

University of Saskatchewan Retirees Association
Annual General Meeting
Tuesday, October 19, 2021 at 2:00 P.M.
Zoom Videoconference

Present: Merry Beazely and Jim Thornhill (Co-Chairs), Rick Bunt, Caroline Cottrell, Donald Drinkwater, Mary Dykes, Bryan Harvey, Judith Henderson, Mel Hosain, Jacqueline Huck (Recorder), Dennis Johnson, Dean Jones, Tonya Kaye, Maggie L'Arrivee, Yannis Pahatouroglou, Lucie Panko, Lea Pennock, Beryl Radcliffe, Murray Scharf, Rick Schwier, Brad Steeves, Tom Wilson and Robert Woods.

1. Call to Order

The meeting was called to order at 2:04 P.M. Merry Beazely will chair the first part of the meeting (items #1 through 9) and Jim Thornhill will present the President's Report and chair the last two items of the meeting (items #10-11). Best wishes were extended to Brad Steeves for his speedy recovery.

A review of the meeting protocols took place – motions require a mover and seconder; the chatroom will be monitored; when voting on a motion, members will be asked to raise their real hands to oppose or abstain. Abstentions are counted and noted, but not as a “yes” or “no” vote. If no one is opposed, the motion will be considered unanimously approved. Otherwise, votes for and against will be counted with the majority determining if the motion is approved. Bryan Harvey will serve as Parliamentarian for the meeting.

2. Approval of the Agenda

Moved by Caroline Cottrell and seconded by Mary Dykes that the agenda be approved. Unanimous.

3. Approval of Minutes of September 21, 2020

Moved by Brad Steeves and seconded by Yannis Pahatouroglou that the minutes of September 21, 2020 be approved. Unanimous.

4. President's Report

Jim Thornhill presented the President's Report (attached) as prepared by Brad Steeves and highlighted the following –

- clearly evident that the pandemic is far from over, especially in Saskatchewan
- the USRA Board continues to try to provide Zoom programming and other events to our members
- preparing to implement the Memorandum of Understanding (MOU) signed with the University; MOU Coordinating Committee being established; Jim thanked Rick Bunt for his leadership in this project
- Merry Beazely has been appointed to the Alumni Advisory Board where she will represent the interests of USRA and its mandate to represent all USask retirees

- thanked Dean Jones for his excellent service and welcomed incoming new members to the Board.

Jim also thanked Brad for his service to the Board and as President. Best wishes for a speedy recovery.

Moved by Beryl Radcliffe and seconded by Tom Wilson that the President's Report be accepted. Unanimous.

5. Treasurer's Report

Tom Wilson presented his 2020-2021 report (attached) noting the following –

- report includes assets (2019-2021), revenue and expenses (2019-2021) and proposed budget for 2021-2022)
- liabilities
 - at the September 2021 meeting, the Board agreed to remove the lifetime memberships liability as it is not a financial one
- assets
 - increased from \$43,466.68 to \$46,510.02
- revenue
 - proposed revenue for 2021-2022 is \$7,500
 - CURAC rebate (\$358.49) received from Johnson Insurance according to number of USRA members who access their services
- expenses
 - Zoom (\$66.60)– able to consolidate our account with the new University license
 - miscellaneous (\$2,000) – new computer for USRA office.

Moved by Tom Wilson and seconded by Bryan Harvey that the Treasurer's Report be accepted. Unanimous.

Moved by Tom Wilson and seconded by Murray Scharf that no financial audit be conducted. Unanimous.

6. Standing Committee Reports

(a) Awards

Dean Jones presented the attached report noting the following –

- no Awards Banquet was held in 2021 due to COVID-19
- when we are able to meet in-person, 2 awards from 2020 and 6 from 2021 will be presented.

(b) College and University Retiree Associations of Canada (CURAC)

Bryan Harvey presented his attached report on CURAC activities noting –

- cancellation of all face-to-face meetings due to COVID-19 and meet via Zoom videoconferencing
- successful virtual conference was hosted by McGill with over 200 participants
- CURAC AGM was held virtually on May 23, 2021; new President Kent Percival took over at this meeting
- 2022 Conference and AGM will be hosted by several British Columbia associations in Vancouver
- CURAC standing committees
 - Later Life Learning Committee established as a standing committee and Jim Thornhill represents USRA on the committee
 - Health Care Policy Committee – new chair appointed and doing some strategic planning; Tom Wilson represents USRA; Chronic Pain in Adults: Challenges in Understanding and Care Position Paper posted on website.

(c) Communication

Dean Jones presented the attached report and noted the following –

- publications
 - three newsletters were produced
 - format of newsletter has changed
- website
 - updated with a new format using software that is compatible with the University's web development software
 - allows for posting of speaker material and presentation videos; allows members who cannot attend to view later
 - if you have suggestions to improve the website, please forward these to Mary Dykes
- centralization of electronic files
 - have begun to migrate our files to a server (Cabinet) provided by the University; only Board members will have access to these documents as opposed to the general public
 - computer to be purchased for Williams Office and will be protected by the University
 - University Archives will be invited to review our files.

(d) Education, Social and Recreation

Jim Thornhill presented the attached report and noted the following –

- thanked Mary and Dean for their assistance in scheduling the 2021 Zoom presentations, and Mary for her assistance in scheduling the 2022 presentations
- suggestions for possible presentations to be forwarded to Jim Thornhill and Mary Dykes

- reviewed the 2021 fall presentations included in the report and reported that tours to Merlis Belsher, Wanuskewin, CLS, VIDO Interac, etc. will be planned when safe to do so
- going forward, USRA will continue to provide Zoom videoconferencing and hopefully will be able to return to in-person events; looking at providing presentations to a broader audience which could possibly include a hybrid model.

Bryan Harvey noted that several other organizations are doing the same thing as USRA.

(e) Membership and Tribute to Members No Longer With Us

Beryl Radcliffe presented the attached committee report and noted the following –

- Report on Committee Activities
 - outlined the responsibilities of the Membership Committee
 - effort made to keep up with obituaries of members published in newspapers and reports, and to remember them in our newsletters and at the AGM meeting
 - thanked Jim Thornhill for facilitating the membership survey sent out in the October/December 2020 which provided more contact information.
- Recruitment and Retention of Members
 - renewal reminders for terms ending in 2020 and 2021 will be sent out in June 2022
 - early renewals are welcome
 - added payment option of e-transfers to membership.

Judith Henderson read out the 25 names of members who have passed away during the past year and a moment of silence was observed in remembrance.

(f) Engagement

Rick Bunt presented the attached committee report and noted the following –

- work continues to keep the University of Saskatchewan aware of retirees' concerns and to keep retirees informed of opportunities to engage with the University
- Jim Thornhill and Rick Bunt will represent the USRA on the MOU Coordinating Committee; still waiting for University representatives to be named
- work is required to make campus colleges and units aware of the MOU's implications and to change the culture that affects our relationship and interactions.

Merry Beazely reported that the PAWS Retirement Channel will be ready to access shortly. This site has lots of information regarding preparing for retirement, along with a comparison of extended health plans and benefits available.

(g) Honorary Degrees

Tom Wilson presented the attached committee report and noted that three of our submitted names were awarded honorary degrees in 2020-2021, namely Drs. Joy Kogawa, That Ngo and Bryan Harvey. Congratulations to all three recipients.

(h) Ad Hoc Committee on Campus Heritage

Merry presented the attached committee report and highlighted the following –

- concern regarding preserving heritage buildings on the University campus was brought to USRA in 2019 by Hank Classen
- USRA prepared a letter to Dr. Greg Fowler regarding this issue; USRA will be invited to participate in finalizing the Campus Master Plan and involved in considering solutions related to heritage preservation
- in September 2021, the “Friends of the Stone Barn” was established – ad hoc group which includes current and former University faculty and staff, alumni and individuals across the city, province and country interested in preserving and reuse of historic structures on campus. The Stone Barn is located across the road from the NRC Building.

(i) Working Group to Review USRA Constitution and Bylaws

Merry presented the attached report and noted the following –

- reviewed the definitions and purposes of governing documents
- in addition to proposing changes to update and ensure consistency and clarity of our Constitution and By-Laws, USRA will develop a Policies and Procedures document to provide detailed information and support to our Board members
- Policies and Procedures document does not need to be approved by our memberships but will be available for review on the website
- motions to amend the Constitution and By-Laws were inadvertently not included with the AGM agenda but were distributed to members on October 17; members attending were polled and agreed they were comfortable in voting on the motions below
- it was suggested that once the changes to the Constitution and By-Laws were approved, a copy be sent to the University Secretary’s Office.

Bryan Harvey thanked Merry Beazely for the work done on reviewing/revising our governing documents and the creation of the Policies and Procedures document.

Moved by Judith Henderson and seconded by Jacqueline Huck that the committee reports be accepted. Unanimous.

7. New Business

(a) Motions to Amend the Constitution and Bylaws of the USRA

PROPOSED ADMENDMENTS TO USRA CONSTITUTION

Article 1 - Name and Interpretation

- expanded definition of 'retirees' as per the MOU and recognition that the USRA is the acknowledged liaison with all University of Saskatchewan retirees, including those who are not USRA members
- added that the University President designates a University leader to be the point of contact with the USRA.

Article 3 - Objectives

- condensed certain objectives to be more concise
- deleted objective "to solicit public support of the institution" since we have not done/do not do this
- added article stating, "The objectives of the Association may be facilitated through agreement(s) with the University of Saskatchewan and other organizations."

Article 6 - The Executive Committee

- retitled name to be the Board, as is our terminology, with the Executive comprising the President, Vice-President, Secretary and Treasurer. Board members are also referred to as the Officers
- moved specifics of the day-to-day functioning of the Board to the Policies and Procedures.

Article 7 - Standing Committees

- retitled Standing and Ad Hoc Committees to conduct the operation of the Association and will move details of the committees to the Policies and Procedures.

Article 9 - Finances

- changed signing authority on financial matters to be determined by the Board annually, as is our practice
- moved details on Treasurer duties to the Policies and Procedures.

Article 10 - Official Documents

- made wording more concise and that President is to designate the signatory, as is our practice.

Article 12 - Policies and Procedures

- added this article to provide details on the day-to-day operations of the Association.

Article 13 - Amendments to the Constitution and By-laws

- condensed wording, maintaining that Constitution and By-laws "may from time to time be amended, by resolution at a General Meeting with a two-thirds majority of ordinary members present voting to approve."

Moved by Bryan Harvey and seconded by Mary Dykes that the Constitution amendments as presented be approved. Unanimous.

PROPOSED AMENDMENTS TO THE USRA BY-LAWS

Item 1 – Added Membership in the Association

- important to repeat the categories of membership, which are detailed in the Constitution; this changes the numbering of subsequent items.

Item 3 – Conduct of General Meetings

- minor wording revisions plus change in the rules of order from *Roberts Rules of Order* to *Procedures for Meetings and Organizations, MK Kerr and HW King*, since the latter is most appropriate for an organization such as ours.

Items 4 – President, 5 – Vice-President, 6 – Immediate Past-President, 8 – Secretary and 9 – Treasurer

- added for each of these positions that additional details on their roles will be provided in the Policies and Procedures.

Item 10 – Nomination and Election of the Board of Directors

- wording more concise.

Item 11 – Standing Committees

- changed to Standing and Ad Hoc Committees and states that the “Board may establish Standing Committees and Ad Hoc Committees with terms of reference, duties and powers in order to carry out the operations of the Association”
- committees are not listed here since they may change from time to time, but the “Board shall ensure that information on the membership, roles, responsibilities and outcomes of Standing and Ad Hoc Committees is regularly updated in the Policies and Procedures.”

Moved by Bryan Harvey and seconded by Tom Wilson that the By-Laws amendments as presented be approved. Unanimous.

(b) USRA Book Club

Tom polled the membership regarding interest in the creation of a USRA Book Club. The Club could meet in-person or via Zoom. Only 2 members expressed interest and would need a minimum of 5.

In future, if members are interested in having a Book Club, please contact Tom Wilson directly or send/leave a message on the USRA e-mail account/voice messaging system.

8. Report of Nominations Committee

Merry Beazely presented the attached Nomination Report. New members nominated to the Board are Caroline Cottrell and Rick Schwier.

She expressed gratitude to Dean Jones who has contributed extensively to the USRA Board since 2010. She thanked all Board members for their hard work in the past year.

9. Election of Officers and Executive Committee Members for 2021-2022

President	Jim Thornhill
Vice-President	Mary Dykes
Secretary	Jacqueline Huck
Treasurer	Tom Wilson
Immediate Past President	Merry Beazely
Members-at-Large	Rick Bunt, Caroline Cottrell, Bryan Harvey, Judith Henderson, Yannis Pahatouoglou, Beryl Radcliffe and Rick Schwier.

Moved by Merry Beazely and seconded by Brad Steeves that the slate of officers for 2021-2022 be elected. Unanimous.

10. Other Business

Merry turned the meeting over to the new President, Jim Thornhill. Jim thanked Rick Schwier and Caroline Cottrell for agreeing to serve on the Board.

A question and answer period was held.

11. Adjournment

Mary Dykes moved the meeting be adjourned at 3:50 P.M.

University of Saskatchewan Retirees Association Treasurer's Report for 2020-2021 (CA)

ASSETS	2019-20	2020-21
Cash	\$ 9,024.44	\$ 7,008.82
Term 23 2020-09-09	\$ 3,202.76	\$ -
Term 16 2020-09-19	\$ 2,944.50	\$ -
Term 20 2020-11-19	\$ 2,172.14	\$ 2,172.14
Term 24 2020-11-30	\$ 18,737.87	\$ -
Term 25 2021-06-22	\$ 6,265.47	\$ -
Term 26 2021-09-21		\$ 3,221.98
Term 27 2021-09-19		\$ 2,959.22
Term 28 2021-11-30		\$ 18,822.19
Term 29 2022-01-10		\$ 2,009.00
Term 30 2022-03-10		\$ 2,009.00
Term 31 2022-05-10		\$ 2,009.00
Term 32 2022-06-22		\$ 6,293.67
Postage receivable	\$ 1,104.70	\$ -
Member deposit	\$ 15.00	\$ 5.00
TOTAL	\$43,466.88	\$46,510.02
LIABILITIES		
nil		
TOTAL	\$43,466.88	\$46,510.02

Our fiscal year is July 1 to June 30. The table to the right shows our assets. At the September meeting the Board elected to remove the Lifetime Memberships as a liability, as it is not a financial one. Thus, we have no liabilities.

Our net worth increased by \$3043.14 due to increased revenue and fewer expenditures in this COVID year.

Our cash account yields no interest (0.25% per annum)

Our Term Deposits are 1 year, non-redeemable. The average interest rate is 0.45%.

The table on Page 2 details our revenue and expenses for 2020-2021 and 2019-2020.

Revenue increased by \$1396.26 including \$4000.00 from the University as was negotiated in the MOU. This yearly grant replaces other reimbursements from the University such as payment for postage and travel for our CURAC representative. Note that the postage receivable from 2019-2020 was received in our fiscal

2020-2021 and is reported as revenue.

Expenses decreased by \$ 1487.60, due to cancelled BBQ, AGM, Awards Banquet and CURAC travel.

Also in the Revenue and Expense table is my proposed budget for 2021-2022. I've been conservative in my revenue estimates and more liberal with projected expenses. Thus the predicted deficit of \$1520.00 is likely too high. The miscellaneous expenses estimate includes a new computer which was approved by the Executive in August.

The AGM estimate is lower than usual; only the \$200.00 deposit made prior to our cancellation, which may be refunded.

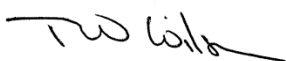
The Executive has recommended that the Annual Awards Banquet and the June BBQ should be priced on a break-even basis.

We need pay only \$66.60 Zoom fees for May, June and July 2021. Rick Bunt and his IT colleagues were able to find a way to consolidate our account with the new University license, so we'll have no fees for the remainder of the year.

REVENUE	2019-20	2020-21	2021-22 proposed
lifetime memberships		\$ 1,800.00	\$ 800.00
Annual Memberships	\$ 280.00	\$ 160.00	\$ 200.00
Lifetime member alloc	\$ 2,588.39	\$ -	\$ -
Fall Banquet tickets	\$ 2,805.00		\$ -
Spring BBQ tickets	\$ -		\$ 2,000.00
Postage transfer		\$ 1,104.70	\$ -
Interest Revenue	\$ 497.00	\$ 500.12	\$ 200.00
Miscellaneous revenue	\$ 356.66	\$ -	\$ -
CURAC rebate		\$ 358.49	\$ 300.00
UofS grant		\$ 4,000.00	\$ 4,000.00
TOTAL	\$ 6,527.05	\$ 7,923.31	\$ 7,500.00
EXPENSES			
AGM	\$ 375.48	\$ -	\$ 200.00
Awards costs (incl meals)	\$ 1,165.13	\$ 23.65	\$ -
Fall banquet	\$ 2,056.32	\$ -	\$ -
Spring BBQ	\$ -	\$ -	\$ 2,000.00
promotion (OCN)	\$ -	\$ 324.00	\$ 350.00
Newsletter printing	\$ 726.92	\$ 703.13	\$ 750.00
CURAC dues	\$ 300.00	\$ 300.00	\$ 300.00
luncheon speakers lunch	\$ 75.00	\$ -	\$ 125.00
luncheon speakers gift	\$ -	\$ 600.00	\$ 300.00
Remembrance Day wreath	\$ 75.00	\$ 75.00	\$ 75.00
CURAC travel		\$ -	\$ 2,000.00
Postage	\$ -	\$ 734.35	\$ 750.00
Office supplies	\$ 209.98	\$ 100.49	\$ 100.00
Zoom		\$ 222.00	\$ 66.60
Survey		\$ 387.61	\$ -
bank fees		\$ 26.00	\$ 26.00
Miscellaneous expenses			\$ 2,000.00
TOTAL	\$ 4,983.83	\$ 3,496.23	\$ 9,042.60
NET	\$ 1,543.22	\$ 4,427.08	\$ (1,542.60)

In summary, I believe our financial state is secure.

Respectfully submitted,



T.W. Wilson

PRESIDENT'S REPORT 2020-2021

As I wrote in my last article for the newsletter, it is clearly evident that the pandemic is far from over especially in our province. However there are signs elsewhere that cases are declining and the experts predict that we will see a dramatic decline in the early months of 2022. We can only hope. With the vaccine breakthrough cases, especially in older people, we still need to be on guard and continue to apply the recommended safe health practices.

The USRA Board continues to try to provide programming and other events to our members in the most practical manner given the circumstances. We need to proceed with caution especially with the respect to the timing to returning to group gatherings in indoor spaces. The Board will continue to monitor the health situation and adapt programming as appropriate.

The Board has had a very busy year in spite of not being able to meet in person as a group or meet in person with our members. In the AGM package you will witness the many activities and projects that we continue to work on.

One major activity that is about to begin is the implementation of the Memorandum of Understanding with the University. Although we have had the document signed by both parties, work must begin to ensure we can implement the agreed upon conditions as to how it was intended. As you know the University is a complex organization and it takes some work to get everyone moving in the same direction. We recently had a meeting with VP Debra Pozega Osburn and AVP Danielle Dunbar to discuss how to begin the implementation. As a result of this meeting, a coordinating committee is being set up and you will hear more about this in the upcoming weeks. We want to especially thank Rick Bunt for his continued leadership on this most important project.

As previously reported, the USRA's connection to the University is through the office of the VP University Relations. This office has a very broad mandate. Previously, prior to the position being eliminated, we worked with the AVP Alumni Engagement in this office. During this time, there were many important connections that were identified including the recognition of retirees in the mandate of the office and the positive potential connections for retirees and alumni. I am happy to announce that Merry Beazley has been appointed to the Alumni Advisory Board where she will be able to represent the USRA and its mandate to represent all U of S retirees, and hopefully influence future directions to enhance retirees' interests at this level.

As noted in the last newsletter, due to some health challenges, I am stepping down as President and as a member of the Board. Jim Thornhill, currently the VP will now move into the President's role and Merry Beazley has agreed to stay in the position of Past President. Mary Dykes is our new VP responsible, among other tasks, for the programming for the USRA.

In closing I would like thank Dean Jones, who will be leaving the Board after many years of excellent service, welcome the new members to the Board and wish the entire USRA much success in the future.

Stay safe and healthy during these difficult times.

Respectfully submitted,

Brad Steeves

REPORT OF THE AWARDS COMMITTEE 2020-2021

Members: Dean Jones (Chair), Bryan Harvey and Jim Thornhill

The COVID-19 pandemic again overturned our plans for an awards banquet in 2021 as the executive decided to postpone the banquet until the COVID situation improves.

Five nominations – two Prime of Life Achievement and three Continuing Contribution – were received, reviewed, and determined to be worthy of awards. (In addition, one recipient for an Honorary Life award has been selected by the Executive Committee.) Counting the two held over from 2020, there are now eight awards yet to be presented.

I want to thank the committee members Bryan Harvey and Jim Thornhill for all their efforts and time this year.

Respectfully submitted,

Dean Jones

REPORT OF THE CURAC REPRESENTATIVE 2020-2021

As with other organizations CURAC cancelled all of its face-to-face meetings due to COVID-19 and made extensive use of Zoom meetings. A very successful virtual conference was hosted by McGill with over 200 participants from several countries in attendance. The CURAC AGM was held virtually on May 23rd, 2021 with good attendance by members. The new President took over at this meeting in the person of Kent Percival from the University of Guelph Retirees Association. One of the early Board decisions was to conduct a strategic planning exercise and that is well underway at this time. The intention is to return to an in-person meeting for the 2022 conference and AGM hosted by several BC Associations in Vancouver. It is hoped that the COVID-19 situation will improve and allow this to happen.

Reported by,

Bryan Harvey, Past President CURAC

REPORT OF THE COMMUNICATION COMMITTEE 2020-2021

Members: Dean Jones (Chair), Mary Dykes, Judith Henderson and Jacqueline Huck

The committee engaged in a number of activities in the last year.

1. Publications

Three issues of the USRA newsletter were published. There was an exceptional amount and quality of content collected by our editor, Judith Henderson, and contributed by various Board members. Our very active Board yielded lots of material about the USRA and the University and of general interest to our members.

The format of the newsletter changed somewhat during the year due to a change in software.

More and more members (57%) are accepting their newsletters in electronic form, which is assisting us in reducing our mailing costs. Electronic versions are in colour, which adds a dimension to the material. (Colour printing is costly, so we use black and white for printed versions.) Let us know if you'd like to switch to the electronic version.

2. Website

Our website was updated to a sparkling new format using software that is compatible with the University's web development software and that provides more options for our website.

Of particular note is the posting of speaker materials and presentation videos, allowing members who cannot attend presentations when they are scheduled to see them later.

3. Other Material of Interest

Material of interest to our members from CURAC and other organizations was distributed as it became available, but only to members with e-mail addresses. Paper mail is deemed too costly.

4. Centralization of Electronic Files

We have begun to migrate our files to a server provided by the University. This will provide protection for our files and enable executive members to access any file they need going back many years.

I want to thank the hardworking committee members Judith Henderson, Jackie Huck and Mary Dykes for all their efforts and time this year.

Respectfully submitted,

Dean Jones

REPORT OF THE EDUCATION, SOCIAL AND RECREATION COMMITTEE 2020-2021

Members: Jim Thornhill, Merry Beazely, Rick Bunt and Beryl Radcliffe

Because of the continued presence of the COVID pandemic and its impending impact on social distancing and safety, our social and recreational activities were again seriously curtailed this past year with our fall Awards Banquet, the Christmas Reception at the President's residence and the June BBQ all being cancelled. However, with the assistance of Zoom videoconferencing technology, we were able to continue our monthly educational noon-hour seminar series. Since we began using Zoom technology, starting in May, 2020 up to June, 2021, we have had 14 noon-hour presentations with key-note speakers relating their knowledge on a wide variety of topics. We will continue to use Zoom technology for the foreseeable future due to the current 4th wave of the pandemic. We hope

you will join us to participate in the discussion of our monthly seminars, or, if you are unable to join us on the day of presentation, please view the presentation afterwards by linking to our USRA website. Also, we welcome your ideas about interesting topics that you would like to know more about and/or potential keynote speakers.

Upcoming noon-hour seminar speakers include:

Dr. Airini, Provost and VP Academic, University of Saskatchewan on Wednesday, October 20, 2021 at 12:15 PM, Topic: **“University of Saskatchewan 2025 Plan”**

Mr. Russell, Wangersky, Editor-in-Chief, Regina Leader Post & Saskatoon Star Phoenix on Wednesday, November 9th, 2021 at 12 Noon, Topic: **“Fake News”**

President Peter Stoicheff, University of Saskatchewan, December 9th, 2021 at 1:00 PM, Annual Address to the USRA Membership

Respectfully submitted,

Jim Thornhill

REPORT OF THE MEMBERSHIP COMMITTEE 2020-2021

Members: Beryl Radcliffe (Chair), Mary Dykes, Judith Henderson and Jacqueline Huck

Report on Committee Activities

The Membership Committee is responsible for contacting USRA retirees and keeping records of members in an ongoing effort to recruit and retain them. These tasks require timely correspondence about membership dues and updating contact information when necessary for members and for their spouses who inherit their Life Memberships, overseeing payment of annual dues for those who do not take out Life Memberships and, after appropriate reminders, deleting the names of those who continue not to pay or who express a wish to discontinue their memberships. The USRA member survey was very helpful in gathering member preferences and also provided updated email and mail addresses as well as phone numbers for the membership list. We also make an effort to keep up with obituaries published in the *Saskatoon StarPhoenix* and with other reports of the deaths of members and to remember them in our USRA Newsletter and at our Annual General Meeting.

The USRA was hopeful that, with the roll out of vaccines for COVID-19, the University campus, local businesses, recreational activities, and social events could resume. The AGM and Awards Banquet were in the final planning stages but the recent rise in cases prompted their cancellation. The resumption of other face-to-face activities will not be planned until the situation improves.

Recruitment and Retention of Members

The continued cancellation of USRA's customary in-person educational, recreational, and social activities and of our usual venues, as well as cancellation of such University celebrations as Convocations and the President's reception of retirees, have been impeding our recruitment of members, just as in the winter, spring, and summer of 2020. We again in 2021 were not able to recruit new members through our own June Barbecue and the University's summer picnic in the Bowl for employees. The University administration has agreed again this year to circulate our annual letter inviting recent retirees them to join USRA.

Again in 2021 the Communications Committee has published substantial USRA Newsletters in

November 2020, April and September 2021 to keep our members informed. The USRA's Education, Recreation, and Social Committee will continue to host, through Zoom, presentations on current issues of interest to members that can be accessed by local distant members. With that we will be contacting our annual members asking them to renew.

Members (3) with expired memberships 2018, as indicated in 2020 report, have been removed from the membership list. Members (21) with memberships expired in 2019 will receive one more reminder before being removed from the list. Renewal reminders for 2020 and 2021 members will be sent out in June 2022. Early renewals are welcome and the memberships will be extended accordingly. At present we have 414 members, of which 367 are Life members. Last year we added the convenience of E-transfer for payment of fees and we will continue that this year. Transfers can be sent to thomas.wilson@usask.ca.

USRA Annual Dues for 2021-2022

The USRA continues to offer retirees a free one-year membership in their first year of retirement. After that year the membership fees are as follows:

Annual Membership: \$20.00

Life Membership:

<60 years	\$200
60-64	\$180
65-69	\$160
70-74	\$130
75-79	\$100
80+	\$ 70

After answering any questions that the meeting raises about membership, I shall conclude this report by reading the names of those about whose deaths we have learned since the 2019 Annual General Meeting. Then I shall call for a moment of silence to remember them.

Respectfully submitted,

Beryl Radcliffe

MEMBERS NO LONGER WITH US

We have learned of the deaths of the following members since our report at the September 21, 2020, Annual General Meeting. For additional information about these deceased members, please consult our November 2020, April 2021, and September 2021 newsletters, which are accessible under Publications on our website: ss.usra@usask.ca

Lothar Emil Bartz (January 7, 1931 – December 10, 2020)

Julianne Carol (née Hampel) Bidwell (May 11, 2021, age 77)

Susan Buczkowski (September 5, 1948 – September 4, 2021)

Maha Maya (née Mukerji) Chakravarti (June 28, 1934 – February 14, 1921)

Margaret Crowle (1928 – June 14, 2021, age 93)

Frederick Ernest Fulton (August 12, 1928 – December 29, 2020)

Jean Elizabeth (née Haight) Peterson Hamilton (August 26, 1929 – January 29, 2021)

Gary Alan Hanson (January 8, 1941 – September 6, 2021)

Clarence Stuart Houston (September 26, 1927 – July 22, 2021)

Eiler Humbert (December 15, 2020, age 93)

Faye Kernan (July 20, 2021, age 88)

Don Cameron Kerr (1936 – December 8, 2020)

William Klassen (March 23, 2017, age 93)

Che Kan Leong (May 10, 1931 – November 30, 2020)

Doris Colleen (Firor) MacLachlan (d. April 8, 2019)

Isabelle Mills (September 3, 1923 – August 10, 2021)

Thelma Vivian (née Stevens) Pepper (July 28, 1920 – December 1, 2020)

Leonard F. Proctor (d. May 21, 2021)

Edith Irma (Bergman) Riekman (June 11, 1932 – January 19, 2021)

Margaret Ruth Robinson (d. August 27, 2021)

Faye Frances Sheppard (October 11, 2020, age 82)

Gail Sparks (March 15, 1946 – April 13, 2021)

Margaret Kahala Wolfe Steeves (December 4, 1929 - September 30, 2021)

Peter Michael Swan (October 4, 1931 – April 24, 2021)

James Douglas Wood (January 25, 1930 – September 18, 2021)

REPORT OF THE ENGAGEMENT COMMITTEE 2020-2021

Members: Rick Bunt (Chair), Bryan Harvey, Yannis Pahatouroglou, Jim Thornhill and Brad Steeves

You might recall from our April newsletter that the USRA signed a Memorandum of Understanding

(MOU) with the University in March -- the result of more than a year of work by the Engagement Committee. In short the MOU lays out the elements of a mutually beneficial relationship. For its part, the University affirms that it welcomes the participation of retirees in campus life and agrees to provide a range of services to support the activities of the USRA and of retirees in general. The USRA, in turn, agrees to act as the official liaison between the University and its retirees, to keep the University aware of retirees' concerns and to keep retirees informed of opportunities to engage with the University.

Since the signing by the respective Presidents (Steeves and Stoicheff) the committee's work has focused largely on implementing the MOU. It's not traditionally been the University's practice to include retirees as part of its community and some recent actions by units within the University have made it apparent that we have work to do to make campus units aware of the MOU's implications and to change the culture that affects our relationship and our interactions.

In discussions with Danielle Dunbar, Associate Vice-President in the Office of University Relations, it is agreed that the provisions of our MOU need to be better communicated across campus and that such communication needs the force of senior administration behind it. Several members of our Board are meeting with members of the senior administration to discuss implementation. Since the MOU has the full support of President Stoicheff, who wanted to sign it personally, we feel we are in a strong position. But changing culture is never easy. This may take a while.

Respectfully submitted,

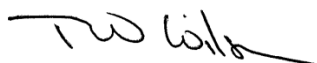
Rick Bunt

REPORT OF THE COMMITTEE ON HONORARY DEGREES 2020-2021

Members: Thomas Wilson (Chair), Merry Beazely, Bryan Harvey, Judith Henderson and Asit Sarkar

We can be proud that three of our submitted names to the University Senate Honorary Degrees Committee were awarded degrees in 2020-2021. Dr. Joy Kogawa, a Japanese-Canadian, award winning author and advocate received an Honorary Doctor of Letters; Dr. That Ngo, a biochemist who received his Ph.D. at USask, an Honorary Doctor of Science; and our own Dr. Bryan Harvey. Bryan, the "barley king", added an Honorary Doctor of Science to his many accolades. He continues to serve on our Executive and that of CURAC.

Respectfully submitted,



REPORT OF THE AD HOC COMMITTEE ON CAMPUS HERITAGE 2020-2021

Members: Merry Beazely (Chair), Yannis Pahatourogrou and Brad Steeves

Concerns about preserving heritage buildings on our beautiful campus were brought to the USRA in 2019 by then-Board member Hank Classen. As a result, our Board spoke with current and former USask employees, and wrote to Greg Fowler, Vice-President Finance and Resources and Janelle Hutchinson, Chief Strategic Officer for Infrastructure, about this issue. We were pleased to hear

back from Greg, indicating that the USRA will be invited to participate in finalizing the *Campus Master Plan* and as well in considering solutions related to heritage preservation.

At our 2020 AGM, members expressed their interest in heritage, including building cornerstones and burial sites on campus, the importance of opening up USask buildings to the public and as well preserving the many interesting stories/folklore about the campus and its buildings.

Last October, the USRA Board established an ***Ad Hoc Committee on Campus Heritage***. The Committee drafted terms of reference that stress how important it will be for 'heritage' to have a permanent '**home**' and a strong '**advocate(s)**' on campus.

We have had subsequent discussions with other interested individuals to gain perspective and advice, including David Pantalony, Curator of Physical Sciences and Medicine Canada Science and Technology Museum. Dr. Pantalony noted that he feels our University is in a strong position to establish a successful heritage and collections structure. He noted the special strengths of our University Archives and other units on campus that sponsor collections.

We have discussed a potential model and sequence of steps we could suggest to our University to establish an 'umbrella' heritage initiative, including both artifacts and historic buildings. We recognize that the academic mission of the University needs to drive this. We see the USRA's role as reaching out to assist, be advocates, provide guidance and input (eg, relevant history/historical facts). We also appreciate that such an initiative will not be ours to manage or sustain.

A recent development has been the establishment in September 2021 of the "Friends of the Stone Barn." While not initiated by the USRA, this ad hoc group includes current and former University faculty and staff, alumni, and individuals across the city, province and country interested in proposing ways to preserve and reuse this wonderful historic structure. Professor Emeritus Dave Christensen and the Sask Ag Grads Association (SAGA) have expressed their support in restoring the barn for the benefit to the whole University. The Friends have developed a newsletter and invite interested individuals to contact Lindsay Stokalko at Lindsay.stokalko@usask.ca, Lisa Kirham at ldk237@mail.usask.ca or Cheryl Avery at Cheryl.avery@usask.ca.

We are keenly aware of the stresses the University has experienced in the last many months as a result of the pandemic and sincerely appreciate the health and safety measures that USask continues to provide. We will look forward to hearing back from Greg and Janelle to begin our involvement in campus heritage, when it is possible to do so.

Yannis, Brad and I welcome your comments and questions, to merry.beazely@usask.ca.

Respectfully submitted,



Merry Beazely

REPORT OF PRESIDENT'S WORKING GROUP TO REVIEW USRA CONSTITUTION AND BYLAWS 2020-2021

Members: Merry Beazely (Chair), Rick Bunt, Mary Dykes and Bryan Harvey

This past year, President Brad Steeves established a working group to review the USRA Constitution and By-laws. There were sections of the Constitution and By-laws that needed to be updated and clarified. We also wanted to review these documents in light of the Memorandum of Understanding (MOU) with the University (signed March 26, 2021), and its impact on our operations.

The working group reviewed the definitions and purposes of governing documents of an organization. We came to understand that in addition to proposing changes to update and ensure consistency and clarity of our Constitution and By-laws, we needed to develop another necessary governing document, entitled Policies and Procedures to provide detailed information and support to our Board members.

Attached to the Agenda for the AGM on October 19, 2021, you will find a motion to amend our Constitution, another motion to amend our By-laws, along with detailed rationale for these amendments that were approved by the USRA Board on September 7, 2021. Please note that Article 13 of the Constitution, with minor editing of wording, will continue to require that changes to the Constitution and By-laws must be approved by a two-thirds majority of Ordinary Members present at a General Meeting. We welcome your comments and questions, to merry.beazely@usask.ca.

Respectfully submitted,



Merry Beazely

REPORT OF THE NOMINATIONS COMMITTEE 2020-2021

Members: Merry Beazely (Chair), Mary Dykes, Bryan Harvey and Judith Henderson

USRA's Annual General Meeting will be held on Tuesday, October 19 via Zoom videoconference. In preparation for the election at this AGM, the Nominations Committee is pleased to present to the membership the following slate of Officers (four Executive positions) and Directors for the 2021-2022 year, for one-year terms.

Election Slate:

President	Jim Thornhill
Vice-President	Mary Dykes
Secretary	Jacqueline Huck
Treasurer	Tom Wilson
Immediate Past President	Merry Beazely

Directors

Rick Bunt, Caroline Cottrell, Bryan Harvey, Judith Henderson, Yannis Pahatouroglou, Beryl Radcliffe and Rick Schwier

Brad Steeves has served as our President in 2020-2021 and guided the Board and the Association with great care and attention, during the past difficult year for everyone. He has encouraged the work of all of our committees. Brad was planning to stay on as President for another year, as we transition, hopefully, to in-person events and see some projects through to completion. Unfortunately, due to health concerns, Brad needs to step away from the Board. Please join us in wishing Brad a speedy recovery and thanking him for his excellent service to our Association.

We express our gratitude as well to Dean Jones, who has contributed extensively to the USRA Board since 2010. Dean has served as President Elect, President, Secretary on two occasions, Communications Committee Chair and Awards Committee Chair. Most recently, he has facilitated Board and member communications via Zoom, and his work in these times has been greatly appreciated. We have recognized Dean this year with the award of an Honorary Life Membership.

Many thanks to Vice-President Jim Thornhill for serving as Interim President for October 2021 and for letting his name stand for President for 2021-2022. We are delighted that Mary Dykes has agreed to run as our Vice-President and has become our webmaster as well. Merry Beazely will continue as Immediate Past-President. Jacqueline Huck, our very capable Secretary, has agreed to stand for re-election, as has Tom Wilson, who brings prudent handling of our financial matters and always good humour to our meetings.

We are pleased to report that current Directors Rick Bunt, Bryan Harvey, Judith Henderson, Yannis Pahatouroglou and Beryl Radcliffe have agreed to remain on our slate of candidates. We value the expertise and enthusiasm they bring to our committees, and in the case of Bryan, to our representation on the College and University Retirees Association of Canada.

We are most fortunate that Rick Schwier and Caroline Cottrell have agreed to join our slate of candidates for the 2021-2022 Board.

Professor Emeritus Rick Schwier, Department of Curriculum Studies, spent more than 40 years as an educator and academic in educational technology and design at the University. He notes that while he found all aspects of the position engrossing, teaching was the source of his deepest satisfaction. His teaching focused instructional design, theory and philosophy of educational technology, multimedia design and media literacy. His research involved educational technology, instructional design and higher education, which led to an outstanding publication record. Rick has been recipient of many honours, awards and fellowships. He continues to serve on several Editorial Review Boards and last September re-retired as Interim Associate Dean, Research & Scholarship of Teaching and Learning at our University.

Caroline Cottrell has spent more than 50 years on our campus as a student, with two degrees, head of Interlibrary Loans and sessional lecturer. She was a Trustee for the Public School Division and Dean of St. Peter's College. This April, Caroline retired as General Manager of the University of Saskatchewan Students Union following 15-plus years of service, which included a major renovation of Place Riel. She currently sits on the Board of the Saskatchewan Intercultural Association and the Ethics Committee of the national association of professional student union managers (AMICCUS-C). Caroline was Saskatoon's Woman of Distinction for Lifelong Learning and Education in 2000 and received the Award of Distinction from AMICCUS-C in 2020.

Please note that the election at the AGM will be by acclamation unless further nominations, each signed by three members of the Association, are received by the USRA Secretary at least 15 days prior to that meeting. Please see USRA's By-Laws (Section 10) on the USRA website re procedures. Contact information for the USRA can be found on the last page of the September 2021 newsletter and on our website.

The Nominations Committee hopes to see a good turn-out of USRA Members at the Annual General Meeting on October 19. Please let us know if any questions, to merry.beazely@usask.ca.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Merry".

Merry Beazely