

Approved Minutes  
ADRP Board of Directors' Meeting  
Tuesday, March 21, 2023  
2:00 – 4:00 pm

In attendance on TEAMS: Randy Barkhouse, Stewart Cameron, Susan Holmes (Secretary), Marilyn Klein, David Mercer, Patrick Nearing, Grace Paterson, Nancy Pitts, Heather Schellinck (Chair), David Tindall, Peter Wallace.

Regrets: Ed Leach (Treasurer)

1. Adoption of the Agenda – Grace/Marilyn
2. Previous Minutes (February 21, 2023)
  - A. Approval – David T./Peter
  - B. Matters Arising
    - a. Carolyn Savoy Bursary  
Currently the bursary is administered by the Awards Office, awarded to a second-year student in a health-related field, not necessarily a nursing student. After discussion, it was decided to leave this as it is.
    - b. Procedures Manual  
It is important to have procedures documented so someone else could continue with duties in an emergency. Please submit the procedures you follow, including the technology used, to Susan.
3. President's Report – Heather Schellinck
  - A. Why join the ADRP?

Thank you for all the input on this topic.

ADRP website is easy to find but for someone new, it is hard to visualize what ADRP offers, its mandate, and how to get involved.

During 2002-2008 ADRP had 200-250 members. Then Dalhousie began discussions of revisions to pension plan. ADRP was able to enlist 50% of pension plan members, and then able to have non-voting representation on the PAC.

Grace noted that an article by Fred Fletcher was relevant to the discussion: "Entering the next chapter: The value of university retiree associations" (University Affairs, Oct 27, 2022).

ADRP members serve as watchdogs on benefits committees administered by the University. ADRP was not allowed to grieve exorbitant premiums in previous years, but DFA grieved on our behalf and won.

Joining ADRP lends a collective voice in a similar way to employee groups prior to retirement. ADRP is like a union voice for retirees and pensioners, and this is a very strong argument for joining.

Opportunities to socialize are important. Pat is willing to help on a Social Committee.

Membership numbers are impressive and give us clout in speaking up on behalf of retirees and obtaining benefits for the group.

TO DO

- Create a pamphlet of reasons to join ADRP to accompany the application to pre-retirees.
- Highlight reasons to join ADRP upfront on the website.
- Add Social Committee to By-laws

B. Funding an Undergraduate Research Project

Undergraduate Faculty of Health and Human Performance projects that run during the summer are of benefit to membership. In 2019, membership at AGM suggested we fund an undergraduate project. Heather has contacted several researchers and we have discussed this several times. ADRP will call for proposals and ask Advancement office to administer the funds.

MOTION: That ADRP contribute \$2,000 to augment the income of one or two students doing research or study over the summer that will be of benefit to seniors.

Susan/Patrick. PASSED

C. Carolyn Savoy Bursary – See under Business Arising.

D. Budget for Social Events (see attached)

Susan reported that the goal is to have roughly one event per month. The proposed budget is an estimate. It was agreed to increase budget by \$1,000 to allow for unexpected costs. The next event is *The Piano Men* with Symphony NS, April 14; dinner prior. ADRP contributes \$25 towards the cost of each symphony ticket for member and guest.

MOTION: That social budget of \$4,400 be approved for 2023-24.

Susan/Patrick. PASSED

E. Request from Communications Committee to hire professional to develop new “brand identity” (see attached)

Stewart referred to prior discussions of the desire to attract more members. We need a consistent look and message, so people know who we are and what we are about. Communications Committee feels it is time to hire a professional, to help us spell out our mission, values, and benefits of membership.

MOTION: That ADRP authorize a budget of \$3,000 for Communications Committee to hire a professional to create a new ADRP brand identity.

Stewart/Patrick. PASSED

F. Proposal for “*Are you Living Your Best Retirement Life?*” webinar, from Dr. Susan Hutchinson (see attached)

The proposal was sent out in advance and Dr. Hutchinson was available to answer questions, but not called upon. This would be a great added-value

program. Two funding models were offered. If participants contribute financially, ie, \$20, they are more likely to be committed to attending. It would be scheduled for the fall.

MOTION: That ADRP pay Dr. Hutchinson \$2,300 for webinar program, *“Are you Living Your Best Retirement Life?”*

Peter/Randy. PASSED

4. Treasurer’s Report – Ed Leach/Presented by Grace Paterson in Ed’s absence.
  - A. Monthly report
    - a. Grace reported amounts in accounts as shown in February statements.
  - B. Proposed budget
    - a. Some changes need to be made in the numbers to reflect today’s motions.
    - b. Postage is for members who do not have email.
    - c. Expenses could be paid from contingency fund.

MOTION: That the budget presented for 2023-2024 be approved with the discussed corrections.

Grace/Marilyn. PASSED

5. Other Reports
  - A. Benefits – Peter Wallace (see report)
    - a. There have been two meetings since last Board meeting, both Retiree and Employee Benefits Advisory Committees.
    - b. Early retirees expect increasing premiums since there are fewer early retirees. The costs for health services have increased. The biggest premium increase is for family rates.
    - c. Mental health costs have gone up 150% this year over last year. 20% increase in extended health benefits: \$19.01 for single person, making total premiums \$32.38. EHB family rates are double single. No increase in travel premiums.
    - d. There are 659 members in over-65 cohort in extended health benefit and travel plans. Good sized pool of members and diversity of health provides reasonable premiums.
    - e. Not all provincial health plans across Canada are the same. Anything paid in Nova Scotia but not in another province would be paid by travel plan.
    - f. Anne-Marie White has joined as an early retiree representative on the Employee Benefits Advisory Committee.
  - B. Communications
    - i. Communications Committee - Stewart Cameron

We've already discussed the main issue – brand identity. Stewart will be working with Susan to make sure all minutes, agendas, are up on Sync. We asked for documents to archive. If you have anything for possible archival, please send to Susan. Heather will ask Colin Stuttard for his ADRP documents. Peter will use Google Docs to transfer benefits files since 2009.

j. Webmaster - Stewart Cameron (see report)

ii. Newsletter - Marilyn Klein

April 4 is deadline for reports for Newsletter.

- C. Pension Advisory Committee – Randy Barkhouse (see report)
  - a. In mid to late August we will find out if automatic indexation will take place. It was looking good at the end of January but not now. Report will show us a snapshot of January 31, and the trustees will know reality since then. It's hard to predict if there will be any RTF surplus at end of year, so likely will be a year before any catch-up, if it happens.
  - b. After the latest DFA collective agreement, administration now says one-fund pension (integration of Dal pension with CPP) proposal is not dead.
  - c. Our surplus could be used as a legal defence fund to help fight for our pensions.
- D. Membership – Heather Schellinck (see report)
  - a. 773 members; some are not part of payroll deduction. Reminder notices mailed to 29 members with outstanding dues.
- E. Seniors' College of NS – Nancy Pitts (see report)
  - a. Courses finishing up for the term. The first hybrid offerings were successful, one with Stewart teaching. Two hybrid will be offered next term; 15 courses around the province.
  - b. SCANS AGM March 25 at 2:00 at Hope United Church on Connaught Ave.
- F. CURAC Conference – Randy Barkhouse
  - a. Full information has been released. <https://curac.ca/conferences/2023-annual-coference-english/> \$250 for early registration; hotel room is recommended. This year is 20<sup>th</sup> Anniversary celebration. A history of CURAC's evolution will be presented. There is a fireside chat with former premier, Roy Romanow and former minister of health, Eric Cline.
- G. Socials – Susan Holmes
  - a. Upcoming:
    - i. Symphony NS: The Piano Men, April 14; dinner at Le Bistro
    - ii. Peter Wallace: Interpreting the Ancient Environment of Horton Bluff Rocks & Fossils, Saturday, September 23 (Rain date: Sept 24)
    - iii. Nancy Pitts – Truro Monthly Coffee Socials, 6-8 people in Truro Mall.
    - iv. Nancy also reported that there are several gardens at AG campus that could be toured – Rock Garden, Butterfly Garden, Limestone/Alpine garden, etc.; 15-20 people max per garden tour; season and weather dependent. Nancy will continue to pursue a tour for ADRP members.

- v. There is a Masters' Garden conference at AC in July and early May conference of Rock Gardeners.

6. New Business

Prep for April 18 AGM

- a. Location: Killam B400, hybrid TEAMS and in person
- b. Tech support at 1:30 for presenters
- c. Reports due March 31 to Susan for distribution to membership on April 4.
- d. 1-2 PowerPt slides requested to Susan, (copied to Ed) by April 10 for AGM presentation.
- e. Newsletter reports to Marilyn on April 4 or March 31.
- f. April 11 dry run with Teams in B400. Heather will advise of time.
- g. Heather will look into elevator operation to B400.
- h. Light refreshments

7. Adjournment 3:54 pm

**Next Annual General Meeting via TEAMS: April 18, 2023, 2:00 pm (1:30 for presenters)  
B400, Basement of Killam Library**

Next Directors' Meeting, May 16, 2023, 2:00 pm via Zoom.

Attachments:

1. Proposal, *Are You Living Your Best Retirement Life? webinar series*, from Dr. Hutchinson.
2. Communications Committee meeting minutes, including request for budget allocation, Stewart Cameron.
3. Budget for Social Events, Susan Holmes
4. Treasurer's Report and Proposed 2023-2024 Budget, Ed Leach
5. Benefits Report, Peter Wallace
6. Webmaster Report, Stewart Cameron
7. Pension Advisory Committee, Randy Barkhouse
8. SCANS Report, Nancy Pitts
9. Membership Report, Heather Schellinck