

## **Emeriti Committee Report to 2024 AGM**

The Emeriti Committee was created by the RTAM Board upon recommendations from both the RTAM Executive Director and former President Bill Cann. The function of the Emeriti Committee is “to work together on issues or concerns related to the growth of RTAM and the protection of the organization’s historic knowledge.” The committee was composed of the following 12 volunteers, each with past Board experience: Bill Cann, Chair (Winnipeg), Rosalie Bornn (Dauphin), Pat Bowslaugh (Brandon), Bob Davies (Winnipeg), Joan Dawson (Thompson), Jack Fraser (Winnipeg), JoAnne Hoyak (Macgregor), Alison Logan (Winnipeg), Brian Patterson (Brandon), Joan Rink (Brookdale), John Sushelnitsky (Portage), and Vaughn Wadelius (The Pas).

The Emeriti Committee met four times via Zoom (2023-09-08, 2023-11-07, 2024-01-08, and 2024-03-06) as well as at an interactive lunch and hybrid meeting with the Board on 24-04-02). Prior to each of the four regular meetings, the Emeriti Chair discussed agenda topics and board information updates with the Executive Director. Following each regular meeting, the Emeriti Chair submitted to the RTAM President a Summary Report which included recommendations for consideration by the Executive Committee and the Board. Following the Executive Committee meeting, the Executive Director provided the Emeriti Chair with feedback on the recommendations. While the Executive and Board were not bound to implement Emeriti recommendations, the feedback was much appreciated and helped to focus future Emeriti discussions.

### **September 8<sup>th</sup>, 2023, recommendations:**

1. It is recommended that the Election Information package currently on the RTAM website be shared with as many members as possible prior to the opening of the Provincial Election Advance Polls on September 23-30, 2023. In addition to being included in the Fall KIT magazine, it is recommended that an additional September E Newsletter be sent out urging our electronic members both to vote and to access the link to the Election Information package on the RTAM website.
2. It is recommended that a Standing Committee Chair be responsible for Board and member recruitment.
3. It is recommended that a final effort be made to ensure that RTAM members who may be without access to email or are not computer literate can acquire print copies of the KIT magazine.
4. It is recommended that a public version of the monthly President’s and Executive Director’s reports to the Board be shared with the Emeriti Committee to facilitate effective communications and understanding of recent developments during the two-month span between Emeriti Committee meetings.

### **November 07<sup>th</sup>, 2023, recommendations:**

1. It is recommended that Director recruitment could be enhanced by
  - 1.1. Clarifying the Term Limit of Board members as described in Bylaw 6.04 (b), especially with regards the word “continuous” and Strategic Plan Goal 3.3.

- 1.2. Annually reviewing with Chapter Presidents, the terms of the Six-year Rotation of Chapter Nomination/Recruitment process which was negotiated at the 2021-09-07 Chapter presidents' meeting.
- 1.3. Considering the advantages of a four-year term limit with a 9-12-member Board and with 3-4 members retiring each year based on seniority. Other term lengths, regional representation, rotation options and maximum consecutive service limits were also presented.
- 1.4. Providing active encouragement for Chapters to annually recruit new retirees to join an RTAM standing committee.
- 1.5. Conducting Exit interviews with retiring Directors.
2. It is recommended that Member recruitment could be enhanced by
  - 2.1. Ensuring that the Benefits at a Glance document is updated annually on or before August 31 and that it be posted on the website and reviewed at each RTAM Pre-Retirement seminar.
  - 2.2. Ensuring that the planning and quality of the Pe-Retirement seminars is a top RTAM priority.
  - 2.3. Arranging with Local Association MTS Presidents for an RTAM representative to attend annual retirement functions or at least get contact information for the retirees. Experience of Emeriti members indicates personal one-to-one contact is the most effective recruitment technique.
3. It is recommended that viewing time for each In Memoriam slide be 25 seconds. It is also recommended that the AGM Chair draw attention to the In Memoriam page references in the AGM Handbook, that delegates remain seated during the slide show and that delegates who are able stand for a moment of silence following the slide show.

**January 8<sup>th</sup>, 2024, recommendations:**

1. Numerous concerns were expressed about the new policies concerning Chapters. The consensus was that they are overly restrictive and could lead to the dissolution of all or most Chapters.
  - 1.1 Such major policy changes would be better introduced for debate at an AGM.
2. It is recommended that member recruitment could be enhanced by
  - 2.1. Requesting permission from TRAF for RTAM to send a recruitment email to non RTAM members emphasizing the benefits of membership, insurance, and partnership programs. It is understood that the RWT Chapter (Retired Women Teachers) has such an annual privilege.
  - 2.2. Developing the relationship between Chapters presidents and local MTS association presidents.
  - 2.3. Extending to Chapter presidents the postal code information of RTAM members in their respective regions.
  - 2.4 Enhancing merchandising to promote the RTAM brand. Examples such as RTAM fridge magnets or decks of cards could be provided to registrants at pre-retirement seminars, especially in-person ones. Similar marketing swag was used successfully in the past to

promote membership.

2.5 Continuing to ensure that the website is current, and navigation is user friendly.

3. The Emeriti Committee accepts the Executive Director's suggestion to host the In Memoriam portion of the 2024.AGM
4. The Emeriti committee would appreciate clarification of the proposed in-person meeting with the Board in April; specifically, the date, time, location of the meeting, the number of Emeriti members to attend and travel, hotel and meal compensation for those members travelling from outside Winnipeg.

**March 6<sup>th</sup>, 2024, recommendations:**

1. A draft proposal for the 2024-2025 Emeriti Committee will be submitted to the RTAM President prior to the April 2<sup>nd</sup> Joint meeting.
2. It is recommended that the April 2<sup>nd</sup> Joint Board and Emeriti Committee meeting be hybrid and follow lunch.
3. Vaughn Wadelius accepted the nomination to be the 2024-25 Emeriti Committee Chair.
4. Vaughn Wadelius and John Sushelnitsky volunteered to host the In Memoriam section of the 2024 AGM.

**April 2<sup>nd</sup>, 2024, Luncheon Meeting.**

The luncheon was followed by a Hybrid Zoom so that the Board and Emeriti members could come together and talk about the past year. A healthy and respectful exchange took place on a number of issues including the new regulations for Chapters, the transition to a Governance model, and meeting the requirements of accountants, lawyers, and the Canadian Revenue Agency (CRA). There was general agreement that similar interactive meetings would be beneficial to RTAM in the future, especially in the areas of improving communications, team building and focusing on developing the most effective methods of implementing goals/plans.

Respectfully submitted by Bill Cann, Chair of the 2023-2024 RTAM Emeriti Committee