



**College and University  
Retiree Associations  
of Canada**

**Associations de retraités  
des universités et collèges  
du Canada**

**Annual General Meeting**

**3:00-4:30 PM**

**May 25, 2017**

**Ritchcraft Hall 2<sup>nd</sup> Floor  
Carleton University, Ottawa**

**List of Board and Committee Chairs**

**AGM Agenda**

**Minutes of the 2016 AGM**

**2016-17 Officer and Committee Reports**

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**CURAC/ARUCC Fifteenth National Conference and AGM**  
**Carleton University, Ottawa, May 24-26, 2017**  
**DRAFT CONFERENCE PROGRAM**

**All conference events will take place in the atrium and conference rooms of the Richcraft Building, Second Floor.**

**Wednesday, 24 May**

2:00-4:00 Provost's Reception  
4:30-6:00 **Pre-Conference CURAC/ARUCC Board Meeting**  
5:00-7:00 Registration  
7:00-9:00 CURAC/ARUCC Reception: Welcome by the City of Ottawa, Carleton and CURA.

**Thursday, 25 May**

8:30-9:00 Registration; Coffee and Continental Breakfast  
9:00-9:30 **Conference Opening:** Welcome by the Provost, CURAC/ARUCC and CURA.  
  
9:30-10:30 **Session 1:** Learning from Each Other: Round Tables on Best Practices in Retiree Associations. Summaries and Report Back.  
10:30-11:00 **Break**  
11:00-12:00 **Session 2:** Round Tables on Major Conference Themes: The Economy and You, Health, and Higher Education. Summaries and Report Back  
12:00-1:30 Lunch  
1:30-2:30 *Trump and the Canadian Economy:* Dr. Ian Lee  
2:30-3:00 Break  
3:00-4:30 **CURAC/ARUCC Annual General Meeting (member association delegates).**  
4:30-5:30 Optional Tour of Campus  
6:30-9:30 Banquet with Speaker; Prof. Mathew Bellamy: *Under the Influence: How Labatt and its allies brewed up a nation of Beer Drinkers;*  
CURAC Award Presentations.  
Transportation provided at 6:15 PM from Best Western and 9:30 PM from Carleton.

**Friday, 26 May**

8:30-9:00 Continental Breakfast  
9:00-10:00 *Health and Health Equity6: Our Collective Responsibility:* Dr. Jeff Turnbull  
10:00-10:30 Break  
10:30-12:00 *Successful Aging: A Shared Responsibility:* Dr. William Dalziel;  
*How to Stop Worrying and Love Healthy Living:* Dr. Yoni Freedhoff  
12:00-1:30 Lunch: Speaker: Dr. Rebecca Trueman of Algonquin College on the joint Algonquin – Carleton Bachelor of Information Technology program.

1:30-3:15 Higher Education: Dr. Ross Finnie on *How Post -secondary Graduates do in the Labour Market* AND Dr. Tim Pynchyl on *Learning in Retirement*.

3:15-3:45 Break and Closing Remarks.

4:00-5:00 **Post-Conference CURAC/ARUCC Board Meeting**

### **CURAC/ARUCC Board of Directors 2016-17**

President:	Kenneth Craig	UBC Assn. of Professors Emeriti
Vice-President:	David Swayne	University of Guelph Retirees Assn.
Secretary:	Edgar Williams	Memorial University Pensioners Assn.
Treasurer:	Jim Boyd	Simon Fraser University Retiree Assn.
Directors:	Fred Fletcher	York University Retiree Assn.
	Mary Johnston	McMaster University Retirees Assn.
	Kohur Gowrisankaran	McGill University Retirees Assn.
	Linda Kealey	UNB Retired Employees Assn.
	Beverley Stefureak	Retirees Assn. of Lakehead University
	Michel Tousignant	Association des professeurs et professeurs retraités de l'Université du Québec à Montréal
	Ed Unrau	University of Manitoba Retirees Assn.

### **CURAC/ARUCC Committees and Chairs 2016-17**

Archives	George Brandie, Queen's
Awards	Edgar Williams, Memorial
Benefits	Beverley Stefureak, Lakehead
Board Conference	Mary Johnston, McMaster
Communications/Translation	Fred Fletcher, York
Newsletter	Ed Unrau, Manitoba
Website	David Swayne, Guelph
Constitution	Edgar Williams, Memorial
Finance	David Swayne, Guelph
Health Care Policy	Linda Kealey, UNB
Local Organizing	David Holmes/Bob Morrison, Carleton
Membership	Mary Johnston, McMaster
Nominating	George Brandie, Queen's
Pensions	Randy Barkhouse, Dalhousie
Professional Support	Peter Russell, Toronto.
Strategic Plan	Kenneth Craig, UBC

### **External Liaisons 2016-17**

AROHE	Assn. of Retirement Organizations in Higher Education	Ken Craig
AWB	Academic without Borders	Ed Williams
CARP	Canadian Association of Retired Persons	Ed Williams
CAUT	Canadian Association of University Teachers	Ken Craig
CT	Collette Travel	Ken Craig
CPA-SPAR	Can. Psych. Assn: Section on Psychologists & Retirement	Ken Craig
ES	Economical Select	George Brandie
LR	Literary Review	George Brandie

UC: Universities Canada (formerly AUCC)  
VC Volunteer Canada

Ken Craig  
Jim Boy

**CURAC/ARUCC Annual General Meeting**  
**Thursday, May 25, 2017, 3:00 - 4:30 PM**  
**Richcraft Hall, 2<sup>nd</sup> Floor, Carleton University**  
**DRAFT AGENDA**

- |     |  |                  |
|-----|--|------------------|
| 1.  | Welcome by the National President  | Ken Craig        |
| 2.  | Quorum Confirmation and Approval of the Agenda                                       | Ken Craig        |
| 3.  | Approval of AGM Minutes, Friday, May 27, 2016.                                       | Ed Williams      |
| 4.  | Business Arising from the Minutes  |                  |
| 5.  | Report of the President  | Ken Craig        |
| 6.  | Report of the Secretary  | Ed Williams      |
| 7.  | Report of the Treasurer: April 1, 2016 to March 31, 2017                             | Jim Boyd         |
|     | (a) Statement of financial position or a <b>balance sheet</b> ;                      |                  |
|     | (b) Statement of change in equity or an <b>income statement</b> ;                    |                  |
|     | (c) Statement of cash flows or a <b>statement of changes in financial position</b> ; |                  |
|     | (e) Report of the Auditor,   |                  |
|     | (f) a <b>Budget</b> for the fiscal year 2018-19;                                     |                  |
|     | (g) a proposal to maintain or alter the <b>annual membership fees</b> ;              |                  |
|     | (h) recommend the person to be appointed <b>Auditor</b> for the 2018-19.             |                  |
| 8.  | Conference and AGM 2018 Update.  | Randy Barkhouse  |
| 9.  | Reports from Standing and Ad-Hoc Committees  | Committee Chairs |
| 10. | Report of the Nominating Committee   | George Brandie   |
| 11. | Election of members to fill vacancies on the Board of Directors                      |                  |
| 12. | New Business   |                  |
| 13. | Delegates Forum:   | President        |
| 14. | Adjournment  |                  |

**CURAC/ARUCC ANNUAL GENERAL MEETING**  
**Friday, May 27, 2016, 10:30-12:00**  
**The University of Saskatchewan, Saskatoon**  
**Draft Minutes**

**Present:** Total of 45 composed of 28 Voting Delegates (listed below) and 17 Non-Voting Attendees.

**Board of Directors:** Kenneth Craig (President), David Swayne (Vice-President), Edgar Williams (Secretary), Jim Boyd (Treasurer), Fred Fletcher, Kohur Gowrisankaran, Mary Johnston, Sandra Pyke, Linda Kealey, Bev. Stefureak, Michel Tousignant, Ed Unrau.

**Association-appointed Voting Delegates:** Randy Barkhouse, (Dalhousie), George Brandie (Queen's), Joan Cunnington (OCRA), Robert Drummond (York), Grant Gardner (Memorial), Bryan Harvey (Saskatchewan), David Holmes (Carleton), John Lennox (York), Robert Lucas (Memorial), David McNeil (New Brunswick), David Palmer (Windsor), Ken Rea (Toronto), Robert Stanley, (McGill), Kent Weaver (Toronto).

**Non-Voting Attendees:** Seventeen.

**1. Welcome by the President.**

President Kenneth Craig welcomed all in attendance noting that those present represent associations from the Atlantic to the Pacific and everywhere in between. He suggested that a face to face meeting such as this is very important for all participants who only see each other on an annual basis.

**2. Quorum Confirmation and Approval of the Agenda.**

The Secretary confirmed that the number of voting delegates present constitutes a quorum. The Agenda was accepted by consensus. Annual General Meeting Reports were circulated as a package to all in attendance and electronically to member associations.

**3. Minutes of the Annual General Meeting, Thursday, May 21, 2015, Queen's University, Kingston, Ontario.**

**MOTION:** (Williams/Unrau) that the May 21, 2015 AGM minutes be approved. Carried.

**4. Business Arising from the Minutes.**

The Secretary reported that there was no business arising from these minutes.

**5. Report from the President.**

The Report of President Ken Craig was included in the circulated package.

**MOTION:** (Gowri/Harvey) that the Report of the President be received. Carried.

**6. Report of the Secretary.**

The Report of the Secretary provides a summary of activities of the Board for the past year. There were six Board Teleconference Sessions at which most of the working committees of the Board submitted a written report. Eight CURAC Bulletins were issued during the year on single issue topics that included policy statements from the Health Care Policy Committee and Expanded Travel Opportunities for Retirees. The Policy statements were forwarded not only to all member associations but some were to all provincial premiers and the leaders of all federal political parties. Responses were received from the Chair of the Council of the Federation Premiers and some federal leaders. This work is an attempt to advocate on behalf of our members, to remain visible both internally and externally and to enhance CURAC as a national retiree organization.

The Secretary reminded member associations to inform him whenever there is a change in contact information, such as a new member association President or voting delegate.

The President thanked the Secretary for his report and asked for any questions.

**MOTION:** (Williams/Pyke) that the Report of the Secretary be received. Carried.

## **7. Report of the Treasurer.**

The Report of Treasurer was circulated prior to the meeting.

### **(a) Financial Report April 1, 2015 to March 31, 2016**

Total revenue:	\$ 11,304.16
Expenditures:	\$ 8,894.67
Surplus:	\$ 2,409.49
Bank Balance:	\$

The Treasurer indicated that he had prepared a financial balance sheet and income statement which are available from him.

### **(b) Budget 2016-17;**

Revenue	\$ 10,150.00
Expenditures:	\$ 12,190.00
Surplus (Deficit):	\$ (2,040.00)

Craig reported that CURAC should receive a royalty fee from Colette Travel amounting to at least \$2,000. and depending on the final number of members taking advantage of Colette vacations, the royalty fee could be higher. The result would be an increase in revenue for 2016-17.

### **(c) Membership Report:**

The Report listed all members in good standing and the membership dues paid for 2016-17.

Members in Good Standing:	39
Members with outstanding dues:	2

It was reported that Association individual membership fees range from \$ 0.00 to \$ 80.00 with an average of \$23.40.

The average Member Association dues paid to CURAC is \$175.00.

### **(d) Appointment of a Financial Review Engagement Professional:**

The Treasurer recommended the appointment of Mr. Philip Mah of Vancouver to undertake a review engagement of the association accounts for the fiscal year 2016-17  
**MOTION:** (Boyd/Gowri) that the Report of the Treasurer for 2015-16 be accepted.  
Carried.

## **8. Annual Conference and AGM 2017 Up-date:**

David Holmes and Bob Morrison of the Carleton University Retirees' Association reported on plans to host the CURAC/ARUCC Annual Conference and AGM in 2017. The University is situated near the Rideau Canal in a world heritage area. Carleton University will celebrate its 75<sup>th</sup> anniversary in 2017 and it will also be the 150<sup>th</sup> anniversary of Canada not to mention the 15<sup>th</sup> anniversary of CURAC. The Ottawa tulip festival will be held just prior to the meeting and the National Capital Marathon will take place just after the conference.

David and Bob invited everyone to attend this meeting and take part in the festivities. A brochure on the conference was circulated and information is now available on the CURA website. Members are advised to book hotel accommodation early since Ottawa will be very busy next year. Accommodations in university residence will be available for booking next March.

## **9. Reports of Standing and Ad-Hoc Committees**

Hard copies of the Reports of Standing and Ad-Hoc Committees were available (thanks to USRA Member Dean Jones) and had previously been circulated to all delegates by email and even posted on the Facebook CURAC Page. Williams noted that it was not intended that the meeting consider each report separately but to provide an opportunity for delegates to ask questions or make comments on any of the reports.

### **Standing Committees:**

Brandie presented an overview of the work of the Archives Committee referring to CURAC founding Secretary Ken Rea whose careful record keeping made it possible to undertake the archival initiative now underway. The meeting thanked Ken who was present as a delegate from Toronto.

Awards Secretary Williams did not need to say much to those who were at the Banquet on the previous evening. The President thought that the 2016 Awards presentation was a splendid affair and reiterated the call for award nominations for 2017.

The Benefits Committee report was further reinforced by a conference presentation by Chair Bev Stefureak.

Much applause was heard when Mary Johnston, Chair of the Board Conference Committee congratulated the University of Saskatchewan Retirees' Association for hosting this meeting. Fred Fletcher, Chair of the Communications Committee thanked Ed Unrau and Michel Tousignant for taking responsibility for the Association Newsletter. He also thanked Dave Swayne for his initiatives with respect to the Website and CURAC on Facebook. He suggested that communication is both internal and external and consists of administrative as well as policy issues. Member associations are encouraged to submit articles of local interest for inclusion in the CURAC/ARUCC Newsletter. David Swayne reported that he is developing a plan to up-date



the association website. He is seeking suggestions from anyone on how best to improve the website and improve communication with member associations.

CURAC/ARUCC is a bi-lingual organization which faces challenges in translating all documents. This issue will be considered by the Communication Committee which will bring back recommendations for Board consideration.

The Health Care Policy Committee report was circulated and Chair Linda Kealey referred to the Policy Statements on Pharmacare and Palliative Care/End of Life Care prepared by the Committee and distributed widely in recent months.

Mary Johnston, Chair of the Membership Committee, referred to universities which do not currently have a retiree organization and the attempt to assist in the formation of associations where none presently exist. She also suggested that it would be desirable if more college and non-academic delegates attended an annual conference. This may require a change in focus so that the conference program addresses concerns at the college level and the staff level rather than primarily the academic cohort.

Randy Barkhouse, Chair of the Pensions Committee, made a conference presentation and that along with his AGM report made for an excellent overview of current university and other pension issues

**Ad-Hoc Committees:**

Peter Russell, Chair of the Professional Support Committee was unable to attend and this committee is one that only responds to issues place before it.

The Strategic Plan Committee is considering an up-date of the current plan as is the Secretary who is working on the development of an Association Guidance Manual.

The Report of the Finance Committee was circulated at the meeting and outlined a plan to raise funds for CURAC/ARUCC. At present, our funding is below that required of a national organization of any significance. Members were asked to review the report and make suggestions to the President or Secretary.

**MOTION:** (Gowri/Boyd) that the 2016 Annual Reports of Standing and Ad-Hoc Committees be accepted. Carried.

**CURAC External Liaisons:**

CURAC maintains a relationship with fourteen other organizations by appointing a member to be the official liaison between CURAC and each organization. The following is a list of these organization together with the liaison officer, where known:

AROHE	Association of Retirement Organizations in Higher Education	Ken Craig
AWB	Academic without Borders	Ed Williams
CARP	Canadian Association of Retired Persons	Ed Williams
CAUS	Canadian Association of United Seniors	Linda Kealey
CAUT	Canadian Association of University Teachers	Ken Craig
CICAN:	Colleges and Institutes Canada	TDB
CT	Collette Travel	Ken Craig

CPA-SPAR	Can. Psych. Assn: Section on Psychologists and Retirement	Sandra Pyke
CURC	Congress of Union Retirees of Canada	Linda Kealey
ES	Economical Select	George Brandie
LR	Literary Review	George Brandie
SAC	Seniors Advisory Committee	Peter Russell
UC:	Universities Canada (formerly AUCC)	Ken Craig
VC	Volunteer Canada	Jim Boyd

## 10. Report of the Nominating Committee

The Report of the Nominating Committee was circulated. The Committee nominated the following for election to the Board of Directors for the two-year term 2016-2018:

Treasurer: Jim Boyd

Secretary: Edgar Williams

Directors: Kohur Gowrisankaran, Beverly D. (Bev) Stefureak, Michel Tousignant, Ed Unrau, Mary Margaret Walton.

## 11. Elections to the Board of Directors:

The Chair of the Nominating Committee asked three times for any further nominations from the floor and hearing none, declared the nominees to be elected by acclamation.

The newly elected or re-elected members join the following members whose term expires in 2017:

Ken Craig, UBC	President
David Swayne, Guelph	Vice-President
Fred Fletcher, York	Director
Mary Johnston, McMaster	Director
Linda Kealey, New Brunswick	Director

The following members have retired from the Board:

Geraldine Thomas, Director and Sandra Pyke, Director.

The President recognized the contributions of both Sandra Pyke (after six years of service) and Geraldine Thomas and extended a sincere thank-you to both on behalf of CURAC/ARUCC and its member organizations. He also welcomed Mary Margaret Walton to the CURAC Board.

**MOTION:** (Tousignant/Kealey) that the Report of the Nominating Committee be received.

Carried.

## 12. New Business

(i) The President noted that during the past year, Committee Chairs George Brandie, Randy Barkhouse, Peter Russell, and Bryan Harvey, who are not members of the Board, fully participated in Teleconference sessions. A special thanks to George Brandie who assisted at each session, including the AGM sessions, by recording the proceedings for further transcription.

(ii) Brandie raised the issue that most members at the local level know little about CURAC/ARUCC, its goals and what it does. He suggested that the Board undertake to prepare materials for distribution to member associations on what CURAC/ARUCC is all about. Craig reminded the meeting that there is a proposal by the Finance Committee to produce a brochure

that outlines the role of CURAC/ARUCC. He also suggested that member associations could organize a Collette type tour for their members. He related that CURAC members will take a river cruise from Amsterdam to Budapest in June. It was agreed that we could do a better job of informing members of what we have to offer. It was noted that the proposal to increase CURAC/ARUCC visibility was approved at the 2010 Conference in Regina. The resulting advocacy activities were intended to provide members with concrete evidence that CURAC was not only visible but acting in a positive way on behalf of all members. Williams referred to the association Newsletters and Bulletins and policy statements all of which are forwarded to the membership not to mention the website and the host of information available. It may depend on local leadership to ensure that CURAC is given a higher profile at the local level. Boyd suggested that member delegates be tasked with improving the profile of CURAC/ARUCC. It was finally agreed that this issue be placed on the agenda of the next Teleconference.

(iii) In answer to a question, individual membership in CURAC/ARUCC is available to those who do not have a local retiree association. Further, some association members now reside in geographical areas far removed from their home institution. Electronic communication makes it possible for these member to keep in contact with their home association and to receive newsletters and other communications. There is nothing that prevents membership in a local association different from their original association.

(iv) It was noted that the availability of travel insurance through CURAC/ARUCC has the potential to increase membership. It is hoped to have this insurance available by Fall 2016. It would be important to make this availability widely known since the larger the number of participants the lower the insurance premiums will be.

(v) Fletcher commented that as a social communicator, he supports the suggestion that the more services and benefits that we have to offer, the more we can promote CURAC/ARUCC to retirees. He suggested that we could consider producing three brochures, one for new members, one for member associations and one for external use.

### **13. Delegates Forum.**

(i) George Brandie asked those present to indicate how many distribute materials send out by the Secretary. The response was about half did distribute newsletters, bulletins and other documents.

(ii) Mary Johnston reported that she prefers regular communication by email. She does not circulate all of the documents including Bulletins but does circulate those considered to be of interest to the membership. It was noted that member associations, as independent organizations, are free to do as they wish and there is, nor should there be, any intent by CURAC to insist that any document be circulated. That decision rests with the local association and any suggestion that CURAC/ARUCC should establish some mechanism to ensure that all information is circulated may be wishful thinking.

### **14 Adjournment**

**MOTION:** Sandra Pyke that we now adjourn at 4:30 PM and reconvene at Carleton University, May, 2017. Carried

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Edgar Williams  
Secretary

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Ken Craig  
President

May 31, 2016

## **Annual Report of the President, May, 2017**

Kenneth D. Craig, O.C., Ph.D., LL.D.(Hon),

President, CURAC/ARUCC

krcraig@psych.ubc.ca

It is a pleasure to report on activities of your organization since the previous annual general meeting in May, 2016, in Saskatoon, Saskatchewan. CURAC/ARUCC represents the interests of >14,000 retirees in some 40 member associations in colleges and universities across Canada. We also recognize our efforts work on behalf of many additional academic and staff retirees who do not belong to a CURAC member organization—it would be good to have them in the fold. CURAC/ARUCC has the following purposes: a) coordinating activities that promote communication among member organizations, b) sharing information, c) providing mutual assistance, and d) speaking publicly on issues of concern to the many thousands of college and university retirees across Canada.

CURAC/ARUCC progress depends heavily upon committee work with ultimate responsibility for decision-making vested in the Board of Directors. Directors and other Chairs and members of Committees work hard to advance their agendas. Board meetings tend to be very business oriented. We have had 5 teleconferences of 2 hours duration as well as the one face-to-face preconference meeting in Saskatoon. The teleconferences are efficient and successful, but one misses the social contact. Your directors are a hard-working group, more than capable of innovative argumentation. The annual committee reports available to you provide details on the activities of the committees. I have the pleasure of noting several highlights here.

You have available to you the report on activities from our Secretary, Ed Williams, a bedrock of the organization given his careful administration of our meetings and records and ability to bring long experience with CURAC/ARUCC to bear on our activities. We are most appreciative.

CURAC/ARUCC finances appear in good shape—we can thank our Treasurer, Jim Boyd, for systematically reorganizing our records and systems. We enjoy a substantial bank balance. It probably is time to invest more in programs of benefit to our members.

Our ability to communicate with members and the community at large has been greatly enhanced this past year by the splendid updating of our website, accomplished primarily by Vice-president David Swayne, with the assistance of many others. The website is more appealing, accessible and informative than in the past and a number of additional innovations are planned. Member associations will be able to directly access a wealth of important information.

The Association Newsletter and Bulletins also have provided opportunities for us to reach out to members and others. I thank Ed Unrau and all his Newsletter contributors for great reading and authoritative updates, and to the authors of Bulletins for their well-reasoned statements. You will note plans for a monthly website format which will allow a much more efficient and interesting means of keeping people abreast.

I thank Linda Kealey and her colleagues for continuing hard work on the Health Care Policy Committee. Perhaps the most real expression of their work is to be found in the two Bulletins published this year, addressing *Palliative Care/End of Life Care* and *Mental Health of Seniors*. These focused documents were important and we look forward to more of them.

The Benefits Committee responded most effectively to recent surveys of member benefits and needs by adding important programs to the CURAC/ARUCC insurance portfolio. In particular, Travel/Trip Interruption and Extended Health Insurance programs are now available to all our members through Medoc Insurance and Retired Teachers of Ontario (RTO). Details on accessing these programs is best available through our website. A package of promotional material is presently being prepared. Special thanks to Bev Stefureak, Ron Cosper, Bob Drummond and Paul Marantz for these initiatives.

It is a pleasure to note the continuing success of the Awards Committee under the tutelage of Ed Williams and colleagues. We will enjoy hearing about the recipients at the annual banquet and to recognizing their contributions to member associations and CURAC/ARUCC.

The Collette travel program was a fine success in 2016. Member Association members took advantage of both individual and group tours. Those members enjoyed discounts on their travel costs, as per our contract with Collette, and CURAC/ARUCC received \$2,975 in commissions, 25% of which was shared with member associations. Seven of us enjoyed the CURAC/ARUCC promoted 2016 European river cruise. Unfortunately, there has been little uptake of the tours promoted for 2017.

A major feature of the CURAC/ARUCC year is the annual conference, most ably organized this year by the Carleton University Retirees Association, with Bob Morrison and David Holmes serving as co-chairs along with the hard work of a host of others. As I write this in advance of the conference, I am impressed with the organizational skill and effort put into the program by the team of volunteers and want to express my sincere thanks on behalf of all involved in CURAC/ARUCC.

It also is a pleasure to look forward to the May, 2018 annual conference in Halifax, Nova Scotia, which appears well in hand, as addressed by the Board Conference Committee chair, Mary Johnston. I am sure we all jointly thank The Association of Dalhousie Retirees and Pensioners and the Saint Mary's University Retirees Association for hosting this meeting.

I want to express a special word of thanks to three people who have invested great time and energy in CURAC/ARUCC over the years, presently as Chairs of Committees in service to the Board of Directors, even though not presently elected as Directors. Peter Russell has been a foundation member of CURAC/ARUCC since its inception during meetings in 2002 and prepared the early constitution and articles of incorporation, as well as serving as our founding President. Peter has now chosen to step down as chair of the Professional Support Committee.

Another stalwart contributor has been George Brandie who served as CURAC/ARUCC President when I was first elected to the Board. George has continued to serve as chair of the Archives Committee and presently chairs the Nominations Committee. Finally, Randy Barkhouse, and his Pensions Committee, have provided the expertise CURAC/ARUCC badly needs to address current pension issues. The Board enjoys well-crafted, authoritative reports in our efforts to maintain currency on this file. While there have been few developments the Board has had to consider, this is a time of flux and we need to remain well-informed.

Several problems can be identified:

- 1) Communications with member associations, and through them, informing members of these organizations about CURAC/ARUCC programs and activities seem to fall short of fully effective. This is frustrating as our ability to develop and offer programs often relies upon our ability to get the word out. The Communications Committee, chaired by Fred Fletcher, provides some good documentation on the problem, along with a variety of suggestions. I would like to add a personal appeal to all Member Association delegates to ensure visibility of CURAC/ARUCC on websites, newsletters and other member communications.
- 2) The number of routine tasks that would be best done by office staff is mounting. It would be of great advantage if CURAC/ARUCC had an office manager or other staff that could attend to some of the routine tasks undertaken by the Secretary, Treasurer, web manager and others. We are beginning to enjoy income separate from member association dues. Perhaps these two sources could be explored further as a means of supporting staff.
- 3) Further opportunities to enter into partnerships with a variety of businesses are presenting themselves. We have had a long-term association with Economical Select and the affiliation with Collette Travel has been in place a couple of years. A couple of proposals are presently under review. I anticipate a need for policy concerning these partnerships. These partnerships make demands of CURAC/ARUCC volunteers that staff could satisfy.
- 4) CURAC/ARUCC needs stronger French representation. It would be good to have francophone organizations more active and to have more of our documents translated into French. This is an ongoing project.

This is the second of my two reports as President of CURAC/ARUCC. It has been an honour to serve the association and its members. Ours is a developing organization still far from what can be accomplished through strong national representation. CURAC/ARUCC successes have depended upon the hard work and competencies of the wonderful people elected to the Board and other volunteers. The above falls short of adequately thanking my colleagues for their remarkable work: thanks again to my treasured colleagues, Dave, Ed (Williams), Jim, Fred, Mary, Gowri, Linda, Bev, Michel, Ed (Unrau), Peter, Randy and George. I look forward to seeing CURAC/ARUCC enjoying even greater success in achieving its purposes this next year.

## **Annual Report of the Secretary, May 2017 AGM**

### **Edgar R. Williams, Ph.D. Memorial**

The 2016 CURAC/ARUCC Annual General Meeting and Conference was hosted May 25-27 by the University of Saskatchewan, Saskatoon. Thanks were extended to the Local Organizing Committee, chaired by Bryan Harvey, for a very successful AGM and Conference.

Partial and full registrations totalled 45 including 28 voting and 17 non-voting delegates.

At the May 27, 2016 AGM, the following members were elected to the Board of Directors for the two-year term 2016-18:

Edgar (Ed) Williams (Memorial)	Secretary
Jim Boyd (Simon Fraser)	Treasurer
Kohur (Gowri) Gowrisankaran (McGill)	Director
Beverley (Bev) Stefureak (Lakehead)	Director
Michel Tousignant (UQAM)	Director
Ed Unrau (Manitoba)	Director
Mary Margaret Walton (OCRA)	Director

The term of office of the following Board members is 2015-17 and will expire at the 2017 AGM:

Ken Craig, UBC	President
David Swayne, Guelph	Vice-President
Fred Fletcher, York	Director
Mary Johnston, McMaster	Director
Linda Kealey, New Brunswick	Director

Mary Margaret Walton resigned during the past year and the Board decided not to appoint a replacement Director for the balance of her term.

Since the last AGM, the CURAC/ARUCC Board of Directors has held a Post-Conference Board Meeting on May 27, five two-hour teleconference sessions held on August 29, November 14, January 26, March 27, and April 21, 2017 and a Pre-Conference Board meeting held here in Ottawa on May 24, 2017.

Each teleconference session and other Board meetings are scheduled to consider reports from the President, Secretary and Treasurer, from the eleven standing and three ad-hoc committees, and from the various organizations for which we have some form of liaison. There is information on our newly upgraded website on the mandate of each committee and some of the reports.

The Board issued two Newsletters during 2016-17: No. 23, (fall 2016) and No. 24, (spring 2017), both of which are available on the CURAC/ARUCC Website [www.curac.ca](http://www.curac.ca). In addition, two Association Bulletins were issued during 2016-17: No. 12, June 2016; *Palliative Care/End of*



*Life Care* and No. 13 February 2017: *Mental Health of Seniors*. These Bulletins are intended to address a single issue deemed to be of interest to the general membership.

On the administrative side, an up-dated membership application/renewal form for 2016-17 was produced in English and French together with a covering letter from the President and forwarded to all member associations in November with a reminder in March. To date, all but five member associations have renewed their membership for 2017-18 which includes up-dated contact information. This information is vital for timely communication to the membership. Any association not yet renewed is urged to do so without delay.

The 2017 Travel Subsidy Policy and Application Form was circulated to all member associations in February and posted on the Website.

Early in New Year, a Preliminary Announcement of the 2017 AGM and Conference to be held at Carleton University, Ottawa, together with information of importance for 2017 Member Association Voting Delegates, was circulated and placed on the association website. We look forward to the Carleton meeting and to meeting some old and new friends.

As referred to above, Member Associations are reminded that our By-Laws specify that Association Members are responsible to provide updated email and other contact information to the Secretary whenever there is a change in leadership.

There will be an opportunity to offer thanks to the Carleton Local Organizing Committee for their efforts to make the 2017 Conference and AGM a success. I want to add here my thanks to David Holmes and Bob Morrison and their team of local volunteers for taking on this initiative.

I offer best wishes to retiring members of the Board and at the same time welcome new members to be elected at this 2017 AGM. For a bunch of older folks who probably have much more interesting things to do, their dedication to the cause always leaves as sense of admiration.

Edgar Williams  
National Secretary  
[edgarwilliams@nl.rogers.com](mailto:edgarwilliams@nl.rogers.com)

## **Annual Report of the Treasurer**

**Jim Boyd, Simon Fraser jimboyd0@gmail.com**

**1. FINANCIAL STATEMENTS** for the fiscal year April 1, 2016, to March 31, 2017, have been reviewed and certified without audit by Mr. Philip Mah in Vancouver, a retired CGA. They have been distributed in both digital and hard copy formats. **MOTION:** I move that the Financial Statements for 2016-17 be approved by the AGM.

**2. MEMBERSHIP REPORT:** There are currently 33 fee-paying member associations who have paid 2017-18 membership fees and five member associations that have not yet paid. We expect that the latter will renew their membership prior to the May AGM.

The attached schedule in **Appendix (A)** indicates that CURAC/ARUCC serves close to 13,000 members in associated retiree organizations averaging \$22 in individual membership fees. Average CURAC dues assessed per association member is \$0.43. CURAC/ARUCC has reciprocal complementary membership with AROHE (Association of Retirement Organizations in Higher Education), our American counterpart.

**3. REPORT ON MY FINANCE COMMITTEE ACTIVITIES.** It is recommended that travel rebate subsidies for Board Directors and Committee Chairs be covered at close to full costs which is included in the proposed budget for 2017-18. A review of the Travel Subsidy Policy is currently underway. A review of CURAC/ARUCC membership fees has not been undertaken so that no change is being proposed. The 2016-17 budget proposed an operating deficit of \$2,030 and the actual deficit incurred in **Appendix (C)** was \$2,393, a small difference of \$263. The proposed budget estimates for 2017-18 anticipate an operating deficit of \$2,195, which is manageable in the short term. All assumptions in proposing the 2017-18 budget estimates are shown as footnotes at the bottom of **Appendix (B)**.

**4. ANNUAL FINANCIAL REPORT TO THE 2016 AGM.** The Financial Report for fiscal year 2016-17 indicates CURAC/ARUCC had an operating deficit of \$2,293 for the year, notwithstanding that there was no increase in membership numbers and fees paid. The main factor that has accounted for the negative balance is the increased cost of managing the travel subsidy policy rebate payments. The last two conference surpluses from the CURAC/ARUCC Annual General Meetings have generated better than budgeted revenues including \$3,509 from Saskatoon and \$3,907 from Kingston, for a total of \$7,416.

The deficit was minimized by an additional affinity agreement rebate received, net of a 25% share returned to members of \$744 **Appendix (E)**, from Collette Travel which provided a revenue budget surplus of \$2,407. This adds to a recurring rebate received from Economical Select from payments based on premiums from policies sold to CURAC/ARUCC retirees. More work in this category is underway and may be the solution to improving CURAC revenues if the membership numbers of CURAC/ARUCC continue to stagnate.

The other factor in the deficit was an increased expenditure cost over budget by \$1,113 to pay for a significant upgrade to the CURAC website which will not recur on an ongoing basis. Please see an internally prepared Revenue and Expenditure summary in **Appendix (C)** below.

**5. BUDGET ESTIMATES FOR FISCAL 2017-2018.** The projected revenues have been increased to reflect no increases in membership fees paid and assuming a very conservative expectation for any share of the AGM conference surplus from Ottawa that might be achieved but with an assumption that affinity agreement revenues will be reasonably maintained and possibly enhanced. Anticipated expenditures have been increased by \$1,290 to allow for more costs related to the travel rebate subsidies as noted earlier, but reduced for some administrative support not considered as necessary as in the past.

However the proposed budget still estimates an expected deficit for fiscal year 2017-18 of approximately \$2,195. Please see the budget summary included in **Appendix (B)** below. CURAC currently has a bank balance of \$31,239 as at March 31, 2016.

**6. OTHER MATTERS.** The board has continued with Directors and Officers insurance coverage acquired last year through an involvement with the umbrella organization called Volunteer Canada. The details will be made available to all CURAC member associations in an upcoming bulletin release.

I have included in **Appendix (D)** a copy of the detailed revenues and expenses reported for the annual conference held last year in Saskatoon prepared by the Local Organizing Committee which indicates the calculation of CURAC’s 50% share of the net proceeds.

**7. APPOINTMENT OF AN ACCOUNTANT FOR FISCAL YEAR 2016-17.** I move that the Board of Directors be authorized to appoint the Mr. Philip Mah of Vancouver to review the CURAC accounts for the fiscal year 2016-17 in accordance with **CURAC Bylaw 7.01(d) ix)** which recommends to the Board for approval and forwarding to the Annual Meeting of Members the person to be appointed Auditor for the current fiscal year. The Auditor may be a public accountant as defined in section 180 of the Act, **or (if the Voting Members at the Annual Meeting unanimously agree) another person qualified to review the Corporation’s accounts and statements in accordance with the generally accepted auditing standards set out in the Canadian Institute of Chartered Accountants Handbook — Assurance, as amended from time to time.**

**APPENDICES TO THE TREASURER’S REPORT**

**(A) REPORT ON CURAC MEMBERSHIP STATUS as at March 31 Fiscal Year Ends**

<b>Member Association</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2016-17</b>	<b>2016-17</b>
	<b>Fees Paid</b>	<b>Fees Paid</b>	<b>Fees Paid</b>	<b>No. of Members</b>	<b>Annual Dues</b>
University of Alberta-Association of Professors Emeriti	<b>88.50</b>	<b>68.25</b>	<b>84.00</b>	<b>112</b>	30

Association of Bishop's University Retirees	48.75	45.00	45.00	60	20
UBC Association of Professors Emeriti	240.75	281.25	300.00	443	30
University of Calgary-Emeritus Association	70.00	165.00	154.50	206	25
Carleton University Retirees' Association		63.75	33.80	45	30
Concordia University Pensioners Association	163.50	195.75	226.50	302	25
Association of Dalhousie Retirees and Pensioners	300.00	300.00	300.00	488	20
University of Guelph Retirees Association	219.75	148.50	175.00	233	25
Lakehead University Faculty Association	25.00	25.00	25.00	33	25
Retirees Association of Lakehead University	57.00	56.25	49.50	66	10
Laurentian University Faculty Association –Retirees	30.00	27.00	25.00	33	10
University of Manitoba Retirees Association	226.50	264.00	300.00	701	15
McGill Association of University Teachers	144.75	195.00	253.50	338	25
McMaster University Retirees Association	300.00	300.00	300.00	2385	0
Memorial University Pensioners Association	300.00	300.00	300.00	1975	24
University de Moncton-ABPPRUM	75.00	75.00	82.50	110	50
University of New Brunswick Retired Employees Assoc.	224.25	212.25	159.75	213	15
Ontario Colleges Retirees Association	300.00	300.00	300.00	1500	10
Association of Prof Retired - University of Ottawa	300.00	300.00	295.50	394	25
Association of Retired UPEI Employees	50.00	59.25	47.25	63	30
<b>Association des professeur(e)s retraites de l'UQAM</b>	116.50	190.50			
Retirees Association of Queen's	262.50	270.00	251.25	335	25
U. of Regina Academic & Administrative Pensioners Assoc.	80.00	61.50	63.00	84	36
<b>The Ryerson Connection</b>	30.00	30.00			
University of Saskatchewan Retirees Association	201.00	208.50	201.75	269	20
Simon Fraser University Retirees Association	167.00	250.00	279.00	332	30
St Mary's University Retirees Association	25.00	32.25	26.25	35	25
<b>St Thomas University Retirees Association</b>	25.00	25.00			
Trent University Assoc of Retired Persons	64.50	60.75	78.00	104	10
University of Victoria Retirees Association	300.00	300.00	300.00	650	16
University of Winnipeg Retirees Association	231.00	102.75	117.75	157	15
Association of Retired Faculty & Librarians York University	104.25	157.50	117.75	157	25
York University Retirees Association	300.00	300.00	300.00	571	25
<b>Academic Retiree centre - University of Toronto</b>	200.00	300.00			
<b>Senior College – University of Toronto</b>		300.00			
Retired Academics and Librarians at University of Toronto	300.00	300.00			
Brock University Retirees Association	172.50	172.50	147.75	197	20
Wilfred Laurier University Retirees Association	142.50	142.50	141.75	189	10
Windsor University Retirees Association	112.50	112.50	150.00	200	25
<b>TOTALS FOR 33 (in 2017) ASSOCIATIONS</b>	<b>\$5,968</b>	<b>\$6,251</b>	<b>\$5,631</b>	<b>12,980</b>	<b>Average \$22</b>
<b>Weighted Average CURAC Membership Dues</b>	<b>\$165.78</b>	<b>\$178.61</b>	<b>\$170.64</b>	<b>\$0.43/RA</b>	<b>&lt;=&lt; Average</b>

**(B) BUDGET ESTIMATES FOR FISCAL YEAR 2017-2018**

<b><u>CURAC COMPARATIVE FINANCIAL ESTIMATES</u></b>	<b><u>2016-17 BUDGET</u></b>	<b><u>2017-18 BUDGET</u></b>
<b>REVENUES ANTICIPATED</b>		
Membership fees	6,000	6,000 (1)
Surplus from AGM Conferences	3,000	3,000 (2)
Affinity Agreements Revenues	1,100	2,200 (3)
Investment income	<u>50</u>	<u>75</u>
<b>TOTAL ESTIMATED REVENUES</b>	<b><u>10,150</u></b>	<b><u>11,275</u></b>
<b>EXPENDITURES</b>		
Board Director Travel Rebates	7,500	9,000 (4)
Accounting Fees	300	300
Provision for Administrative Support	500	500
Delegate Travel Rebates	1,000	600 (5)
Board Director Travel - Other	1,000	1,000 (6)
Teleconference Meetings	500	500
Website Registration & Maintenance	300	500
Directors & Officers Liability Insurance	300	300
Miscellaneous Expenses	200	400
Translation Fees	300	100
Bank Fees	90	90
Memberships-AROHE /Volunteer Canada	100	125
Postage Costs	60	25
Federal Registration	<u>30</u>	<u>30</u>
<b>TOTAL ESTIMATED EXPENDITURES</b>	<b><u>12,180</u></b>	<b><u>13,470</u></b>
<b>NET PROJECTED SURPLUS (DEFICIT) FOR THE YEAR</b>	<b><u>(2,030)</u></b>	<b><u>(2,195)</u></b>
<b>TOTAL BANK BALANCES as at March 31 YEAR END</b>	<b><u>31,512</u></b>	<b><u>31,239</u></b>

## **ASSUMPTIONS USED IN PREPARATION OF 2017-2018 BUDGET ESTIMATES:**

- (1) This revenue amount has been a consistent amount in recent years, so the estimate remains the same as last year.
- (2) Actual revenue amounts usually exceed the budget estimate of a 50% share of conference proceeds so this estimate is a conservative base minimum position.
- (3) Revenues have grown due to receipts from new agreements; however the receipt of funds in this category can be inconsistent so only a modest increase is estimated.
- (4) Travel expenses costs have also risen and are impacted by the number of claims located demographically near to a host city. This averages the 2017 budget and actual.
- (5) Delegate rebate requests have not exceeded \$500 in recent years, so amount reduced.
- (6) Estimate for special travel requirements to other meetings/conferences (i.e President).

## **(C) ANNUAL FINANCIAL REPORT April 1, 2016 to March 31, 2017**

### **CURAC/ARUCC Revenue and Expenditure Statement - April 1, 2016 to March 31, 2017**

	<b><u>2016-17</u></b>	<b><u>2016-17</u></b>	<b><u>2016-17</u></b>
<b><u>REVENUES</u></b>	<b><u>BUDGET</u></b>	<b><u>ACTUAL</u></b>	<b><u>VARIANCE</u></b>
Membership fees	6,000	5,794	(206)
Proceeds of AGM Conference at Saskatoon ( <b>appendix D</b> )	3,000	3,509	509
Affinity Agreements Revenue	1,100	3,507	2,407
Investment Income	<u>50</u>	<u>47</u>	<u>(3)</u>
<b>TOTAL REVENUES</b>	<b><u>10,150</u></b>	<b><u>12,857</u></b>	<b><u>2,707</u></b>
<b><u>EXPENDITURES</u></b>			
Board Director Travel Rebates	7,500	10,228	(2,728)
Accounting Fees	300	290	10
Provision for Administrative Support	500	434	66
Delegate Travel Rebates	1,000	560	440
Board Director Travel - Other	1,000	965	35
Teleconference Meetings	500	577	(77)
Website Registration & Maintenance	300	1,413	(1,113)
Directors & Officers Liability Insurance	300	281	19
Miscellaneous Costs-Awards Printing	200	260	(60)
Translation Fees	300		300

Bank Fees	90	81	9
Memberships-AROHE /CURC/Volunteer Canada	100	25	75
Postage Costs	60	16	44
Federal Government Registration	<u>30</u>	<u>20</u>	<u>10</u>
<b>TOTAL EXPENDITURES</b>	<b><u>12,180</u></b>	<b><u>15,150</u></b>	<b><u>(2,970)</u></b>
<b>NET SURPLUS (DEFICIT)</b>	<b><u>(2,030)</u></b>	<b><u>(2,293)</u></b>	<b><u>(263)</u></b>

**(D) 2016 ANNUAL CONFERENCE SASKATOON FINANCIAL REPORT**

**Statement of Revenue and Expenses s of June 30, 2016**

**REVENUE**

Extra Banquet tickets	\$600
Registration Fees	8,220
Sponsorships	<u>7,500</u>
<b>TOTAL</b>	<b><u>\$16,320</u></b>

**EXPENSES**

Meal Costs	\$8,435
Bus Transportation	268
Speaker Expenses	301
Office Expenses (Printing, etc.)	134
Sundry Registration Materials	<u>165</u>
<b>TOTAL</b>	<b><u>\$9,303</u></b>

<b>Excess of Revenue over Expenses</b>	<b><u>\$7,017</u></b>
<b>Less USRA Share of Proceeds @ 50%</b>	<b><u>\$3,508</u></b>
<b>Net CURAC Share of Proceeds @ 50%</b>	<b><u>\$3,509</u></b>

## Reports of Standing and Ad-Hoc Committees

### Report of the Archives Committee

George Brandie, Queen's [george.brandie@queensu.ca](mailto:george.brandie@queensu.ca)

Edgar Williams, Memorial [edgarwilliams@nl.rogers.com](mailto:edgarwilliams@nl.rogers.com)

The cataloging of Founding Secretary Ken Rea's files was completed and Ken's CDs and copies of his files (as catalogued) were delivered to Queen's Archives on June 24, 2016. These files cover the period leading up to the founding of CURAC/ARUCC in 2002-2003 to the end of the 2007 Annual Conference in Windsor. Queen's Archives has final say on what is, or is not, appropriate material for archiving but they now have descriptions of what each file contains and the reasoning behind the in/out classifications made so far.

The files accumulated during George Brandie's service at Secretary (2007–2012) have been transferred to disc (data DVDs rather than CDs) and work is ongoing to organize and catalog them for transmittal to Queen's Archives.

Queen's Archives is installing and debugging a system for storing digital files that will make them accessible online to anyone wanting to see them. As is usual for projects of this magnitude, progress is slower than had been hoped, but a mock-up of the online interface will be demonstrated at the Annual General Meeting.

### Report of the Awards Committee

Edgar Williams, Memorial ; George Brandie, Queen's, and Ken Craig, UBC (Ex Officio)  
[edgarwilliams@nl.rogers.com](mailto:edgarwilliams@nl.rogers.com)

On March 27, the Awards Committee recommended and the Board of Directors approved the following members for 2017 CURAC/ARUCC Awards. An Award Citation for each awardee is included below.

#### **CURAC/ARUCC Tribute Awards:**

1. Françoise Arbuckle, Assn. of Retired Academics of Laurentian University (Posthumously)
2. Maurice Gibbons, Simon Fraser University Retirees Association.
3. Ginette Lamontagne, McGill University Retirees Association
4. John D. Mundie, University of Manitoba Retirees Association.
5. Datta Pillay, Windsor University Retirees Association

#### **Contribution to CURAC/ARUCC Award:**

6. John Meyer, Windsor University Retirees Association.

#### **CURAC/ARUCC Association Award:**

7. Carleton University Retirees Association



## AWARD CITATIONS

### 2017 CURAC/ARUCC Tribute Awards:

- 1. Françoise Arbuckle, Association of Retired Academics of Laurentian University**  
**Nominated by the Association of Retired Academics of Laurentian University,**  
**Donald Dennie, President**

*After the receipt of this nomination, we were notified that Françoise Arbuckle had passed away. Her Laurentian Retiree Association asked if this Tribute Award could be awarded posthumously. We are pleased to do so.*

#### CITATION

On behalf of the Association of Retired Academics of Laurentian University, it is my distinct pleasure to nominate Professor Françoise Arbuckle for the CURAC/ARUCC Tribute Award for her outstanding contribution, over a period of twenty years, at the local member association level.

A long-service professor in the School of Translators at Laurentian, Professor Arbuckle was, prior to her retirement in 1993, a tireless supporter, advocate and promoter of our retirement association and served, alternately, as President and Secretary.

She brought to both positions great energy, combined with flawless competence in both official languages, that she used from time to time to guide members to understand that ours was not only an association defending retirees' interests but a 'friendly' society serving as a group to reinforce and maintain links established during our lives prior to retirement.

Professor Arbuckle had two issues that she supported over the last decade. First she was a booster for CURAC/ARUCC and attended annual meetings whenever she could and encouraged others to do the same. She felt that CURAC/ARUCC served to protect the qualities and needs of faculty retirees to the larger community and that the organization serves this valuable role in an effective way.

Her second preoccupation was the establishment and maintenance of the ARALU/AURUL bursary awarded to a Laurentian University student annually for many years. Without her input into these endeavours, they might have foundered some time ago.

For her devotion and accomplishment in areas of concern, I am pleased to make this nomination of Professor Françoise Arbuckle for the 2017 Tribute Award.

- 2. Maurice Gibbons, Simon Fraser University Retirees Association**  
**Nominated by Jim Boyd, SFURA President**

#### CITATION

Dr. Maurice Gibbons, newsletter editor of *Simon Says* and Professor Emeritus, led a team effort to produce a legacy book entitled *Remembering SFU on the Occasion of its 50<sup>th</sup> Birthday*, as its

gift to the University for its 50<sup>th</sup> Anniversary celebrations. The book contains stories of the early years of SFU by 45 people--former students, faculty, staff and administrators and includes pictures from the SFU Archives, including many photographs that have not been seen before. It is as much a photo album as it is a personal journal of the early days. This project shows what retirees can accomplish, well into retirement life, especially when led by an 85-year-old dedicated editor!

Maurice grew up on the West Coast, completed his BA at the University of British Columbia, his MA in English at the University of Washington, and his doctorate at Harvard where he was on the editorial board of the Harvard Educational Review. He taught in elementary and secondary schools before teaching at the University of British Columbia and at Simon Fraser University.

A specialist in the creation of innovative approaches to instruction, his programs emphasized self-direction, challenge and excellence. Dr. Gibbons published more than sixty academic articles in his areas of expertise.

In 2007, Gibbons was awarded the *Malcolm Knowles Memorial Self Directed Learning Award* at the 21st annual International Self Directed Learning Symposium. Gibbons was a founding member of Challenge Education Associates that produced The Self-Directed Professional program for teachers; the founder and director of Personal Power Press which produced a dozen books on SDL, and a founding member of World Citizens for a Universal Curriculum, a global education project designed to empower students to create a sustainable world.

Maurice publishes fiction and poetry and is an exhibiting sculptor. He used SDL methods to learn to carve wood and has exhibited his work in Vancouver, San Francisco, Sydney and New York. He is married and lives in West Vancouver, British Columbia, where he carves, writes and consults. Gibbons is well known for the provocative speeches and hands-on workshops he presents worldwide. See <https://vimeo.com/30033061>.

### **3. Ginette Lamontagne, McGill University Retirees Association Nominated by Henry Leighton, Kathleen Maguire and Robert Stanley**

#### **CITATION**

It is our pleasure and honour to nominate Ginette Lamontagne, President of the McGill University Retiree Association/Association des retraité(e)s de l'Université McGill (MURA-ARUM) for the CURAC Tribute Award. This is in recognition of her outstanding work organizing and giving life to our newly-formed retiree association.

In November, 2014, the major employee groups at McGill convened a meeting to establish an association representing retirees from all sectors of the University. Prior to this time, only retired faculty and librarians could belong to the Retirees Section of the McGill Association of University Teachers (MAUT-RS). At this first meeting a four-person Interim Executive Committee, headed by Ginette Lamontagne as President, and a Board were elected to get MURA off the ground. Ginette was in every way the leader of this effort. Her enthusiasm, her vision, her

hard work, her diplomacy and her determination were inspirational to the other members of the Executive and Board. As a result of Ginette's leadership, seven months later MURA had its constitution and by-laws in place, had sound funding, had over 300 prospective members, and held its founding meeting on June 1, 2015 with 75 prospective members in attendance. But that was only the beginning.

Initially, members paid a \$25 annual membership fee. After innumerable meetings and negotiations tirelessly spearheaded by Ginette, MURA now receives annual funding from each major employee union or association so that membership is free for any retiree who was a member of one of those organizations.

Ginette offered invaluable advice and direction on the creation of a bilingual MURA website. Thanks to her very successful search, MURA has volunteer French translators for the website, documents, a monthly communiqué and bi-annual newsletter.

Ginette led the effort to establish a solid MURA working relationship with McGill University. Thanks to her diplomacy, McGill Human Resources now distributes MURA information brochures and includes a document about MURA in McGill mailings to retired employees. Ginette played a leading role to draft and present a Memorandum of Understanding (MOU) between MURA and the University, modeled on similar documents used by other retiree associations in the country. While the MOU remains a work in progress, since it has not yet been formally endorsed by both parties, significant first steps have been achieved. These include an active working business relationship, and agreement by the University to provide office space to MURA at no cost.

Ginette believed that a private group Facebook page would be an excellent tool for members to share information and experiences. She arranged with the McGill Community on Lifelong Learning (MCLL) to allow Facebook workshops to be held at their facility. Four very popular workshops have been held, and more are planned in the future.

Ginette's enthusiasm for creating recreational, educational and social opportunities has led to the establishment of several events and activities. She was instrumental in convincing the Athletics Department to offer retirees half-price McGill gym memberships and participation in the Staff Fitness Program. There is also a well-attended cycling group. Ginette opens her home on a regular basis for the very popular MURA book club and hopes to establish a bridge club soon. MURA now has an annual Homecoming reception and concert, a fall and spring luncheon/speaker series in conjunction with MAUT-RS, and a spring concert and luncheon. This past fall, Ginette oversaw the creation of the first pre-retirement session for members of the McGill University Non-Academic Certified Association (MUNACA). It focused on the psychological and sociological aspects of retirement and received excellent appreciative feedback from attendees.

Ginette's leadership is an inspiration to all of us, and it is no exaggeration to say that she provides a vital life force for the ongoing success of MURA.

#### **4. John D. Mundie, University of Manitoba Retirees Association Nominated by Jay E. Goldstein, Pat President, UMRA**

##### **CITATION**

John Mundie retired from the School of Commerce (now the Asper School of Business) at the University of Manitoba in 1995. John's work on behalf of his fellow retirees began in 1996 when he helped to organize the University of Manitoba Retirees' Committee. This committee served unofficially as the organization representing the interests the university's retired faculty, staff, and administrators from 1996 until 2003.

As chair of the Retirees' Committee, John met with the university president to discuss ways of fostering ties between the institution and its retirees. The outcome was the inaugural President's Reception for Retirees in 1997. The reception has become a twice-a-year event (the 40<sup>th</sup> of which was held in the fall of 2016) sponsored by the Office of the President. The reception gives the 75-100 retirees, their partners, and survivors of retirees who attend an opportunity to hear a presentation by a guest speaker, to be updated on university news, and to renew acquaintances with former colleagues.

Also in 1997, John edited the premiere edition the *Retirees' News*. This newsletter is published twice yearly and is sent to all U of M retirees. John continued as newsletter editor until 2011.

In 2002, John was invited to the conference at the University of Toronto at which CURAC/ARUCC was created. In order for the Retirees' Committee to be eligible to join CURAC/ARUCC it had to be formally recognized by the university. In 2003, discussions between John and the Executive Director of Human Resources resulted in the official recognition of the University of Manitoba Retirees Association (UMRA) as the body representing all retirees of the University of Manitoba. UMRA became a founding member of CURAC/ARUCC the same year.

In 2004, John was elected as UMRA's first president, a position he held until 2006. From 2006 to 2010 he served as past-president and also chaired the Nominating Committee. Since 2010 John has chaired or been a member of several UMRA committees including the Executive Committee, the Benefits and Pensions Committee, and the Communications Committee.

In addition to the positions he has filled, John has written items for UMRA's website. One is the history of UMRA. Another is a pamphlet outlining options for retirees who are excluded from the U of M supplementary health care plan at age 75. Many retirees have told UMRA that they have found John's pamphlet to be extremely useful.

In summary, over a span of two decades John Mundie has made exceptional contributions to the University of Manitoba Retirees' Committee and to UMRA. Those contributions make John most deserving of a CURAC/ARUCC Tribute Award.

## **5. Datta Pillay, Windsor University Retirees' Association Nominated by David Palmer, WURA President**

### **CITATION**

Dr. Datta Pillay has been a member of the executive of WURA for 20 years, culminating in a two-year term as President, 2014 to 2016. Since his retirement in 1997, he has been instrumental in developing relationships between retirees and the university. In 1998, his meeting with President Dr. Ross Paul initiated recognition of the achievements and issues of retirees by Presidents Paul and Alan Wildeman. The Joint Consultative Council, set up by President Paul in 2004 formalized the liaison, and Datta's membership on the council since that time has helped bring results such as membership of a retiree on the Board of Governors' Pension Committee, and benefits such as access to office space and related expenses, the university email system, and modest travel funds. He represented WURA at the CURAC annual conference at McMaster University in 2014, and with then WURA President Ihor Stebelsky, presented a paper, "Best Practices for Retirees in the University of Windsor." He continues to attend meetings of the faculty association to advocate for retirees' benefits.

Datta has served as editor of the quarterly WURA Newsletter since 1997. More than simply news about retirees, the publication reports on all aspects of the university community, reflecting his vision of a seamless community, both current and retired. In 2015, he organized a celebration of the 25<sup>th</sup> Anniversary of WURA, culminating in a gala reception on October 8 of that year. For that occasion, he prepared and edited a significant booklet, "A Tribute to Retirees", bringing together the history and organization of WURA, its mission, messages from former presidents of the organization, summary of best practices, and his personal remembrances of over 100 retired faculty. The continuing support of the university administration, led by President Dr. Alan Wildeman, in his attendance and speaking at the spring and fall general meetings of WURA is an indication of the high regard in which Datta is held across campus.

Dutta's tireless volunteerism extends beyond WURA and into the community generally. He received the university's prestigious Clark Award in 2009, in recognition of his outstanding contributions to the university and community. United Way of Windsor honoured him for his charity work in March, 2016, marking his 17th year as Campaign Chair at the university. He has been a member of the Windsor Rotary Club since 1989. In 2007, the Ontario Ministry of Services honoured him with its Voluntary Service Award. At its spring banquet May 4, 2016, the South Asian Community distinguished him as "Professional of the Year" for his outstanding achievements.

At the base of these accomplishments lies Dr. Pillay's personal warmth and passion for the university community. While firmly advocating for the rights of retirees, his collaborative approach nevertheless expresses his gratitude for the full life that has been offered university faculty and librarians at the University of Windsor.

### **2017 Contribution to CURAC/ARUCC Award**

**John Meyer, Windsor University Retirees' Association  
Nominated by David Palmer, WURA President**

#### **CITATION**

Since his retirement from the Faculty of Education in 1999, John has served as a Director, Vice-President, President, and Past President of CURAC/ARUCC from 2005 to 2011. He attended 9 annual Conferences and contributed presentations on pensions, governance, and intra-institutional collaboration. With the support of Board members, he created and promoted external relations with the Canadian Association of Retired Persons (CARP), the Canadian Association of University Teachers (CAUT), and the Ontario Colleges Retirees Association (OCRA), and the USA-Association of Retirees in Higher Education (AROHE) and subsequently became one of its Board members. With assistance, he initiated internal projects related to AGM sites, budgeting, monthly meetings, planning and policy development, bylaws revision, survey analysis, and the retention and recruitment of membership.

John, as Chair of the local organizing committee, promoted and coordinated the 2006 annual AGM and Conference held at the University of Windsor with a first partnership of St. Clair College and a return of surplus funding to three retiree's associations. He also assisted in the Regina (2011) and the Victoria (2012) annual Conferences.

John's experience and leadership of the University of Windsor Retirees' Association (WURA), enabled him to advocate models of cooperation with the Administration (President and Board of Governors) and the Faculty Association where representation on decision making bodies was crucial for pension and benefit protections. Innovation, advocacy, voluntarism, and leadership became part of his identity. However, to the heritage of his pioneer predecessors, the cooperation of his colleagues at WURA and CURAC, and the leadership of his successors, John attributes any achievements and the new heights of CURAC/ARUCC.

## **The CURACARUCC Association Award**

### **Carleton University Retirees Association Nominated by the CURAC/ARUCC Board of Directors**

#### **CITATION**

The CURAC/ARUCC Association Award recognizes an association member association deemed to have undertaken a significant initiative of benefit to the membership at the local and/or national level. The recipient will be offered the opportunity to make a presentation at the next Annual CURAC/ARUCC Conference.

On behalf of all member associations, the Board of Directors offers a sincere thank-you to the Carleton University Retirees Association for hosting the 2017 Annual Conference and AGM. This event is the most significant annual event on the CURAC/ARUCC Calendar and would not be possible without the interest and support of the membership of the Carleton University Retirees Association.

This recognition of the Carleton University Retirees Association also includes the support received by CURAC/ARUCC from CURA over many years. The Board of Directors is confident that this support will continue and that we shall value future contributions by CURA just as much as we value the superb arrangements for the 2017 AGM and Conference.

This award is our way of offering a sincere thank-you to all who contributed to the hosting of the 2017 meeting. We offer best wishes to all members of the Local Organizing Committee and to Carleton University as the venue for the 2017 Conference and the AGM.

## **Annual Report of the Benefits Committee, May 2017**

Beverly Stefureak (Chair), Retirees Association of Lakehead University; Ron Cosper, St. Mary's Retirees Association; Robert Drummond, York Association of Retired Faculty and Librarians; Paul Marantz, UBC Association of Professors Emeriti

[bev.stefureak@utoronto.ca](mailto:bev.stefureak@utoronto.ca)

Our work this year focussed on follow-up from two previous years of surveys, one asking about the need or desire among members for extended health and/or travel insurance and the other collecting data on retirees' benefits at each of our member associations.

During the early part of this year, the Committee wound down its search for and review of appropriate providers for the travel and extended health benefits insurances that members had identified as an important need, concluding with a recommendation to the Board in November.

The Board accepted the recommendation that CURAC enter into an agreement with Medoc Insurance for the provision of out-of-country travel insurance and with Retired Teachers of Ontario/les enseignantes et enseignants retraités de l'Ontario (RTO/ERO) for the provision of full extended health benefits insurance, including travel and trip cancellation. These were intended to satisfy all members, some of whom had identified the need for affordable out-of-country insurance and others who were in need of the full EHB package.

Both offerings have been available to CURAC/ARUCC members since mid-January of this year. For more information on either, please refer to our President's letter at <http://www.curac.ca> under the tab Membership & Benefits/Benefits for Members/ Trip & Health Insurance or contact your Benefits Network representative, or your association President.

Further, we are happy to report that an objective in our mandate for 2014/15 has finally been achieved. With the amazing re-design of CURAC's website, Benefits Network representatives henceforth will be able to provide updated snapshots of retiree benefits at their home association, through the Chair of the Benefits Committee, to be posted on the website for sharing with other associations. The postings will appear under Membership & Benefits/Benefits Committee/Benefits Network Communications. If this works as well as envisaged by the Benefits Network members who suggested it three years ago, it could effectively replace the time-consuming triennial surveys. Our first posting was from the Retirees Association of Queen's (RAQ) comparing their benefits with those at other institutions. The collective data, which was presented at our Conference in Saskatoon last May, is available (in both pdf and Excel) at Membership & Benefits/Benefits Committee/Benefits Surveys, titled CURAC/ARUCC Triennial Medical Benefits Survey Data, May 2016 and CURAC/ARUCC Triennial Non-Medical Benefits Survey Data May 2016. The graphic comparison is also available at that location.

Because benefits is an important area of attention for CURAC/ARUCC, it is the Committee's recommendation going forward that an objective for 2017/18 be the strengthening and consolidation of the Benefits Network, to ensure that better lines of communication, through the Website, can be maintained.

## **Report of the Board Conference Committee**

Mary Johnston, McMaster [johnston@mcmaster.ca](mailto:johnston@mcmaster.ca)

The chief task of the CURAC/ARUCC Board Conference Committee is to oversee the planning and execution of the annual conference & AGM.

The Local Organizing Committee from the Carleton University Retirees Association, under the leadership of Robert Morrison and David Holmes, have done all of the work to organize this year's conference in Ottawa. Over the past year, they have kept the CURAC Board up to date



with their plans and progress. The Board, in turn, has provided information and advice based on recent CURAC/ARUCC conferences.

The other main role of the Conference Committee is to find future venues for the annual conference. The Association of Dalhousie Retirees and Pensioners and Saint Mary's University Retirees Association will host the 2018 meeting in Halifax. Please contact CURAC/ARUCC if your association is interested in hosting the 2019 conference. Your retiree association may act as sole host or may work with one or more associations at local colleges and universities as co-hosts. The Board Conference Committee will provide information to get you started and advice and help along the way.

Please see the new CURAC web site (<http://www.curac.ca/archive-of-annual-conferences-2003-2016/>) for a list of previous conference locations.

I am consolidating manuals, notes and email messages from recent conferences along with a checklist designed by Geraldine Thomas (past Chair of the Board Conference Committee) into a single document for future use by Local Organizing Committees.

### **Communications Committee Annual Report 2017 AGM**

Fred Fletcher, York (Chair); Dave Swayne, Guelph, Webmaster; Ed Unrau, Manitoba, Newsletter Editor; with the assistance of Kohur (Gowri) Gowrisankaran and Michel Tousignant

The committee's mandate is to "coordinate both internal and external communications of the association." This responsibility includes providing support and assistance to the editors of the Newsletter, the manager of the Website, as well as with the Bulletins and translation, as needed. The committee also considers the overall communications strategy for CURAC/ARUCC.

Since the last AGM, CURAC/ARUCC has published two editions of the Newsletter and two Bulletins. These documents are available on the CURAC website and were circulated through email to all member organizations and, we hope, passed on individual members. The Board has also distributed several letters from the Executive to member organizations and, more broadly, to government ministers and other groups, informing them of CURAC/ARUCC services and commenting on issues relevant to members.

Bulletins are commonly prepared by CURAC/ARUCC committees and circulated for comment. Suggestions for topics to be examined are always welcome. Members are encouraged to provide feedback on Newsletter and Website content as well as on Bulletins. Feedback may be public – to be posted on the website, for example – or private to the Board. We are most anxious to promote greater interaction. Contact information is available on the Website.

Ed Unrau and Dave Swayne have been working very diligently in recent months to redesign the Website and to reconsider the format and dissemination of the Newsletter to represent CURAC more effectively and facilitate communication with our member organizations and, through them, our individual members. The AGM Web Report presents details of these changes and addresses many of the issues that have arisen. Among other things, the Communications Committee is working to facilitate the success of the Website and the new Newsletter format. Also on our agenda are:

1. The development of systems for keeping content for the Website flowing in a timely manner. We hope to promote interactions and contributions from members.
2. Strategies to promote the Blog/Newsletter and the Website in general to CURAC/ARUCC members (and development of measures to assess their effectiveness). Given changes in the communications environment, we will be attempting to create a network of webmasters and newsletter editors.
3. Finding ways for cost-effective translation so the Website is welcoming in both official languages. Volunteer translators have been helpful but longer form documents require a considerable commitment. The Web Report notes the possible use of Google Cloud translation software for this purpose.
4. Strategies for using the Website and Blog/Newsletter for revenue generation.

Please see the Website Report and the report on CURAC Representation: Member Websites and Newsletters.

## **Communications Committee 2017 AGM Report (Appendix)**

Fred Fletcher

### CURAC/ARUCC Representation: Member Websites and Newsletters

Over the course of the past 18 months, questions have been raised about the effectiveness of the flow of communication from the CURAC Board to members through member associations. There is no convenient way to trace the circulation of email correspondence through member organization delegates to individual members. However, we can examine the representation of CURAC on member websites and in their newsletters. This is a report on a first attempt to do so. All available member websites and the most recent newsletters were examined. It is important to note that it would be desirable to examine member association newsletters over a longer period, which might produce more encouraging results.

Here are some preliminary results:

Table 1: CURAC representation on member websites: activities and links to CURAC website

Level of representation	Information (activities, benefits)	Link to CURAC Website
Prominent (on home page)	2 (6%)	10 (29%)
Present (reference, link in list)	8 (23%)	11 (30%)
Not Present	25 (71%)	15 (41%)
	35 (100%)	35 (100%)

Table 2: CURAC representation in member Newsletters

Level of representation	Information (activities, benefits)
Prominent (on home page)	6 (22%)
Present (reference; in report)	8 (30%)
Not Present	13 (48%)
	27 (100%)
No Newsletter available	11

## Discussion

1. The absence of any reference to CURAC on a majority of member websites is a challenge for CURAC/ARUCC. Member organizations will find themselves well represented on the new CURAC website, with links to their websites and an archive of Newsletters. More visible representation of CURAC (with a link) on member Websites and in Newsletters would be an important improvement in national communication.
2. As we move forward with an excellent website, featuring a monthly Newsletter / Blog, it is highly desirable to find ways to attract individual CURAC/ARUCC members to the site. We are considering circulation of a brightly written monthly table of contents with abstracts for the Blog and a link to the Website by email and member association websites. Something similar might be done for Bulletins.

3. A slight majority of Newsletters (17/27) included content of general interest to college and university retirees. We hope to proceed with summaries and links on the CURAC website.
4. The CURAC/ARUCC connection remains weak for Francophone institutions. It is important that this be addressed.
5. Except for the excellent OCRA Website and Newsletter – which represents 24 Ontario colleges – there are few links to college associations on the CURAC website. This is an important area for future work.

## **Annual Report of the WebMaster**

David Swayne, Guelph      suavedane@yahoo.com

During the current fiscal year, the website <http://www.curac.ca> has undergone major change.

An entirely new look has been developed, using a home-grown WordPress theme, “CURAC”, which features simplified navigation, and, for the webmaster, considerable flexibility in managing and organizing menus when updating. The new look was rolled out on February 20, 2017. One of the first tasks in designing and implementing this new look was to explicitly enunciate the purpose of the website:

1. to act as a communication tool within CURAC/ARUCC and
2. to provide an up-to-date review of activities of the national organization and its interactions with its Member Societies.

To this end, the website will concentrate on delivery of communications such as policy communications, application forms and notices, records of the annual conferences and AGMs, Bulletins, and information on member societies and their websites and Newsletters / Bulletins. Clarity and simplicity of delivery are, and will continue to be, high priorities. Dedicated “space” for the benefits committee and enhanced support for the CURAC/ARUCC Newsletter/Bulletin are immediate priorities. This year, emphasis has been placed on close-matching the web material with emails emanating by email from the CURAC/ARUCC office. A special “Members’ Corner” will contain Member Society News and Views. (See also next paragraph).

There has been an attempt to highlight the milestones of member societies. This past year, for example, Windsor (WURA) and Simon Fraser (SFURA) were notable in our website coverage, albeit on the old CURAC website. The news from such milestones probably went unread by most CURAC members, since old <http://curac.ca> was inflexible and getting increasingly difficult to maintain: the menus were not dynamic, the sidebars were static, the underlying MySQL web page addresses were all improperly named and the difficulties of promoting change and maintaining order were mounting. We have retained and highlighted the practice of publishing “Current Communications”, prominently on the Front Page.

The new website has a scalable capability. Viewers using a full-sized computer get a pretty expansive front page. Readability has been a consideration as our group's collective eyesight has weathered along with us. Those using iPad and related devices will see an attempt to present the material in an interface appropriate to their screen acreage, and there is a concerted attempt to deliver a reasonable interface for those accessing the website with a smart phone. This flexibility is delivered without making the webmaster maintain three different classes of service separately. The features of current web software technology make it simple for a one-person organization to gain this sort of "edge" while keeping the website "lean and mean"

Facebook will continue as an alternate source of publicity for CURAC/ARUCC. Our two FB pages are accessible directly by searching on Facebook for "CURAC" and "CURAC Editorial Pages", or through links in the footer of the home page

For the next phase of development four additional features will be implemented.

1. Changeable frame inserts are being implemented on each web page, using **Google AdSense**. Facebook and most email users are already familiar with dynamic advertising inserts. This has been done but won't be turned on until closer to the AGM. It's quite risky to implement because it must be developed and tested online. There is a high-tech secure link between curac.ca and Google's code resources. The frame is built by inserting code by Google connecting to a GARD interface. It's currently using Google's free software. They also required a signed pledge that neither Gppgle software nor our website will be misused, on penalty of being disbarred from Google's resources for life.
2. The Newsletter/Bulletin will be published using blog page software. The blog entries are one page of indefinite length, but widgets will be used to make the Newsletters' blog page look more like the current 8.5x11.5 PDF versions.
3. **Google Cloud** Translation software will shortly be tested for its ability to do reasonable French<->English<->French website service. Some work has been done on this already, but much more remains: basic suitability and acceptability, cost and editing effort.
4. The Benefits network and the Newsletter/Bulletin will receive full support from [www.curac.ca](http://www.curac.ca). Details are being ironed out.

## **Finance Committee AGM Report**

David Swayne, Guelph

Although the financial situation of CURAC/ARUCC is satisfactory for its current level of activity, existing revenues may well limit future initiatives, such as expanding services to members, recruiting new member organizations, improving communications and promoting

public policies beneficial to seniors and/or to post-secondary education. The Finance Committee has been tasked with examining expenditures and revenue sources in this context.

In 2015-16, just under 60% of revenues came from member fees, with 30% from the AGM (which depends in part upon sponsors) and the remainder in income from affinity agreements. In the coming year, the committee will conduct its annual review of the fee structure and explore the potential costs and benefits of additional affinity agreements and other revenue streams, such as advertising on the Website. The committee will also consider the risks of additional revenue streams and the importance of stable funding.

We would be pleased to receive suggestions (and warnings) from members' organizations that have explored these issues.

### **Annual Report of the Health Care Policy Committee**

Linda Kealey, UNB, Jack Boan, Regina, John Stager, UBC, Grace Paterson, Dalhousie, Ed Williams, Memorial, Ken Craig, UBC.

[lkealey@unb.ca](mailto:lkealey@unb.ca)

The Health Care Policy Committee has undertaken two projects since the last AGM: ***Taking the Pulse of Seniors' Health Care*** in 2016 (August) discussed the Liberal government's record and promises regarding seniors' health issues and recommended a National Seniors' Strategy, and a National Health Accord with the provinces and territories that would address homecare, palliative care, pharmacare, and a demographic top up of federal funds for provinces with larger populations of seniors. Since then the Federal government has signed separate agreements with the provinces and territories targeting funds at homecare and mental health. No national strategies or accords in sight. As is our usual practice, all CURAC associations and various levels of politicians received this paper.

In cooperation with the Section of Psychologists and Retirement (SPAR) group of the Canadian Psychological Association, the HCPC put out a second paper (Bulletin 13) on ***Seniors' Mental Health*** in February 2017.

Next Project: ***Age-Friendly Communities: What Has Been Accomplished?*** This is likely to be the subject of a panel at CURAC's AGM in 2018 at Dalhousie University. Stay tuned.

If you have an interest in the work of this committee, please contact Linda Kealey at

[lkealey@unb.ca](mailto:lkealey@unb.ca)

## Annual Report of the Membership Committee

Ken Craig      [kcraig@psych.ubc.ca](mailto:kcraig@psych.ubc.ca)

I thank Mary Johnston for her efforts in organizing this committee early in the year.

Thanks to Mary's organizational efforts this committee seems prepared to move on successfully. We have on file:

1. Lists of current members. This is somewhat fluid given fluctuations in payments of membership fees. The list on the website is supplanted by information from the Treasurer to the Membership Committee on payment of fees. Member Associations are kept on the books should payment be delayed. Their membership would not be discontinued without substantial consultation.
2. A list of university retiree organizations that have never been CURAC/ARUCC members. This is accompanied by notes describing several these organizations and correspondence with them. Six outside of Quebec are noted, along with 8 or 9 in Quebec. Michel Tousignant has noted a retiree association (FRUQ) that brings retirees in Quebec together.
3. A list of universities without retiree organizations. This is accompanied by notes describing efforts to contact people at these universities.
4. Notes on colleges. We have the benefit of the membership of the Ontario College of Retiree Associations (OCRA), representing 24 community colleges in Ontario. As well, we can list many colleges across Canada.
5. Mary has noted the excellent AROHE Start Up and Development Kit, providing information on "How to start, build and maintain an academic retirement organization."
6. Several institutions are actively developing retiree organizations and they have expressed interest in membership.

## Annual Report of the Pensions Committee

Randy Barkhouse, Dalhousie      [randy.barkhouse@dal.ca](mailto:randy.barkhouse@dal.ca)

The past year might be characterized for Canadian university defined-benefit pension plans as the one in which the first shoe dropped. The coming year is one in which to watch for the drop of the second. Looking back it may be one where a move to target benefit, and to more defined-contribution plans gained traction.

In Quebec that first shoe was Bill 75 limiting total contributions to a university pension plan to a maximum of 21% of payroll. Should regular contributions plus any special contributions identified by an actuarial valuation to amortize a pension deficit exceed 21% benefits will have to be adjusted. That includes cancelling indexation of existing pensions. That provision will come into effect as of January 2018 as the second shoe. Additional details about Bill 75 and its implementation are provided in an

analysis by Morneau-Shepell available online at <http://www.morneaushepell.com/ca-en/insights/quebec-bill-75-adopted-affecting-pension-plans-university-and-municipal-sectors>.

In Ontario the negotiations within the University Pension Project continue. Those constitute the first shoe. Recall that the provincial government has provided temporary solvency relief while the UPP continues. If the UPP comes to naught the second shoe will drop as provision for pension plan deficit amortization come into effect.

Meanwhile on February 17, 2017, the Ontario Confederation of University Faculty Associations (OCUFA) posted a notice which stated -

“The Executive has identified pensions as a priority area for OCUFA this academic year. In order to support all faculty associations in their pension needs, OCUFA staff monitor pension regulations, solvency reviews, and related government initiatives to update OCUFA members about the implications of these changes. In addition, OCUFA is working closely with legal and actuarial consultants to identify new pension priorities and strategies for our member organizations. In the next few months, we anticipate that OCUFA will offer pre-bargaining sessions around pensions and an educational workshop.

### **Building a voluntary multi-employer jointly sponsored pension plan**

The call for a sector-wide pension plan for Ontario universities is growing louder each month. The advantages of pooling resources to provide high-quality, secure pensions are well documented—and strongly supported by the provincial government. From the promotion of jointly sponsored pension plans (JSPPs) for the broader public sector in the 2014 Budget, to the ongoing support for the multi-employer JSPP initiative by the Ministry of Advanced Education and Skills Development, the consolidation of university pension plans has been high on the agenda. OCUFA remains committed to supporting faculty associations interested in joining an existing JSPP, creating a new JSPP for the sector (the UPP), and those who want to maintain their existing arrangements.

Following years of intense consultation and collaboration involving university administrations, faculty associations, and other labour partners, the UPP has been developing as a multi-employer JSPP model that has the potential to be a true win-win for the sector. This model, as it is currently envisioned, offers a collective solution that will:

- Provide plan members with a high-quality, secure, sustainable defined benefit pension;
- Require employers and employees to share in both plan governance and costs;
- Meet requirements for solvency funding exemption, allowing for more predictable, stable costs and contribution levels, and for university funding to be focused on the university’s core mission;
- Take advantage of economies and efficiencies of scale to reduce investment management fees and plan administration costs, and provide top-quality member services; and
- Allow universities to get out of the pension business so they can focus their time, energy and resources on delivering education and conducting research.”



The expectation is that the UPP will not affect pensions in pay, although again as in Quebec and other jurisdictions, indexation of any sort for defined benefit plans can be expected to be at risk.

The minimum amount of comfort pensioners can expect is that stated in the “Queen’s Gazette” of March 30, “Pensions already in payment are also guaranteed never to be reduced.” The full article from the “Gazette” is available online at <http://www.queensu.ca/gazette/stories/pension-plan-project-takes-another-step-forward>

At the federal level, Bill C-27, “An act to update the Pension Benefits Standards Act, 1985” to provide a framework for the establishment, administration and supervision of target benefit plans as of April 13 continues at Second Reading. If adopted this measure will be the first shoe. The second shoe will be adoption of similar measures in other provinces. That is fact had already happened in New Brunswick in 2012. Bill C-27 may prove to be “a model for other jurisdictions to adopt” as touted by many in the pension consulting industry across Canada.

A big shoe that dropped in 2016 was the agreement respecting the Canada Pension Plan. While it will have no effect on current retirees and pensioners, it is anticipated that before it begins to come into effect in 2019 for then-current employees, that employers may wish to adjust contributions to any of defined benefit, target benefit, or defined contribution plans.

#### Conclusion

The legislative and regulatory basis for pensions in Canada is changing very frequently in large and small ways at both the federal and provincial levels. University pension plans are nearly all regulated at one of the several provincial levels. For an overview of what has changed in just the past year, and the changes that may be ahead a suggested source of information is “The Observer”, the online publication of the Association of Canadian Pension Management (ACPM) at <http://www.acpm.com>.

Contributors to the CURAC/ARUCC pension committee include George Brandie, Dave McNeil, Kent Percival, and Michel Tousignant.

### **Professional Support Committee Report**

Peter Russell, Toronto [phruss@aol.com](mailto:phruss@aol.com)

Peter Russell, Chair of this Committee will not attend this meeting and has provided his assessment on the recent work of the committee. The Professional Support Committee has not been very active and Russell questioned whether Committee was necessary. He reported that the mandate of the committee includes two main areas: (i) attempting to ensure that retired academics who seek assistance from the granting agencies are treated fairly and receive their fair share of grant monies. The work of the committee found no evidence of grant discrimination. (ii) Retiree benefits which Russell thought should be brought under the mandate of the CURAC Benefits Committee.

The professional support includes institutional support for ongoing scholarly work of retirees as is being done by institutions such as Simon Fraser and Toronto. This support includes non-health benefits which Russell felt should be folded into the work of the Benefits Committee.

The President was reluctant to see the Professional Support Committee dissolved. He mentioned that the UBC President has recently allocated \$100,000. to reimburse expenses related to scholarly activities of retirees. Russell reiterated that if it was the will of the Board to continue keep the Professional Support Committee, he would not continue to Chair it. It was agreed to refer this issue for consideration to the new Board for consideration.

## **Strategic Plan Committee Report**

Ken Craig, Chair      kcraig@psych.ubc.ca

Only a brief report seems warranted. A proposal for development of a new strategic plan was circulated to the Board in January, 2016, but little progress has been achieved in pursuing this further. There is discussion within the Board concerning the value of strategic plan. The alternative would be continued development of standing and ad hoc committee objectives and related work.

## **CURAC/ARUCC External Liaisons**

CURAC/ARUCC maintains an active liaison with the following associations:

The Association of Retirement Organizations in Higher Education. (AROHE)  
Academics without Borders. (AWB)  
The Canadian Association of Retired Persons. (CARP)  
The Canadian Association of University Teachers (CAUT)  
Colleges and Institutes Canada. (CIC)  
Collette Travel  
The Canadian Psychological Association Section on Psychologists and Retirement  
Economical Select Insurance  
Literary Review  
Universities Canada  
Volunteer Canada

Liaisons are maintained primarily through the appointment of a member of the Board, with appointees reporting to Board meetings on their activities.

Notable activities throughout this past year follow:

AROHE: President Ken Craig is the liaison between CURAC and AROHE and keeps the Board informed of actives of interest undertaken by AROHE.

AWB: Williams circulates AWB reports and Newsletter when received.

CARP: Williams regularly distributes CARP Newsletters. The monthly CARP Action Online electronic reports are also circulated to the Board.

Collette Travel: See the President's report for details on this affiliation. Member associations are encouraged to provide individual members with information concerning travel opportunities.

CPA: Section on Psychologists and Retirement: A Bulletin on Seniors Mental Health was prepared and distributed to member associations.

Economical Select: CURAC maintains an affinity agreement with Economical Select Insurance Company which generates some revenue for the CURAC account.

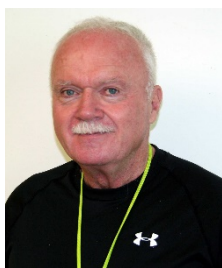
Volunteer Canada is the agency through which CURAC has obtained Directors and Officers liability insurance. Member associations interested in obtaining similar insurance may contact Treasurer Jim Boyd.

## Report of the Nominating Committee

George Brandie ([george.brandie@queensu.ca](mailto:george.brandie@queensu.ca)), Michel Tousignant\*, Linda Kealey, Ken Craig (*ex officio*)

**PART I.** The Nominating Committee presents the following **nominations for positions as Directors and Officers** to the 2017 CURAC/ARUCC Annual General Meeting:

### 1. **Director and President (2017-19): David Swayne** (University of Guelph)



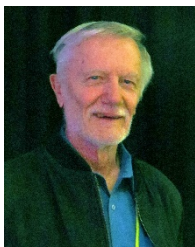
David has been our Vice-President and Webmaster for the past two years, and supervised this year's redesign of our website. He has been a steady promoter of adding social media (mainly Facebook) to enhance the effectiveness of our communications.

In 1981, David became a faculty member at the University of Guelph, until retirement in 2011. He continued to support and advise graduate students, and to participate as principal investigator in funded research contracts. For most of his research career, David participated in a significant collaboration with Environment Canada at Canada Centre for Inland Waters, developing intelligent systems for many aspects of water resources and ecosystem analysis. His projects have involved governmental environmental agencies in more than forty countries. For six years until 2015, David has

taught computer science in China. He organized ten international environmental software conferences, and served on commissions for the International Federation for Information Processing (IFIP). He holds a Silver Core Award from IFIP and is a Fellow of the International Environmental Modelling and Software Society. David has been President of the University of Guelph Retirees Association, and currently serves as CURAC Vice-President and Webmaster. He dedicates himself to the sport of Crossfit as a serious recreational activity.

2. **Vice-President (2017-18): Michel Tousignant\*** (Université du Québec à Montréal)

Michel was re-elected as Director (2016-2018) at last year's AGM.



Michel Tousignant, Ph.D. (Human Development, U. of Chicago) has been member of the Université du Québec à Montréal in the psychology department, teaching community and cultural psychology. He has served on the CURAC-ARUCC board from 2014 to 2017 and has co-edited the Newsletter during that mandate and been Chair of the Nominating Committee. He has been a member of the board of the Association des professeurs et professeurs retraités de l'UQAM since 2013 and director of its bulletin, *Pour la suite du monde*, since then. His post-retirement academic career is in the field of suicide studies among Aborigines of Northern Québec and French Guyana and he has contributed to many publications and conferences on cultural resilience. During his academic career, he has co-edited the Canadian Journal of Behavioural Sciences and edited Santé-Culture-Health. He has published six books as author or co-author and 100 peer-reviewed articles. His research interests have been in the field of indigenous psychology, epidemiology of mental health and suicide and suicide prevention among First Nations. His administrative roles have been as chairman of the psychology department, director of a research center (LAREHS), director and co-founder of the Institut Santé et société, and member of the Canadian task force on the mental health of immigrants and refugees.

**PART II.** The Nominating Committee presents the following **nominations for positions as Directors** to the 2017 CURAC/ARUCC Annual General Meeting:

1. **Kenneth Craig** (University of British Columbia) is re-nominated as **Director (2017-19)**.

Ken has been our President for the last two years and has been active in expanding our services to individual post-secondary retirees in signing agreements with Collette Travel (guided tours), Johnson/Medoc (Travel Insurance) and Retired Teachers of Ontario (Supplementary Medical and Travel Insurance).



Dr. Ken Craig is a Clinical Psychologist and Emeritus Professor in the Department of Psychology at UBC. He has served as Editor-in-Chief

of *Pain Research & Management*, the journal of the Canadian Pain Society. He recently completed a term as Chair of the UBC Behavioural Research Ethics Board. Honours have included status as a CIHR Senior Investigator, the Canada Council I.W. Killam Research Fellowship, the Canadian Pain Society Distinguished Career Award, the Canadian Psychological Association Donald O. Hebb Award for Distinguished Contributions to Psychology as a Science, appointment as an Honorary Member of the International Association for the Study of Pain and the Distinguished Career Award of its Special Interest Group on Pain in Childhood, and the American Pain Society Jeffrey Lawson Award for Advocacy in Children's Pain Relief. He has served as President of the Canadian Pain Society and the Canadian Psychological Association. In July 2015, he became an Officer of the Order of Canada.

2. **Fred Fletcher** (York University) is re-nominated as **Director (2017-19)**.

For the last two years Fred has been Chair of our Communications Committee, a vital committee with responsibility for our Newsletters, our Website, and other communications with our members and the broader community.



Upon his retirement in 2006, Fred continued to be active in research, working with the Canadian Internet Project and the World Internet Project, and continued to teach (at York, Swinburne University, UBC, and MacEwan University). From 2014 to 2016, he served as Secretary of the Executive Committee of the Association of Retired Faculty and Librarians (ARFL) at York University and as ARFL representative on the Board of the York University Retirees

Association. In 2015, he was elected to the Board of CURAC/ARUCC and is currently Chair of the Communications Committee. In 2016, he became editor the ARFL Newsletter and continued as a member of the ARFL Executive Committee. During his long career at York, he served in a variety of administrative positions: Director of Graduate Studies in Political Science, Assistant Dean of Arts (Research), Co-ordinator of the Communication Studies Program (for a total of nine years), York University Delegate to the Canadian Federation for the Humanities and Social Sciences and founding Director of the Joint Graduate Program in Communication and Culture (a partnership of Ryerson and York Universities), among other roles. In the wider academic community, he served in a variety of posts for the Canadian Political Science Association and the Canadian Communication Association, of which he is a former president. In 2002, he was awarded the honorific title of University Professor, in recognition of his service to York University and to the development of communication studies in Canada. In 2016, he was awarded the MacEwan University Medal of Excellence for his contribution the academy in Canada.

3. **Linda Kealey** (University of New Brunswick) is ew-nominated as **Director (2017-19)**.

Linda has been the tireless Chair of our Health Care Policy Committee since 2013, and with that committee has produced numerous position papers and briefs to governments that have also been circulated to member associations.



Linda is a Professor Emerita at UNB, where she taught History until 2012. From 1980 to 2002 she taught at Memorial University of Newfoundland and served as head of department for two terms. Her interests and area of expertise are in women's and gender history with a focus on women in politics and women's work, especially in health care. She has served as CURAC/ARUCC's Chair of the Health Care Policy Committee since 2013 and her committee has produced a number of short policy papers related to seniors' health care.

**4. Robert Morrison** (Carleton University) is nominated to become **Director (2017-19)**.



Bob studied physics at McGill and the University of Paris, where he obtained a Doctorat du Troisième Cycle in particle physics. He was an Associate Professor of Physics at Carleton before moving to Natural Resources Canada (NRCan) as Director General of Uranium and Nuclear Energy. He later served as a consultant to Ontario Hydro, Atomic Energy of Canada Limited, NRCan, and the OECD Nuclear Energy Agency. He developed and taught graduate seminars on Science and on Risk Perception and Management in Carleton's School of Public Policy and Administration, and taught a range of scientific topics for many years in Carleton's First Year Science Seminar. He is Co-Chair of the Organizing Committee for this year's CURAC/ARUCC Conference.

**5. Kent Percival** (University of Guelph) is nominated to become **Director (2017-19)**.



Kent is the 2016-17 President of the University of Guelph Retirees Association (UGRA). He was elected to the UGRA Board following his retirement from the University in 2014. While employed, Kent was the Chair of the Professional Staff Association (PSA), a non-certified employee group, for 5 years. For the past 4 years, has been Treasurer of the local Chapter of Professional Engineers Ontario (PEO). Kent understands governance and planning for membership organizations representing a broad range of career professionals.

Kent spent 40 years at the University of Guelph, with a 35 year professional career in Computing and Communications Services. Early in his career, he designed and managed the first generation of campus network and was the project manager developing the first network to connect most Canadian universities. He was also on the Board of ONET, the Ontario regional network. Inter-university collaboration was a professional goal. Before retirement,

Kent supported strategic planning of computing and communications technologies to support the University goals in learning and research. Kent understands how modern communications technologies, including social media, are critical operational components for organizations to support their members and deliver their message to strategic partners.

If elected, these nominees will join the following Board members whose term is 2016-18:

**Treasurer:** Jim Boyd (Simon Fraser University)  
**Director:** Kohur (Gowri) Gowrisankaran (McGill University)  
**Director:** Beverley Stefureak (Lakehead University)  
**Director:** Ed Unrau (University of Manitoba)  
**Secretary:** Edgar Williams (Memorial University of Newfoundland)

**Call for nominations from the floor.**

**Should there be no additional nominees, it will be moved that the above nominees be declared elected by acclamation.**

The following Directors elected in 2015 have resigned or retired from the Board:

**Mary Johnston** (McMaster University), Co-Chair of the 2014 Hamilton CURAC/ARUCC Conference and as a CURAC/ARUCC Director, Chair of the Board Conference Committee and Membership Committee.

**Mary Margaret Walton** (Ontario Colleges Retirees Assoc.), Director

We thank them for their service to CURAC/ARUCC.

Respectfully submitted,

**CURAC/ARUCC Nominating Committee**

*\*The Nominating Committee notes that Michel Tousignant (nominated for Vice-President) began as Chair of Nominations but recused himself from chairing the Committee and from further discussion of his nomination once it had been proposed by others.*