

President's Report – March 14, 2022 – March 19, 2023

March 14, 2022 – AGM

May 15, 2022 – Meet the Candidates – Zoom meeting to meet the applicants for positions on the national board – voting to take place at the AMM.

May 17-19, 2022 – District Conference – Deb N., Deb T., and Rose attended. Discussed advocacy, recruitment, membership. Had presentations from Isobel Mackenzie, the BC Seniors Minister regarding LTC and profit vs. non-profit housing and Melanie Fenton, a UBC researcher working with several doctors regarding Aging-in-Place. We also heard from Cheryl Anderson who is with Hearing Life and Lisa Hansen who is with Johnson Insurance (Medoc). Hearing Life now includes Nexgen Expert Hearing and Dynamic Hearing so we get discounts with all three of these now. Johnson Insurance will be having increased covid coverage for our members starting September 1st this year. Attendees and speakers also included Jean-Guy Souliere who has been the national president for the past 6 years and Anthony Pizzino, the NAFR CEO. Presentations were given by the candidates for our national president: Simon Coakley, Jacques Lambert and Roy Goodall.

May 30, 2022 – Executive Meeting

June 13, 2022 – Member and Recruitment Meeting

Unable to attend in person, meeting was chaired by Rose and I attended through zoom to give my report.

June 21, 2022 – Annual Meeting of Members

Day 1

President's Report by Jean-Guy Souliere:

- covid-19 exacerbated our mission/vision
- membership numbers were significantly down
- thanked the board members in the branches for their ability to work together with the contentious times we've been through and for doing a phenomenal job for the association
- we are in solid financial shape

- we are leaders in having an impact with the federal government, seniors societies and unions and have influenced some outcomes for our members and our seniors in general
- we are political but non-partisan and must remain so (pensions, health care plan, seniors strategies, veterans, and national pharmacare are our main priorities and they will benefit our members as well as all seniors)
- we must continue with our strong advocacy
- we must continue to communicate with our members and keep them informed through meetings, sage, eblasts, etc.
- going forward, he would like to see the association continue to evolve, press forward and not look backward or repeat our mistakes
- proud to have served as the president for the past 6 years and will stay on as an advisor for the new elected president

CEO Report – Anthony Pizzo

- attended several district meetings across the country this past year
- we are strong in numbers and have a clear mission
- must become more visible moving forward

CFO Report – Nicky Dygard

- we are in great financial position
- we went over the current financial statements
- Auditors Welch LPP appointed as auditor for next year

Finance Committee Report

- Expenses forecasted to increase 50% as well be holding in person meetings again
- Membership fees for branches have increased and should continue to increase due to aggressive recruitment strategies such as the mega recruitment drive
- Advertisers are returning to Sage, etc.
- Branch presidents will be receiving a questionnaire in order to determine what recommendations the finance committee will incorporate into the financial reports as some branches have excess funds, others don't have enough funds to do what they would like, some would prefer to be a satellite office as they struggle getting volunteers, etc.

New President Elected – Roy Goodall (Note: will be holding a Special Meeting of Members (SMM) to elect a new VP on September 23, 2022 as Roy was the VP until elected as President).

Guest Speaker: Cheryl Anderson – Hearing Life (now includes Nexgen Hearing and Dynamic Hearing in BC)

- Airmiles and discounts for all family members

- Test is free, you get 50 airmiles and we donate \$4 per test to charity
- 10% off equipment, air miles and 4 years free rechargeable batteries

Day 2

President's Forum

Q. 1 – What functions and services does your branch need

Q. 2 – Where should new board directors focus in the next 3 years (forward thinking)

Some of the responses from the branch presidents

- Survival of branch has been difficult with covid – membership is down, members aren't coming back or aren't attending meetings,
- Perhaps a new governance model
- Satellite Offices
- No more cuts or higher fees for our extended health benefits
- Pension protection
- Professional recruiter
- Answer the question – what's in it for me?
- Find out why retirees don't join
- Need to get ourselves back into the retirement seminars – locally and nationally
- Contact directly those who are retiring
- Retirement material should be sent out by national office once we know employees are retiring (need to find a way to be notified of retirees which is difficult due to confidentiality issues)
- NAFR and who we are is not being disseminated in the government offices
- Volunteer support and training

Guest Speaker – Justin Thibeault – Motivational Change Agent reviewed and presented the key findings of President's Forum

Advocacy: each branch has some form of constraints, help members be in the know, in person is best, ask members to help and they usually will, bring in local community, protect pension/benefits

Social Activities: people enjoy getting out but are still cautious

Communication: create a sense of belonging, organize activities

Recruiting: every branch is struggling to retain or recruit new members, need to be more physically present/seen

Priorities for Upcoming Year:

- want the national board to focus on a robust threat assessment re: pensions (what plan do we have if our pensions are threatened to be reduced), extended health benefits, dental plans, determine what is most important about each

- need a robust firm and solid plan, draws people in if they feel they or their benefits are being threatened
- need an overarching plan that focuses on the specific issues affecting our members
- satellite offices maybe – need to change the structure to accommodate the varying branch sizes – there is no one size fits all
- need to be cohesive wither at branch, regional or national level
- visibility of NAFR needs to be increased in the public eye, make over our image, invest in future retirees, create name brand recognition, find out the best way/mode to advertise to access potential members
- improve the dental plan
- get physically in at the government workplaces
- work with the unions
- start by thinking big across Canada – maybe TV ads, large newspapers
- determine what we expect from our new members and what they expect from us

Town Hall

Items Brought Up:

Marriage of RCMP/Military – after turn 60 – “gold digger clause” kicks in – NAFR working with federal government on this

60 Year Anniversary of NAFR – National office has funds set aside for branches – some suggestions were presented – national office wants to include and support local branches

OAS increase to those 75 and older – Jean-Guy discussed with his contacts in the federal government and was told it’s too cost prohibitive to give to those 65-75, will be staying with those who are 75 and older

IT – websites, CRM and other IT services are being redesigned and they will be looking for feedback. Want consultation at all levels – national, regional and branches

Survey coming up for branches about what they do well, what they need national help with, what type of funding do they need to provide the services they would like to provide, etc. Want each branch to respond once they receive the survey

Members asked the national board to put forward a case to spearhead retirement seminars – would raise our profile. National office noted that we would have to compete in order to get a contract to do so with the federal government

Still working on asking that all Canadians get access to the internet

Working on stats to determine how many federal retirees there are and how many have joined NAFR – rough estimate right now is 834,000 retirees and 165,000 NAFR members – would like to get to 50% if we can

Training for new presidents at the AMM was brought up as an idea (CRM, Governance, Roles, Key Staff Members, etc.)

One member asked if we could attend union meetings to try to promote our association – national will look into this option but stated that the unions also have their own retiree association so we'd have to be cautious about how we approach them as a lot of members may not want to belong to several organizations and we all want to recruit retain members

Many AMM attendees stated that the venue used is not ideal. National office stated that cost is a factor and we get a good rate in Gatineau. The agreement with current facility ends next year and they will be asking for proposals in the coming year for a new location, but we will be using the same venue next year.

Discussed how we can find out what skills new members. Some suggestions were:

Ask them, find out what they are good at or interested in, invite new members to coffee to welcome them, recognition awards, branches should deep dive to determine things like experience, nationality, diversity, age etc. to help determine who volunteers and why. Recognize that retirees now are different than they were 20 years ago and those 20 years from now will be different as well. We need to adapt.

Training can't be all through zoom – need personal training and contact

Day 3

Advocacy Forum

Moderated by Anthony Pizzino

Panel: Olivia Chow – Institute for Change

Leo Deguay – Progressive Conservative Parliamentarian – now at Rothwell Group

David Pratt – 1997 Parliamentarian

Forum was about lobbying the government and their experiences. Most MPs don't know what you know and you need to find a way to let them know what you know in a way that is short, to the point and informative (stats, examples, etc.) Should be compelling, well articulated and have something that makes it memorable to the MP. Having stats indicating that a large part of their constituency is affected by what you're lobbying for helps, they want to keep their constituency happy and voting for them. There is strength in numbers. Don't go to an event, say hi and dig in to what you want to discuss, say hi and ask if you can have a meeting with them next week, request a formal time and place. Share experiences. Keep dropping off information to them, especially if there are updates. Bad ideas travel fast, good ideas travel slowly (they have to make their way through the government and that's a slow process) So speak to your MPs, your MLAs, your city mayor, whoever can help you spread your message. Persistence is important and getting the message out everywhere you can helps.

Board of Director Elections

President: Roy Goodall

BC/Yukon National Board Director: Michael Jolicouer

Atlantic National Board Director: Roland Wells

Ontario National Board Director: Ted Young

Quebec National Board Director: Andrea Lisa Provost

PSHCP Update – Effective July 2023

- Three votes – Unions have one, NAFR has one and Employer gets one
- NAFR represents all seniors for PSHCP purposes.
- Keep in mind that each enhancement we get costs money and we need to keep the plan affordable.
- Canada Life Assurance will be the new extended healthprovider

Resolutions

2201BODG01 Section 1 Part V paragraph 5.1.7 – 5.1. 14

Want to revise to include holding meetings through zoom not only for covid but for things like flooding, natural disasters, etc. – Passed

2201BODG02 Regulation 4.3

Presentation of reserves to branch members – removing paragraphs 5.1 and 5.2: board approves changes and presents to members along with the reserve templates - gives branches the same regulation as national office – Passed

2203BOG03 Delete By-laws 11.2.6 and 11.2.7

There is no longer a defensive branch fund so there is no longer a need for these by-laws – Passed

2204AB20G04 Calculation of Branches Average Overall Expenses for 2022, 2023 and 2024

BE it Resolved that, notwithstanding the provisions in the Association Regulation 4.3, for the purpose of calculating a branch's permitted Unreserved Equity for the Fiscal Years 2022, 2023 and 2024, the calculation formula be as follows:

Year Calculation (using Statistics Canada CPI factors)

2022 (OE 2018 x 1.036 + OE 2019 x 1.056 + OE 2022) / 3*

2023 (OE 2019 x 1.056 + OE 2022 + OE 2023) / 3*

2024 (OE 2022* + OE 2023 + OE 2024) / 3

**Should 2022 not be a “normal” operating year, then the National Board may undertake similar compensating calculations using the appropriate Statistics Canada CPI factor*

Be it Further Resolved that the National Board will assume responsibility for communicating the revised calculation formula, as appropriate, to the branches no later than the 31st of December of each relevant year

Above info in italics was taken from the AMM report – the Resolution was Passed

2205BC07G05

Allow branches to use member money to support all seniors by using member fund for community engagement – will promote our association in the community – Passed

Documentary re: Ageism by Scott Harper

Trying to change the discrimination and perceptions on ageism

- Men over age 50 have a high rate of suicide
- There are now more people over 65 than people under 15
- Ageism is the most prevalent form of discrimination world wide
- Our life expectancy has almost doubled in the last 100 years
- 1910 life expectancy was 50 years
- 2010 life expectancy average is 80 – a lot of people live until 100
- Midlife is now considered to be 33-75
- We have wisdom and life experience, we get better at strategic and holistic thinking
- Ageism is societal
- We can now live our potential at any age
- Ancient cultures revered their elders, now the younger people blame us for taking their resources such as food and housing, they feel elders are useless
- There are little resources for older people in the medical and health care fields
- No human rights provisions for older people
- Older people are invisible, have no rights in our government systems
- We need human rights for ageism
- Need to convince our government that they need to support our older citizens, then move to the U.N. for all older people
- Children, Disable people, Indigenous people have rights, why not seniors?
- Need to redefine age
- Older people are great mentors/advisors

- There are 5 generations in the workplace now, that needs to be addressed
- Pandemic brought out the horrific aspects of ageism
- Need to speak out, get loud, let them know we are here, research, legal challenges need to be made until ageism is no longer an issue
- Jean-Guy remarked that we are a great model, we are engaged, fighting for rights, we're still volunteering, we're still active.
- He stated that NAFR is involved in fighting ageism along with those involved in the documentary who are working at government and the U.N. in advocating for rights for older people.
- He further mentioned that NAFR is responsible for the French subtitles in the documentary and is shown in the credits.

Closing Remarks – Jean-Guy Soliere

Jean-Guy extended his appreciation for our members in making our association so great. He gave the volunteers a standing ovation and said thank you. He thanked the branch directors, national office staff, BSCs, APOs, branches volunteers. He asked that we respond to the survey coming out and said he knows that we will keep NAFR moving forward.

September 12, 2022 – Executive Meeting

September 19, 2022 – Member Meeting

Special Meeting of Members – September 23, 2022

Meeting held to elect new VP - was to start at 10:00 PST but due to technical issues, meeting was actually called to order at 10:54 Quorum was attained with 77 of 92 president's or their proxies attending and representing about 150,000 of 164,000 members. Quorum requires 50% + 1 so we were good to hold the election.

Nominees: Helene Nadeau, Linda McDonald, Jacques Lambert, Lionel Guerard, Simon Coakley, (Dennis Jackson withdrew his nomination the morning of the SMM)

Each nominee was allowed 3 minutes to speak then the voting took place.

New VP: Helene Nadeau

There was to be a town hall but due to the late start it was decided to postpone it and hold a separate meeting for the town hall at a later date. The Zoom meeting was recorded and will be posted on the national website in the next week or so.

Meeting was adjourned at 12:15

November 15, 2022 – PSHCP Webinar

November 17, 2022 – Executive Meeting and By-laws Finalizing for next AGM

Dec 1, 2022 – Federal Budget Webinar

Reach 338 Initiative for 2023 discussed. Recommendations and Focus for 2023 Budget for our MP meetings are:

- Commit to long-term care
- Invest and implement national pharmacare
- Better support for caregivers
- Action on equitable outcomes for veterans
- Have all Phoenix issues fixed by end of 2023
- Improve retirement Security

Budget 2023 toolkit will be provided by National Office for our use in our meetings with MPs in 2023. We are to present MPs with our present goals noted above. We've been asked to also send a letter to our MPs and a few of our Government Ministers, letter was sent out Dec 7, 2022, by our branch.

Dec 7, 2022 – Branch Survey Results Presentation

Dec 12, 2022 – Christmas Luncheon and Volunteer Recognition

Number of attendees: 34

Lunch was held at D'Lanos Family Restaurant.

VR: Al Loerke, Stephen Hryciuk, Marian Muir

Cost per member was \$15.00. Our recognized volunteers' lunches were paid for by the branch in honour of the volunteer work they did for the branch. They also received a certificate, a pin showing how many years they volunteered and a Tim Horton's GC.

Feb 14, 2023 – Executive Meeting