work of ACER-CART, the committee continued its support for a Pharmacare programme within a Canada-wide National Seniors Strategy and prioritizing the need for better care for seniors in their own homes for as long as possible (Aging-in-the Right-Place which broadens the scope of the older campaign called "Aging-in-Place"). We created a research project to identify organizations with web-sites that provide truthful information on various facets of a member's well-being (which hopefully will be posted on the BCRTA web-site for reference purposes). Several short health-related articles have been published in the PostScript under the heading "Did You Know?" this year. The initiative to identify a Well-Being contact in each Branch had limited success. Hopefully, better communications with Branches will be possible over the next year.

Respectfully submitted,
Pat Thiesen, Chair Member Well-Being Committee

MEMBERSHIP COMMITTEE

The committee met in-person twice and via Zoom twice. Post COVID-19, we're able to thankfully meet in person – discussion and idea sharing occurred more easily, built upon, and agreed to. Using both on-line and in-person meetings are efficient and cost-saving.

BCRTA Membership June 30 2023 was 17,617 – an increase over last year of +122. There are 39,000 members in the BC Retired Teacher Pension Plan- indicates we have room to grow. There are 1524 Life Members (over age 85), an increase of +154 over last year. Sadly, we have had 229 Members pass, members who will be dearly missed by both friends and family. From January on, we have provided 413 new free memberships. And 114 members signed up this June alone.

Accomplished This Year:

Under each of the Membership Committee mandates below is a description of what we undertook and/or accomplished this year (2022-2023) in support of the BCRTA Goals of “promoting the interests of and guarding the welfare of its membership”:

1. Encourage all persons eligible for membership in the BCRTA pursuant to the Bylaws to become members of the Association

- The Board agreed to continue First Year Free membership to promote new members to explore our services and benefits
- We worked to broaden our membership base by promoting Associate (non-voting) memberships
- A major success by Tim Anderson, Grace Wilson, and Linda Watson who met with TPP representatives provided convincing argument to successfully obtain permission to allow the BCRTA to contact existing and new retirees who receive a TPP pension but who have not yet joined BCRTA, to advise them of their right to join and the benefits of doing so. Contact will be through a “blind” mailing for privacy. Other public sector retiree groups have been able to do this, with significant success in their Membership growth. Subsequently we expect a more fulsome description of BCRTA's identity and services in literature provided by Pension Corporation online and in print.

The above is the most significant accomplishment in Membership matters in the past 5 years – Kudos to these 3 people.

2. Prepare and distribute information showing the benefits of BCRTA membership

- Requested a process to make more frequent updates to BCRTA information on websites
- Submitted a whole Committee review and revision of the Branch Handbook for consideration by BCRTA staff
- Provided a Summary of Advantage Partners services to Branch Executives
- Tim Anderson worked tirelessly to obtain a new cell phone purchase and service plan – and recently has had interest from TELUS to provide same this year
- 2023 hosted trips to Egypt (Gerry Tiede) and Vietnam (Grace Wilson)
- 2023 Early Spring – hosted Portugal (Algarve) 3 week long-stay (Liz Mackenzie)
- 2023 Late Spring – hosted Croatia trip and stay (Gerry Tiede)
- The Group Travel Leader Application form was super successful, allowing the Travel Committee (Grace Wilson, Gerry Tiede, Dave Scott) to add additional leaders for group trips – answering our need for succession and ability to offer greater trip variety (Themed trips, Canada trips, River cruises, Biking)
- Continued participation by most all our Advantage Partners thanks entirely to Tim Anderson's efforts

3. Encourage and assist in the formation of new Branches

- No new branches formed this year, emphasis on maintaining and supporting existing Branches

4. Encourage two-way communication between Directors and Branches to promote co-operative relationship

- BCRTA web-site now offers easily viewed map of Branches relative to School Districts throughout BC – kudos again to Tim Anderson
- 2023 AGM will be hybrid in form – in-person and zoom participation made available and the AGM will be broadcast live on You-Tube
- Zone meetings held in-person in respective Zones this year due to leadership of BCRTA Zone Directors and the generous help of local host Branches
- Application forms to BCRTA Committees now provide a brief description of work involved so apply. Directors and Committee members have term limits.

5. Assist Branches in recruiting and retaining their Executive Members

- Board continued approval for funding grants to Branches to “take a prospect out for coffee or lunch” as part of Branch Executive member recruitment process.
- Sharing of successful Branch group activities with all Branches (local modifications to be made as needed)
- Encourage Branches to invite other neighbouring Branches to attend or participate in workshops and presentations, space permitting.

6. Advise Branches experiencing other operational difficulties and offer assistance

- Board moved a motion that will provide permanent \$300 operational grant to all small locals (<100 members) permanently
- Assisted Branch Executives with succession and membership stability concerns with both in-person visits, zoom meetings, and PowerPoint presentation resources
- The BCRTA continues to grow a strong partnership with Johnson Insurance (travel, house, health insurance) and with Trip Merchant (trip planning and hosting). With post-COVID travel expansion other Advantage Travel partners have resumed offers - Collette Travel and Merit Travel
- The majority of members have annual fees deducted from their September pensions. Others now pay membership fees on-line, a well-established practice as opposed to writing and mailing cheques.

Membership Growth Awards 2022

In 2022 Winners were: Comox Valley (Devon dePutter), Cranbrook (Carol Johns), and Surrey (Tom Hastie). Awards will again be presented at the Fall 2023 AGM. The awards recognize the highest growth per capita in three categories: small (up to 200) mid-size (200-500) and large (over 500) locals.

Next year our Membership Committee will be anticipating involvement in:

- The acquisition of an Advantage Partner Telus offering cell phones and cell phone plans for our members.
- The completion and implementing of the new Encore operating system for our BCRTA
- Subsequent to the Encore launch, BCRTA will contact retirees who receive a TPP pension but who have not yet joined BCRTA to advise them of their right to join and the benefits of doing so. Using a “blind” mailing will not compromise their privacy. Other public sector retiree groups do this, with significant success. We are also seeking a more fulsome description of BCRTA’s identity and services in literature provided by Pension Corporation online and in print.
- The new Health and Community Connections Member Survey undertaken by the Executive Director
- Explore online downloadable or removable discount coupons inserted in Postscript publications
- Obtaining BCTF permission to have BCRTA/Branch RTA Reps on the agenda of at least one Local Union Staff Rep Meetings annually - an excellent point of contact for “staff room” material distribution.

As Chairperson I express my most sincere appreciation to volunteer members of the Membership Committee - they do their homework!! It is humbling to be presented by the many creative and helpful ideas, the cooperation and idea sharing, and the “getting things done!” Such good people who work hard to serve your interests, to meet your needs, and to grow a healthy organization.

The Membership Committee interests involve other BCRTA Committees and particularly the work of our staff - we are so thankful to Kristi Josephson, Office Administrator; Laurie Boyd, Administrative Assistant; and Amberly Tse, Receptionist.

The Membership Committee wishes to particularly express our sincere THANKS to Tim for his leadership, his suggestions, and his astute guidance.

Respectfully submitted,
Dave Scott, Chair Membership Committee

BCRTA Membership Committee:

Pat Thiesen (Delta), Liz Mackenzie (Comox), Dave Ellis(Vancouver)Laurence Greeff (Langley), Charlene Hodgson(Kelowna),Dave Scott, chair (New Westminster/Comox)

PENSION & BENEFITS

Meetings

The Pensions and Benefits Committee met 6 times this year, a combination of in-person and Zoom meetings. There are 7 committee members, all with long experience in the area of teacher pensions and health benefits: Al Cornes, Arnie Lambert, Elizabeth MacKenzie, Carolyn Prellwitz, Judy Stewart, Rob Taylor, and Linda Watson (Chair).

BC Teachers' Pension Plan

A large part of the work of the P&B Committee is to monitor the health of the Teachers' Pension Plan. Two of our committee members are Trustees on the TPP Board of Trustees: Al Cornes, representing the BCRTA, and Rob Taylor, representing the excluded staff (BCSSA and BCPVPA). They are an invaluable source of insight and current information on the Plan.

After a meeting with the full Teachers' Pension Board last fall, BCRTA representatives were able to achieve enhanced recognition by the Plan of the BCRTA as the voice of retired plan members. We are working on a communication to go out all plan members about the services that the BCRTA can provide to retirees.

At the end of 2022, Teachers' Pension Plan assets were \$35.9 billion. Last year was a challenging year for investments, and the plan sustained a loss of \$1.18 billion. By the end of the first quarter of 2023, the fund had recovered almost \$1 billion, with a market value of \$36.8 billion.

2022 Results

Net assets at January 1, 2022	\$37.767 billion
Investment income (loss)	(1.184 billion)
Contributions	0.843 billion
Benefit payments	(1.405 billion)
Investment & administration	(0.108 billion)
Net Assets December 31, 2022	\$35.913 billion

Asset Allocation

At December 31, 2022, the Plan's assets were invested as follows:

Fixed Income	40.9%
Equities	38.8%
Real Estate	18.0%
Infrastructure & Renewable Resources	11.8%
Other	0.6%

Inflation Adjustment

Keeping up with the cost of living is particularly challenging for pensioners. We are extremely fortunate to have robust inflation protection as a part of our pension plan. In recent years, plan members voted twice to increase the contributions they make to the Inflation Adjustment Account (IAA) to provide cost of living adjustments to pensions.

For January 1, 2023, the Board of Trustees awarded a 6.9% cost of living increase to our pensions to fully match the September over September rise in the Canadian Consumer Price Index. September is the end date used for TPP COLA decisions. Although cost of living adjustments are not guaranteed in our plan, the IAA has been able to provide full COLAs so far. Once granted, a COLA becomes a guaranteed part of your pension.

Over the last 21 years, cost of living adjustments in the Teachers' Pension Plan have increased our pensions by 55%. For example, a \$25,000 pension granted in 2022 is now paying \$38,782 in 2023.

Advocacy

This year, through the BCRTA Board of Directors, the committee advocated for the passage of Bill C-228, the Pension Protection Act, which did pass Parliament in the spring. It provides priority to employee pensions in cases of company bankruptcy.

We also supported efforts being made to lobby for a national Pharmacare plan and a national Dental Plan.

Pre-Retirement Workshop Programme

Under the leadership of Al Cornes, we continued offering our retirement workshop to active teachers across the province: Understanding Your Benefits and Income in Retirement.

Advertising through the BCTF Local Associations, school districts, and our own website, we provided 21 workshops this year. Some 841 participants attended at online sessions, in person after school in locals, or on district or provincial Professional Development Days.

A useful innovation has been a workshop email address, where attendees can email their personal questions to the presenters for individual advice.

Many thanks to our presenters: Al Cornes, Gerry Tiede, Arnie Lambert, Carolyn Prellwitz, Elizabeth MacKenzie and Linda Watson, and the production magic of Tim Anderson.

Health Benefits

The Committee also monitors the Green Shield health benefit plans provided through the Teachers' Pension Plan. Currently, the Pension Board is reviewing their EHC and Dental plans. Last year they did several focus groups with benefit plan members. The Delaney Report on the focus groups can be found on the TPP website.

This fall, the Pension Board is asking for member input through a TPP website survey. Watch for your opportunity to provide input on your satisfaction with the Green Shield EHC and Dental plans, new benefits you might want to see added, and your willingness to support higher premiums to pay for plan improvements.

Teachers' Pension Plan Advisory Committee and BCTF Pensions Committee

BCRTA is represented at TPPAC and at the BCTF Pensions Committee by Elizabeth MacKenzie and Linda Watson. These committees provide pension advice to the TPP Plan Member Partner (the BCTF), and engage the views of active teachers, school administrators, plan member Trustees, and retired teachers.

Committee Professional Development

Although Pensions & Benefits Committee members have considerable pensions experience, it's necessary to keep current with developments in the field. Thanks to an increase in the Committee's training budget, we were able to send 3 committee members to conferences for ongoing PD. Judy

Stewart attended the SHARE Summit and Pension Trustee Bootcamp, with a focus on responsible and sustainable investing and fiduciary duty. Carolyn Prellwitz and Elizabeth MacKenzie attended the BC Public Sector Pension Conference, which is organized by the BC Investment Management Corporation and by the BC Pension Corporation. This conference provides comprehensive sessions on domestic and international investments, pension administration and policy, and the legal landscape.

Respectfully submitted,
Linda Watson, Chair Pension and Benefits Committee

Pensions and Benefits Committee Members:
Al Cornes, Arnie Lambert, Elizabeth MacKenzie, Carolyn Prellwitz, Judy Stewart, Rob Taylor, and Linda Watson (Chair)

PERSONNEL

The Personnel Committee met a number of times this year to complete renewed contracts of employment with our support staff.

Three-year contracts for the period January 1, 2023 to December 31, 2025 were negotiated for both Laurie Boyd and Kristi Josephson. We believe the terms of the contracts reflect both “best practices” as an employer, and also our satisfaction with their work for the Board and general membership.

The Personnel Committee also approved the hiring of a fourth employee as Receptionist. The first candidate did not meet the needs of our organization, but we are confident that the new hire of Amberly Tse in June will be successful.

Respectfully submitted on behalf of the Table Officers,
Arnie Lambert, President

SELECTED BCRTA ELECTION RULES

PROCEDURES: 4.6.2 For Director

4.6.2 For Director

- A) A call for nominations for Director positions, along with the appropriate forms, shall be published in the Summer issue of PostScript, in an issue of BCRTA Connections, and on the BCRTA website by April 30th.
- B) Nominees wishing their curriculum vitae to be published in the Summary of Reports booklet shall submit their nomination forms and curriculum vitae to the BCRTA office by July 15th. Dir., May 2014
- C) Persons nominated after the July 15th deadline may prepare curriculum vitae for distribution at the AGM, prior to the elections. Dir., May 2014
- D) Nominees submitting their forms after July 15th shall have their names added to the printed ballots if they are in the hands of BCRTA Staff by 5:00 pm on the day before the AGM.
- E) A nomination from the floor requires a mover and seconder. Dir., Mar 2015
- F) There shall be no candidate speeches except that, if there are nominations from the floor, all candidates for that particular position shall be granted two minutes in which to introduce themselves. Dir., Mar 2015

4.5.2 Composition of the Delegation to the BCTF AGM

BCTF AGM AGMs 2008, 2011, 2017

The BCRTA delegation shall have up to 21 members, including the following:

- A) the BCRTA Directors;
- B) BCRTA voting members elected by the AGM from a slate of candidates comprising:
 - I. Members who have submitted nomination forms prior to the AGM; and
 - II. Members nominated from the floor of the AGM.

RULES OF ORDER:

8.5.5 Balloting rules

- A) The printed ballots will include the names of those candidates whose valid nomination forms were in the hands of Office Staff by 5:00 pm on the day before the General Meeting.
- B) The names of candidates nominated from the floor shall, at the direction of the Nominations Chair, be added to the printed ballots by the voters.
- C) A ballot shall be valid if it is marked for at least one candidate but not if it is marked for more than the number of vacancies to be filled. The final determination of a ballot's validity lies with the Nominations Chair.
- D) To be declared elected a candidate must receive more than 50 percent of the valid ballots cast; except in the election for BCRTA Delegates to the BCTF AGM, where candidates are elected in order of the number of votes received, up to the number required to make up the delegation. Dir., May 2015
- E) Following an indecisive ballot, where there are more than two candidates remaining over and above the number of remaining positions to be filled, the candidate with the fewest votes shall be dropped from the next ballot.
- F) Candidates defeated in an election for a position shall be deemed to have been nominated for the position next to be filled.
- G) At any time prior to the conduct of a ballot a candidate may, by giving notice to the meeting, withdraw from that election.
- H) Following completion of the election process, and unless there is a resolution to the contrary, the ballots shall be destroyed.

**The BCRTA Handbook procedures reflect the rules for an in-person event. Minor modifications to accommodate the virtual event will be announced prior to the AGM meeting.*

NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM FOR PRESIDENT - 1 year term

ARNIE LAMBERT Parksville-Qualicum

This past year, all of us in the BCRTA - our staff, members and Branches, as well as the Board and committees - have been able to resume a more normal existence, with in-person meetings, and opportunities to resume travelling and meeting each other. I was particularly rewarded with the chance to get out to Branches; meeting members from around the province, and hearing their stories and the issues they face, and I am hoping to continue with more Branch visits this coming year.

The BCRTA continues to grow, in part due to a focus on strategic goals, and our organizational capacity. Our staff have been busy this year with implementing a new computer system of modernized and integrated software to better handle membership data. As well, the rationalization of our fee structure to keep pace with inflation provides secure funding to ensure continued excellence in service to members. In this way, the BCRTA is well-positioned for increases in membership and benefits to members.

The leadership of our Board, committee members, and staff has helped us to continue to fulfill our major purpose "to promote the interests and to guard the welfare of ... members".

Serving this past year as the President has been very rewarding, and I would be honoured to serve again, and to continue the work to enhance our organizational capacity, and achieve and protect the goals of our organization, and our members' well-being.

Experience:

Education

- North Surrey Secondary (1966)
- PDP - SFU (1975)
- BA - SFU (1979)
- Pension and Benefits Certifications - Humber College (2002, 2004)

Local

- Elementary teacher, Summerland - 25 years
- Summerland Teachers' President - 7 years
- Okanagan Skaha Teachers' President - 1 year

Provincial

- BCTF Pensions/Benefits staff - 10 1/2 years
- Income Security Ctte. - 6 years
- Pensions Ctte. - 8 years
- Teachers' Pension Plan Advisory Committee (TPPAC) - 10 years

BCRTA

- President - 1 year
- 1st Vice-President - 2 years
- 2nd Vice-President - 1 year
- Director - 2 years
- Pensions and Benefits Ctte. - 11 years
- Finance Ctte. - 5 years
- Pension Workshops Ctte. and presenter - 10 years
- Former Vancouver Branch RTA Member-at-Large
- Current member of Parksville Qualicum RTA

Arnie Lambert is currently the BCRTA President, and a member of the Parksville Qualicum Branch.

NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM FOR 1st VICE PRESIDENT - 1 year term

CAROLINE MALM Coquitlam

As first vice-president and treasurer, I have enjoyed collaborating with BCRTA members, Board and staff as we pursue the goals of our strategic plan. It has been a privilege to learn how to support members as we carefully balance in - person and virtual interactions. I would very much like to continue working on your behalf as our membership grows and we implement new organizational structures. Thank you for considering my candidacy - I respectfully ask for your support.

BCRTA Committee Experience:

- Finance Committee (Three years; currently Treasurer and Committee Chair)
- Excellence in Public Education Committee (seven years)
- Health and Housing Committee (one year)
- Personnel Committee (Three years)
- Well- Being Committee (Member and Recorder for three years)
- Branch delegate to BCRTA AGM meetings
- BCRTA delegate to BCTF AGM meetings

Executive Committee experience:

- BCRTA First Vice - President (one year)
- BCRTA Second Vice-President (two years)
- BCRTA Conference Organizer (two years)
- BCRTA Zone Liaison (five years)
- BCRTA Director (two years)
- BCRTA Appointee to RR Smith Board of Directors (five years)
- CRTA (Coquitlam Retired Teachers' Association): Currently Past - President; President (six years); Vice- President; Director responsible for Policies and Procedures; Newsletter editor; Social Concerns Contact to the BCRTA
- CTA (Coquitlam Teachers' Association Local 43) : Acting President; First Vice- President; Grievance Officer; Member at Large

Other Committee experience:

- CTA and BCTF: As a local officer, dealt with pension issues and served on many district and local committees;
- BCTF Provincial Health and Safety Trainer;
- Local Representative to the BCTF; CTA delegate to BCTF AGM meetings; Staff Representative School based committees;
- Professional Development; Health and Safety

Educator positions held:

- Teacher of secondary English, French, German, Latin, Sewing and Social Studies in Burnaby, Ontario and Coquitlam; Department Head of languages, Coquitlam

NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM

For 2nd VICE PRESIDENT - 1 year term

DAVE SCOTT Comox Valley

I'm asking to continue another year in the 2nd VP position. The BCRTA has reacted effectively to change - experiencing and now emerging from Covid restrictions. I believe the Table Officers have been responsive, cohesive, and effective. Arnie, Caroline, and myself work well together and I ask you to vote for this same team to continue in 2024.

The BCRTA will have major events this year that we have to guide our Association through:

- A new Encore operating system changing our member records and communications, and subsequently working with increased staff
- Gaining new Advantage Partners to provide (discounted) services to members province-wide (where possible)
- responding to an anticipated substantial increase in Membership numbers through new TPP contact with those retirees not currently members of the BCRTA - that's up to 17,000 potential new members
- Advocating for Senior supports for aging in place from all levels of government

I'm currently on six BCRTA Committees - Membership (5 years Chairperson); Finance (5 years BCRTA Ad-hoc Travel (3 years); Personnel and Advocacy (1 year); Extended Health Benefits (1 year) I've been the BCRTA contact to the CCPA - BC or the Canadian Centre for Policy Alternatives-BC - noted research and analysis group (3 years)

I happily offer my expertise, experience and problem-solving skills to work improving and expanding services, encouraging new retirees to join, protecting and improving retiree benefits, and assisting Branches with membership recruitment, retention, and succession. My goal is to continue to ensure our retirement experience is comfortable, safe, and stable. I humbly ask you to vote for me as BCRTA 2nd Vice-President for 2024.

Education:

Kamloops Secondary 1966

B.Ed (SFU) 1974

M.Ed (Spec. Ed UBC) 1984

BCRTA Involvement: Membership Committee (Chair); Finance Committee; Pension and Benefits Committee; Travel Committee; Health Benefits Committee; Advocacy Committee; Personnel Committee; New West RTA Member/Secretary; Canada Health Care Round Table/Local Lobbying; BC Seniors Advocate Residential Care Survey Volunteer

Provincial Involvement: BCTF Pension and Retirement Workshop Presenter; BCTF Staff - Income Security Assistant Director; BCTF Judicial Council chairperson; BCTF AGM and Rep Assembly delegate and local chair

Local Involvement: Teacher Kamloops Thompson School District; Kamloops Thompson Teachers Association Executive; KTTA Local President/Vice-President

NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM FOR ACER-CART REPRESENTATIVE - 2 YEAR TERM

DAVID DENYER Cowichan Valley

I've completed my first year as a director and chair of the Communications Committee.

The work of the committee has opened my eyes to the work being done by other retiree organizations and particularly ACER-CART, our national retired teachers' association to which we belong. They are advocating for number of necessary improvements and new initiatives that are needed to improve the lives of all seniors. I think the BCRTA should be a constructive, positive voice in the development of ACER-CART's programs and advocacy work.

A number of years ago I was a director for the CTF-FCE (the Canadian Teachers' Federation) so have a sense of the regional differences and priorities that I would help bring together into as cohesive a body as possible.

I have been a branch president of the CVRTA for the past 5 yrs and prior to retirement was a member of staff at the BCTF.

My teaching career spanned 46 yrs during which I was involved with BCTF and local union branch in many roles and capacities.

**NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM
FOR DIRECTOR
(Inside the Lower Mainland and Fraser Valley Regions)
Two - 2 year terms**

**ROSALIND KELLETT
Vancouver**

A. BCRTA Director Experience

First Elected at AGM 2022 and served also on Heritage and Communications Committee-
-appointed BCTF/BCRTA Rep to BC FORUM (Federation of Retired Union Members)
-have attended many, many meetings, learned lots and enjoy it all.

B. Vancouver RTA Experience

First appointed Editor of quarterly newsletter, the Vancouver TABLOID in August, 2015
-served on executive continuously in this same position plus Website coordinator & scholarship chair-
person; elected First VP in July 2023

C. Educator Experience

-started student teaching in Kamloops SD at Brocklehurst Jnr.Sec. (early 1972)
-Continued in Surrey School District - Guildford Park Community School (1977-early 1979); Johnston
Heights Jnr. Sec (1976-76); Princess Margaret Senior Secondary (1973-75)
-then in Vancouver School District - secondary schools: Eric Hamber (2003-14); University Hill (1994
-2003); Windermere secondary (1988-1994)
-remain involved Tutoring parttime- with Teachers Tutoring Service (TTS) - junior sciences, Biology
11, 12 since Dec 2015 and Volunteer School Leader for primary students at Vandusen Gardens field
trips--since Jan 2015

D. Leadership Roles In and Out of School

-Always I participated in the various staff committees, Pro-D and social committees at schools where
I taught
-Was a summer school VP 1992-94
-Active from 2003-2013 on the VSTA Vancouver Secondary Teachers Association executive as mem-
ber-at-large then chairperson of various VSTA and VSB committees, including Anti-racism, PRIDE,
eco-justice committees.

I wish to serve again as a Director to contribute more with the Board's goals and directives for the
upcoming years, including the committees' work. I offer my skills and experience in organizing and
branch communications to help diversify and grow this great organization.

**NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM
FOR DIRECTOR
(Inside the Lower Mainland and Fraser Valley Regions)
Two - 2 year terms**

**PAT THIESEN
Delta**

Pat is a 1970 graduate of UBC in Music Education. She spent her entire teaching career (35 years) in District #37 Delta at the Elementary level. She enrolled classes of Grades 5, 6 and 7 while directing the band programme in her school, generally before or after school hours. Mid-career and while raising 2 small boys, she worked as “ the relief teacher” to provide music classes for all students, K through 7, twice a week. Additionally, she was the school’s Staff Rep and attended many BCTF AGMs over Spring Break.

Not long after retiring, Pat joined the BCRTA and was soon involved with the Delta Retired Teachers group, first as Secretary and then for the next 8 years as its President. She writes the Branch Newsletter, the Truant, which has 3 editions each year. She remains proud of the growth of the Branch under her leadership and is excited by the energy and diversity that the new Executive Board is bringing.

About 6 years ago, Pat decided to expand her horizons and signed up to be considered for a position on the Member Well-Being Committee and has been, over the last 2 years, the Committee Chair. She is a regular contributor of articles to the PostScript and continues her work on the Truant and is a member of the Membership Committee under Dave Scott’s leadership. Four years ago, she was elected to be a Director of the BCRTA for the Lower Mainland, which was a tremendous honour. She would like to continue in that role for another 2 years.

Pat is the mother of 2 wonderful sons and 4 amazing grandkids. Her interests, beyond those of family and the BCRTA, include playing trumpet in a local community concert band and reading classic and contemporary mystery books.

Please elect Pat Thiesen as a knowledgeable, capable and hard-working Director for your BCRTA Executive Board.

**NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM
FOR DIRECTOR
(Outside the Lower Mainland and Fraser Valley Regions)**

Two - 2 year terms

One - 1 year term

**LORELL (LORI) DENNILL
Prince George**

- Born and raised in Prince George, B.C.
- Educator/administrator in Prince George SD #57 for 38 years with 31 years in Mackenzie, BC
- Professional Development Chairperson and representative to BCTF for Mackenzie District Teacher's Association (MDTA) and Prince George District Teacher's Association (PGDTA).
- Member of PG Principal's and Vice Principals Association - 5 years
- Executive Member of the Prince George Retired Teacher's Association for 4 years as Secretary and Vice President.
- Member of the Prince George Council of Seniors executive-4 years as Secretary and now Treasurer.
- Member of the BCRTA Well Being and Communications Committees for past year.
- Many executive positions in Mackenzie for groups such as Mackenzie Counselling Services and Girl Guides of Canada.

My experience with the BCRTA has shown a group with enthusiastic willingness to support retired teachers across areas of concern for seniors such as health care, housing, long-term care and balanced lifestyle. I believe my experiences in the past as an educator and recently with seniors will allow me to support these concerns with retired teachers in the North. Ongoing work is needed by the BCRTA to keep pressure on governments to provide us all with the best possible retirement.

**NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM
FOR DIRECTOR
(Outside the Lower Mainland and Fraser Valley Regions)
Two - 2 year terms
One - 1 year term**

**CATHY MACINTOSH LAMBRIGHT
North Coast**

- Elementary teacher, Teacher Librarian, Resource Teacher and TTOC for 33 years
- Local President, Terrace District Teachers Union - 6 years and various roles on the Terrace District Teachers Union Executive
- CMTF Grievance Officer
- TDTU Bargaining Chair and member since 1992
- BCTF Finance Committee - 13 years
- BC College of Teachers Councillor, Vice Chair and Chair of Qualifications Committee - 6 years
- Teacher's Council Councillor 5 years
- Chair of the BCTF College Advisory Committee
- Volunteer Ally role for the Culture of Consent
- BCTF Ad-Hoc Committee on Benefits
- BCTF Pro-D, Health and Safety, Staff Union Representative Facilitator

As a member of the BC Retired Teachers' Association there are many important avenues of advocacy to pursue. Issues of housing, food security, cost of living, Pharmacare, defined pension plans or lack thereof, are some of the many issues facing seniors today. As teachers, we have a role to play to lend our voices to influence change. I look forward to helping BCRTA support efforts of retired teachers and seniors.

**NOMINEES FOR ELECTION AT THE 2023 BCRTA AGM
FOR DIRECTOR
(Outside the Lower Mainland and Fraser Valley Regions)
Two - 2 year terms
One - 1 year term**

**MARGARET SUTTON
South Peace River**

Presently

- Former President of the South Peace River RTA
- Former Secretary of (10 years).
- Lifetime member of the Peace River South Teachers' Assn.(PRSTA)
- A facilitator for the Seniors Health and Wellness workshops
- Charter and Executive member of the South Peace Seniors' Access Society. Coordinator of biennial conference (2x), coordinator of workshops - 8 years.
- Founder and Coordinator of "Meals For You" (a volunteer program making frozen meals for seniors) - 9years
- member of BCRTA Committees: Wellbeing, Excellence in Education and Heritage
- Member of the Council of Advisors to the Seniors' Advocate

Previously

- BCRTA Committees: Health & Housing, Excellence, Membership and Chair: Heritage.

Teaching career at elementary level:

- London, and Sussex, UK
- Singapore
- Regina, Sask.
- Chase, B.C. and
- Dawson Creek (25 years)

Second "Careers"

- Book keeper in my son's business (8 years)
 - Confidential Secretary for the Peace River South Teachers' Assn.(20 years)
- (These two ran concurrently)

We need a director from the north, a distance of 1,154 Km from Prince Rupert in the west to Fort St John in the east and 952 Kms to Williams Lake in the south, to help members feel they are represented by someone who understands the difficulties of distance, weather and internet connectivity.

BCRTA DELEGATES TO THE 2024 BCTF ANNUAL GENERAL MEETING NOMINATION FORM

The BC Teachers' Federation holds its AGM each year during the March spring break. A block of time during the AGM is normally set aside for debating recommendations and resolutions relating to pensions. The BCRTA sends a number of delegates to participate and vote in the "in-committee" consideration of those motions. Our delegation consists of BCRTA directors and BCRTA members elected at the BCRTA Annual General Meeting—to be held online on September 30, 2023.

To be elected as a BCRTA delegate to the BCTF AGM, you must be an **active or life member of the BCRTA, and a member or honorary associate member of the BCTF**. If you were a BCTF member when you retired, you are almost certainly an honorary associate BCTF member now. If you are unsure, you should contact the BCTF to check. (Google "BCTF" to get phone nos. etc.)

A background of past membership on a BCTF or local association Pensions Committee is a requirement, and experience on BCRTA or Branch executive or other committees would also be helpful. If elected you may be asked to attend a pre-AGM session to become familiar with the issues. You should be prepared to go to a microphone at the BCTF AGM to speak for or against a motion if the opportunity presents itself and to stay until the end of the Pensions section of the BCTF AGM agenda.

Filling in and submitting this form will result in your name being added to the list of candidates on the **BCRTA Delegates to the BCTF AGM ballot** used in the elections at our BCRTA AGM, scheduled for September 30, 2023. Nominees do not have their expenses paid to attend our BCRTA AGM unless they are delegates. You will be notified after our AGM if you are elected. If elected, your expenses will be paid to attend the **BCTF AGM**.



BCRTA DELEGATES TO THE MARCH 2024 BCTF ANNUAL GENERAL MEETING NOMINATION FORM

Must be in the hands of BCRTA staff by 5 p.m. on September 29, 2023.

Name (please print clearly): _____ Phone: _____

Address: _____

City: _____ Postal Code: _____ Email: _____

Branch (if any): _____

Signed: _____

Nominated by 2 BCRTA members (email notice of your nomination from nominator to kristi@bcrtc.ca is also acceptable):

Nominator (please print): _____ Signed: _____

Nominator (please print): _____ Signed: _____

If you are applying see note above and outline your pensions experience through positions you have held and/or work you have done in the BCTF and/or BCRTA:

Mail this form to: BCRTA, 100 – 550 W 6th Ave., Vancouver, BC, V5Z 4P2, or email scanned copy to kristi@bcrtc.ca

