

September 25, 2023

President's Address

Doug Still

With the refresh of *Outreach* which saw the first issue in late August/early September, we are launching a new communications tool called "*Executive Notes*." This update will be communicated to Chapter Presidents very soon after each Executive meeting, as opposed to waiting upwards of a month to send out the information in the previous *Outreach* format.

Executive Notes will be produced more quickly after each meeting and will be distributed by email via Chapter Presidents as well as posted on the STS website. The intention is for the information to be distributed to members in a more timely way than was possible in the past.

Chapter Presidents are encouraged to pass along the information at the local level in whatever ways work for your membership.

As this is a change, we ask that you pass along questions or comments about *Executive Notes* to the office at sts@sts.sk.ca, your Executive Chapter liaison, or to me as Provincial President at socrates@sasktel.net. There is a Chapter Presidents' Meeting in late October where feedback can also take place.

We welcome feedback on this new communications tool as well as the refreshed *Outreach* to ensure the flow of information reaches as many members as possible.

2023-24 Committee Representatives

50th Anniversary

Jane Isinger (Chair), Sue Amundrud, Don Gabel, Huguette Kitchen, Alan Laughlin, Terri Mitchell, Sunil Pandila, Anna Wehrkamp, Murray Wall, Doug Still (ex-officio)

Advocacy

Huguette Kitchen (Co-Chair), Devona Putland (Co-Chair), Sue Amundrud, Sunil Pandila, Diane Selby, Murray Wall, Doug Still (ex-officio)

AGM Planning

Huguette Kitchen (Co-Chair), Anna Wehrkamp (Co-Chair), Susan Amundrud, Don Gabel, Jane Isinger, Terri Mitchell, Sunil Pandila, Murray Wall, Doug Still (ex-officio)

Budget, Finance and Audit

Susan Amundrud (Chair), all Executive



Communications Advisory

Joyce Hoffman (Chair), Sue Amundrud, Martin Berg, Don Gabel, Alan Laughlin, Murray Wall, Doug Still (ex-officio)

Governance and Handbook Review

Terri Mitchell (Chair), Susan Amundrud, Don Gabel, Joyce Hoffman, Jane Isinger, Huguette Kitchen, Alan Laughlin, Sunil Pandila, Devona Putland, Murray Wall, Anna Wehrkamp, Doug Still (ex-officio)

Group Benefits

Sunil Pandila (Chair), all Executive

Honorary Life Memberships

Don Gabel (Chair), Susan Amundrud, Martin Berg, Joyce Hoffman, Alan Laughlin, Devona Putland, Helen Sukovieff, Murray Wall, Doug Still (ex-officio)

Office & Staffing

Doug Still (Chair), Sue Amundrud, Martin Berg, Don Gabel, Jane Isinger, Owen Sebastian, Diane Selby, Murray Wall

Recreation

Don Gabel (Co-Chair), Alan Laughlin (Co-Chair), Sue Amundrud, Martin Berg, Joyce Hoffman, Dean Lucyk, Terri Mitchell, Sunil Pandila, Devona Putland, Diane Selby, Helen Sukovieff, Murray Wall, Anna Wehrkamp, Doug Still (ex-officio)

Resolutions

Don Gabel (Co-Chair), Alan Laughlin (Co-Chair), Sue Amundrud, Dean Lucyk, Owen Sebastian, Helen Sukovieff, Murray Wall, Doug Still, (ex-officio)

Retirement Lifestyles

all Executive

Ad hoc Committee for Digital Revision of Retirement Lifestyles

Sue Amundrud, Martin Berg, Don Gabel, Alan Laughlin, Terri Mitchell, Owen Sebastian, Anna Wehrkamp, Doug Still (ex-officio)

50th Anniversary Planning Committee Report

Jane Isinger

- Update of 50th Anniversary Grants:
 - 23 Chapters have requested grant support.
 - Unity and Kerrobert are doing a joint activity.

- Update of 50th Anniversary Plans:
 - The 50th Anniversary social evening, the historical posters, PowerPoint and Chapter displays were all very well received at the AGM.
 - Chapters that have not yet held a 50th Anniversary event are encouraged to consider doing so before the end of 2023.
- STS 50th Anniversary Booklet:
 - A draft copy of the booklet has been completed and final copies will be available for distribution at the Chapter Presidents Meeting on October 26.
 - Presidents will be asked to determine how many additional copies their chapter would like. There will be a cost related to printing the booklets and we do not want to print more than is needed.
- STS Permanent Recognition:
 - A bench has been designed to be placed on the sidewalk in front of the TCU building.
 - We are waiting for final approval from the STF.
- 50th Anniversary Planning Goals for 2023-2024:
 - To celebrate 50 years of STS existence over the course of 2023.
 - To encourage Chapters to engage in their own 50th Anniversary celebration events at the Chapter level.
 - To involve members as much as possible and to communicate a member appreciation focus.

Advocacy Committee Report

Huguette Kitchen, Devona Putland

Huguette Kitchen and Devona Putland will serve as co-chairs of the Advocacy Committee for the 2023-24 term.

The goals for 2023-34 include:

1. To provide input to the GAHR Committee on the relevant guidelines in STS Policy and the role of the Committee within the STS.
2. To monitor and identify ongoing advocacy issues that may affect our membership or that may have emerged from the member survey.
3. To create and foster relationships with other seniors' organizations in Saskatchewan.
4. To collaborate with ACER-CART, SSM and STF to provide leadership for issues that could impact our membership.
5. To continue to foster good relationships with our educational partners.
6. To explore ways in which we can support members and chapters in their advocacy work that are consistent with the goals and principles of STF and STS.
7. To explore ways in which we can include interest sessions related to advocacy at our AGM, including sessions on Climate Change and Truth and Reconciliation.
8. To adapt the framework of ACER-CART's advocacy approach to the work of our organization.
9. To respond to resolutions 2022, A13 (climate change) and 2023 A16 (International Day of Older Persons), A14 (Tenured Instructors at Universities – STS), B1 (Tenured Instructors at Universities – STF), D1 (Restoration of the

Income Threshold Level for Sr. Drug Plan to Gov't of Canada OAS level), D2 (Free access to Physician Ordered Rehabilitation), D3 (Free Cardiac Rehabilitation as ordered by Physician), and L1 (Portaplan Annual Report).

10. To develop a publication for distribution to membership for the October 2024 election.

Some of the resolutions in goal 9 have been addressed by the STS Executive Director, but there are ample items remaining for the committee to have a full year. Our committee looks forward to serving the membership, and will strive to meet the stated goals.

AGM Committee Report

Huguette Klitchen, Anna Wehrkamp

The 2024 Annual General Meeting will be held in Saskatoon at the Travelodge Hotel from May 7-9, 2024. (This is the final year of our contract with Travelodge.)

The Committee reviewed the feedback from our in-person AGM and discussed some of the points as they might apply to the next AGM.

Suggestions were made for potential interest sessions, and at the October Executive meeting, we will begin to move forward with further planning in order to deliver a successful event.

The Committee goals for 2023-2024 are:

1. To present a quality in-person/virtual AGM that keeps in touch with the membership.
2. To keep costs within budget.
3. To respond to suggestions and concerns expressed in the AGM evaluations.
4. To host an AGM that attends to all legal and governance requirements.
5. To support the participation of Delegates in the 2024 AGM.
6. To explore venue options for future AGMs.
7. To ask the Governance Committee to consider the question of the number of voting non-Chapter delegates.

Budget, Finance Audit Committee Report

Sue Amundrud

The initial meeting of the Budget, Finance and Audit committee of the STS for the 2023-24 year was held on Thursday September 14, 2023. This committee operates as a "committee of the whole" in that every elected executive member is automatically a member of the committee.

Our first major item of business was the meeting with our auditors. Matt Hladun and Cameron Dube of Deloitte joined us, along with a new member of their staff, Mitch. Together we reviewed the draft of the STS Audited Financial statements ending June 30, 2023 for the Operating Fund and Extended Health Fund. Although reporting a "clean" audit, there is a delay in finalizing, as we do not yet have final data on the "run off" period of the Health Spending Account (while HSA expenses had to be incurred before the end of June, members were given two months to actually submit those expenses.) That data will be available shortly; and the final audit will be reviewed at our October executive meeting and be

distributed to presidents at the Chapter Presidents' Meeting on October 26. In the meantime, the executive has approved the statements subject to the required adjustments.

STS membership has reached a new high at 12,212 members.

New business focused on reviewing financial statements and fund balances as of June 30, 2023. There was some initial discussion around the possibility of a different way of funding chapter travel to the AGM; we will continue to examine the pros and cons of a change. Finally, we spent some time identifying preliminary budget proposals for 2023-24 so that Executive Director Murray Wall can begin to draft a potential 2024-25 budget for our consideration at our October meeting.

Chapter President's Meeting Planning Committee Report

Murray Wall

A Committee of the Provincial Executive met to engage in discussion and planning for the Chapter Presidents' Meeting on October 26, 2023, at the Saskatoon Inn. The general theme of the day will be *Planning for the Future*. Presidents and one other member of the Chapter are invited to attend, with expenses being picked up by the provincial organization. There will be a number of informational items that will be shared with participants as well as opportunities for discussion and feedback of important issues that are relevant for members and will help guide STS plans for the future. Please contact the STS office for further information or to register for the event.

Communications Advisory Committee Report

Joyce Hoffman

The 2023-2024 Goal is:

1. Examine the purpose and function of overall organizational communications including but not limited to the website, Facebook, Information Booklets, *Outreach*, Executive Notes, email responses, phone responses, Diary.

The *Outreach* Magazine can be found on line, at our website. The Communication Committee has received many positive comments about the initial magazine. There will be four *Outreach* published throughout the year, instead of five in previous years.

Presently the committee is working on *Executive Notes* that will be similar to what the previous *Outreach* magazine was. As a committee, we will be slowly working through the various communication items listed above.

Share your input with us and also, your 50th STS Anniversary Celebration photos for possible inclusion in future *Outreach* publications. Submit these directly to the STS Office.

Governance and Handbook Review Committee Report

Terri Mitchell

The Governance and Handbook Review Committee (GAHR) recommended to the Executive that Terri Mitchell serve as chairperson, and recommended the goals of the GAHR Committee for 2023-24. The Executive approved the chair and the goals as listed below:

- A review of Member Survey results and integration of those results into planning and discussions as we move forward in the overall review process
- A review of Resolution A.11 from the 2023 AGM that reads “BE IT RESOLVED that Bylaw 4.7.4 be amended to read as follows: Any proposed expenditures from the STS Contingency Reserve Fund must be approved at an STS Annual General Meeting or at a STS Special. Business Meeting.” This resolution was referred to the Executive for review.
- A review of Policy 3.4 regarding the timing of acceptance of Resolutions
- A review of Guidelines relating to the Code of Conduct for Executive Members
- A review of Bylaw 5 (Meetings) and Bylaw 7 (Quorum)

These goals will be the focus of the work of the GAHR Committee when we meet in-person on October 23.

Thank you to members who are staying for another term and to those who have newly joined the committee. I look forward to working with you as we move forward in achieving our goals.

Group Benefits Committee Report

Sunil Pandlla

The start of a new fiscal year begins with a membership of 9,060. At our first meeting, the Committee reviewed the results of the draft audit for the Group Benefits Plan, Blue Cross and Elev8 representatives gave an overview of the trends / issues and reviewed comparatives for our Group Benefits Plan from the previous two years to the first three months of the final year of our current agreement. The Committee indicated that some exploratory meetings are being planning to begin the process of negotiating for a new agreement effective July 1, 2024. We also reviewed the results of the Health Spending Account (HSA) which concluded on June 30.

The HSA, with a \$2.1M allocation, ended with the following highlights:

- A total of 28,565 claims for \$1,184,658.48 leaving an unused allocation of approximately \$962,353.
- \$599,806 paid in year 1 and \$584,852 paid in year 2.
- Payment of Health Premiums was the first choice of members for utilization of the HSA followed by Vision, Paramedical Services, and Hearing claims during the last year.

Our current Group Benefits Plan agreement expires on June 30, 2024 and the Committee will look at all options in meeting with Blue Cross for a new agreement beyond July 1, 2024.

Plan usage continues a trend of unpredictability as we come out of several years of declined usage due to Covid. In the first year of the plan July 2022 - June 2023 we experienced excess revenues of approximately \$1.5M and the first two months of this final year continues with an excess revenue of approximately \$433K. So we are in a positive financial situation. Typically, we tend to experience deficits in the final year of a contract but such is not the case during these first two months. But as we come out of the summer and people begin to plan their winter holidays, stock up on possible three month supplies of prescription drugs we certainly do expect claims to exceed monthly revenues. September, historically, sees higher claim ratios. The increased membership has certainly helped the bottom line for revenues but also helps account for greater number of claims. We will continue to monitor the financial trends of our plan and keep the membership informed.

Our partners, Elev8, continue to closely watch the financials of our plan and provide valuable information in terms of plan trends and issues. Together with Blue Cross the Committee does get a good understanding of plan operations and expenses.

The auditors reviewed the annual financials of the Group Benefits Plan and we received a draft of the audit. While it is positive, with the run-off period for HSA claims over the summer, we will not have final audit numbers until the October Executive meetings.

If you have any questions regarding the Group Benefits Plan, it is important that you contact the Office and the staff will assist you with your concerns.

Honorary Life Membership Committee Report

Don Gabel

The Honorary Life Membership Committee met September 13, 2023. Don Gabel was nominated as chair for 2023/24.

The rubric was reviewed, more discussions at next meeting. Goals were reviewed and set for 2023/24.

Start thinking about worthy recipients from your Chapter that you can nominate for an H.L.M. Award. Deadline for nominations is March 1, 2024.

Office and Staffing Committee Report

Doug Still

Given the upcoming retirement of Office Manager Colleen Bailey, the Office and Staffing Committee approved a Staffing Plan to be completed by the end of the year. The Committee also reviewed and revised the Job Description of the Executive Director and had an initial discussion regarding office staff contracts.

The goals of the Committee for the upcoming year are:

1. To renew contracts for the coming year
2. To monitor inflation as it relates to staff salaries
3. Examine the business continuity plan related to staffing
4. To provide oversight to STS office staffing plan as presented.

Recreation Committee Report

Alan Laughlin, Don Gabel

Following are the highlights of the recreation committee meeting, approved by the Executive on September 15, 2023

The co-chairs for 2023-2034 will be Alan Laughlin and Don Gabel.

The recreation committee goals for 2023-2024 are as follows:

1. Continue to seek individual or joint applications to host provincial recreation activities.
2. Promote active and healthy lifestyles for superannuates
3. Encourage new activities to be proposed
4. Assist Chapters and liaise with them for support in organizing provincial recreation activities.
5. Encourage Chapters hosting provincial recreation events to focus on participation by superannuated teachers and their significant others
6. Review guideline 2 to make sure that it meets our current needs.

Executive liaison members are as follows:

Multi Genre Art	Alan Laughlin
Bowling	Terri Mitchell
Cards	Devona Putland / Don Gabel
Golf	Anna Wehrkamp
Kaiser	Don Gabel
Mah Jongg	Helen Sukovieff
Pickleball	Joyce Hoffman / Martin Berg
Stitch 'n Quilt	Sue Amundrud

Resolutions Committee Report

Alan Laughlin, Don Gabel

The Resolutions Committee met on September 13, 2023.

Al Laughlin and Don Gabel were nominated as co-chairs of the committee for 2023/24. Resolutions carried at the AGM were reviewed. The Committee recommended resolutions to appropriate committees for further review with those committees bringing forward recommendations to the Executive at a future meeting. Goals were reviewed and set for 2023/24. Deadline for resolutions for 2024 AGM is March 1st, 2024.