

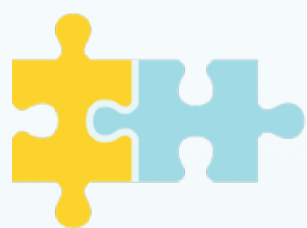
The Newsletter

Volume 25 Number 1

January 2026



A Brief History of the
ASSOCIATION of
DALHOUSIE
RETIREEES &
PENSIONERS



ADRP

Association of Dalhousie Retirees & Pensioners

Here For You

INTRODUCTION

In September 2000, Dr. Tarun Ghose invited Dalhousie University pensioners and retirees to join a recently formed association called the Association of Dalhousie Retirees and Pensioners (ADRP), which had recently been registered as a non-profit society with the Registry of Joint Stock Companies of Nova Scotia. He (as President and Recognized Agent), along with Drs. Paul Huber (Vice-President), Om Kamra (Secretary-Treasurer), Robert S. Rodger (Director), and J. Philip Welch (Director) who were the signatories to the application to the Joint Stocks Company, formed the Interim Board and their plan was to have the first meeting of the Association within 6 weeks of the letter of invitation. Any retiree from Dalhousie University and any spouse of a deceased retiree was eligible for membership upon payment of annual dues.

Their stated reason for setting up the organization was to establish an organization that could speak for all on pensions and other matters of concern to retirees and pensioners from Dalhousie University (and their spouses). Now, 25 years later, the ADRP continues to exist and function in the best interests of its members. It is useful at this time in the ADRP's history to review the story of our Association: to understand its goals and achievements, acknowledge the contributions of its dedicated volunteers, and learn from its challenges and successes in a way that will sustain its long-term existence and success.

This history has been gleaned from the ADRP newsletters, annual general and general meeting minutes, documents found in the ADRP office, pension plan information on the Dalhousie University website, publicly available obituaries, and stories from ADRP members, some of whom have been with the Association from early in its existence. I take responsibility for any inadvertent errors, omissions, and misinterpretations and invite all ADRP members to add to the story. The story will be told in sections that relate to organizational elements, key achievements realized, and challenges faced to date.



Founders_BR: Tarun Ghose, Roy George, Colin Stuttard, Alasdair Sinclair, Philip Welch
MR: Bob Rodger, Bette Merrick, Blanche Potter Creighton, Norman Horrocks
FR: Sid Sodhi, Paul Huber, Om Kamra

THE ORGANIZATION

MEMORANDUM OF ASSOCIATION (MOA)

As per the MOA, dated August 31, 2000 and found on the ADRP website, the objectives of the Society are:

1. To represent and to promote to the University community and to the public the interests of retirees from Dalhousie University (and its constituent parts) and their spouses and beneficiaries;
2. To further the understanding of the retirement pension arrangements of Dalhousie University and of the post-retirement benefits available to former staff members of the University; and
3. To cooperate with other formal and informal groups that have similar objectives.

As per section C of the MOA, the activities of the Association are to be carried out primarily, but not exclusively, in Nova Scotia and all profits and revenues of the Association shall be used solely to promote its objectives.

MISSION AND OBJECTIVES

Newsletters since April 2013 have included a mission statement and formal and informal objectives of the Association. Although there is no indication in the Newsletters of the origin and evolution of the mission statement and informal objectives, they were likely felt by their author (s) to represent how the organization evolved over time. The formal objectives replicated the statements of the MOA, with the addition of a fourth objective.

Mission

To facilitate and promote the dissemination of information of interest to Dalhousie Retirees; and

To enhance and promote the sense of continuing membership in the Dalhousie Retirees' family.

Formal Objectives

To represent the interests of retirees from Dalhousie University, their spouses and beneficiaries;

To further the understanding of the retirement pension and benefits;

To cooperate with other groups that have similar objectives; and

To provide a conduit for information between the University and retirees.

Informal Objectives

To promote social interaction among its members;

To investigate and negotiate group benefits that a significant number of members may desire;

To provide information to its members about general and specific retirement issues; and

To pursue other issues as the membership directs.

BY-LAWS

The Registry of Joint Stock Companies of Nova Scotia has Incorporation By-Laws (September 5, 2000) and amendment/change to By-Laws (May 7, 2009 and April 2, 2025) on file for the ADRP.

By and large, the 2009 By-Laws changes served to bring the wording of the By-Laws into conformity with the wording and terminology specified by the Registry of Joint Stock Companies in accordance with the NS Societies Act and bring clarity where there was some ambiguity (e.g. amend Past-President to Immediate Past-President). The 2009 By-Laws changes took 3 meetings (April and December 2008 and April 2009) to come to completion before approval by the Registry, which is required before By-Laws are considered official.

The 2025 By-Laws amendment (originally taken to the membership for approval in 2023 but not sent on to the Registry until 2025) moved membership duties from the Secretary to the Membership Chair. The ADRP's 2000, 2009, and 2025 By-Laws can be found on the ADRP website.

GOVERNANCE STRUCTURE

The Directors of the Association (also known as members of the Board) as originally delineated in the 2000 By-Laws are: the Officers (a President, Immediate Past-President, Vice-Presidents (up to four), Secretary, and Treasurer) and the Directors-at-Large (up to four elected and the Chairs of each Standing Committee). The Pension Advisory Committee (PAC) Observer has historically been a Board member.



ADRP 2004 Board Members, left to right

Blanche Potter, Roy George, Bill Charles, Philip Welch, Emerson Moffitt, Hermann Wolf,
Kate MacDonald, Alasdair Sinclair, Tarun Ghose, Bob Rodger, Sid Sodhi
MISSING: Paul Huber, David Lewis, Marilyn MacDonald, Diane Prosser, Man Vohra

The original Standing Committees were Benefits, Communications, Complaints, Liaison, Membership, and Social (with its Sharing & Caring and Keeping in Touch subcommittees). The intent of the Caring and Sharing and Keeping in Touch subcommittees was to keep membership abreast of individual accomplishments, special occasions, and changes in health status or bereavement in the lives of its members in order to acknowledge formally all these events through cards, notes, and/or personal visits depending on the circumstances and wishes of the retiree and family.

By 2012, three committees had folded: Complaints, Liaison, and Social. It can no doubt be seen as a positive that the Complaints Committee found itself without work. The Liaison Committee was established in part to meet with representatives from local universities to encourage the formation of retiree associations at their institutions, as well as an Atlantic University Retirees Association, with a view to gaining a voice for seniors' advocacy at the provincial government level. The efforts of the Liaison Committee ultimately met with little interest, although other university retiree associations in the province did organize and form. The other area of interest for the Liaison Committee was to establish formal contacts with several Dalhousie units, including the Dalhousie Faculty Association (DFA), Dalhousie University Administrators Group (DUAG) [now the Dalhousie Professional and Managerial Group (DPMG)], and the Nova Scotia Government Employees Union (NSGEU). Their contacts with DFA and others was to stress the common interests shared in issues such as pensions and benefits and their role in supporting and enhancing these benefits in bargaining and other venues. How these relationships with the DFA, DUAG/DPMG, and NSGEU evolved after the Liaison Committee folded was not delineated in the Newsletters and may well have become the responsibility of the ADRP President over time.

Sadly, despite the very hard work of Social Committee members who organized dozens of educational or social events over several years, attendance dwindled to the point that its members felt that their efforts were essentially futile. Over the last several year social activities have been rejuvenated, initially through the efforts of Phil O'Hara during his presidency and subsequently Susan Holmes.



The Benefits Committee has been very active since its creation. In its terms of reference, it is noted that the Committee a) serves the needs of ADRP members with respect to Extended Health Benefits and Travel Insurance and any other benefit deemed by the Board to be within its mandate and b) supports and advances the ADRP in its role as a watchdog on the administration with regards to benefits that are governed or administered by Dalhousie Benefits. The ADRP Benefits Committee usually has four to five members, one of whom is an early (< 65 years of age) retiree who also sits as a non-voting member on the Dalhousie University Employee Benefits Advisory Committee. Separate from the ADRP Benefits Committee is the Dalhousie University Retirees Benefits Advisory Committee (RBAC), not established until 2012, making this the first year that the ADRP had voting influence on the group advising the University on retiree benefits. The ADRP has three members on the RBAC (with inaugural members being David Tindall, Mike Bradfield, and Carolyn Savoy) and the University has two members.

The ADRP Newsletter and website fall under the direction of the Communications Committee.

The ADRP website has existed since the establishment of the Association, originally set up and maintained by Man Vohra. He has been followed over the years by a series of volunteers, starting with Randy Barkhouse and then Phil O'Hara, followed by Stewart Cameron, and most recently Marilyn Klein. The website had a major update in 2019, which represents its current form.

The first issue of the Newsletter was published in the summer of 2002 under editors Rosemary MacKenzie and Dimity (Dee) Purvis. The intention was to have a quarterly newsletter covering issues of concern to Dalhousie retirees and pensioners. From the beginning, the main mode of distribution was by email and reference was made to the ADRP web page, overseen by Man Vohra. Reports from the President and Chairs of the Benefits, Membership, and Pension Committees were to be regular features and members were encouraged to submit articles describing such things as their hobbies, interests, and travels.

With the exception of 2003, 2004, and 2022 there have been 3-4 issues of the Newsletter published every year, with an impressive five issues in 2021 and 2023 and an issue devoted to reporting on the 2018 CURAC Conference hosted in Halifax by ADRP and the Saint Mary's University Retirees Association (SMURA). The format and content has been quite consistent over the years, particularly with regards to Executive and Committee reports, Annual General and General Meeting minutes and agendas, and In Memoriam. There has been more variability in the number of contributions from members and presence of general articles on health and wellness and aging.

Each issue of the Newsletter has represented the hard work and dedication of volunteers and, in particular, those volunteers who served as editors (Rosemary MacKenzie and Dee Purvis [2002-2004]; Emerson Moffitt [2004-2009], Patricia Lutley [2004-2005], and Jan Scott [2005-2009]; Ken Rozee and Blanche Potter [2005-2012]; Blanche Potter and Denise Sommerfeld [2012-2014]; Denise Sommerfeld [2014-2015]; Denise Sommerfeld and Joanne Clovis [2015-2016]; Joanne Clovis [2016-2018]; Joanne Clovis and Marilyn Klein [2018-2020]; and Marilyn Klein [2020-present]).

The Membership Committee is charged with maintaining an up-to-date register of members and ensuring that membership dues are paid annually.

The Pension Advisory Committee (PAC) is a Dalhousie University Committee that oversees the Dalhousie University pension. The ADRP's PAC Observer is a non-voting member of this committee. While a non-voting position, by virtue of its small number of representatives over the last more than two decades (Paul Huber and Randy Barkhouse primarily, assisted by Bill Charles, Robert MacKay, and Faye Woodman), the ADRP PAC Observer probably has the most knowledge and memory of the pension plans, funds, and indexation history of anyone on the PAC. As such, it carries important influence as it speaks on behalf of retirees who are relying on their pension for their livelihoods.

A list of ADRP Directors and Committee Chairs since 2002 can be found in Appendix 1.



Members of the ADRP Board 2016-2017

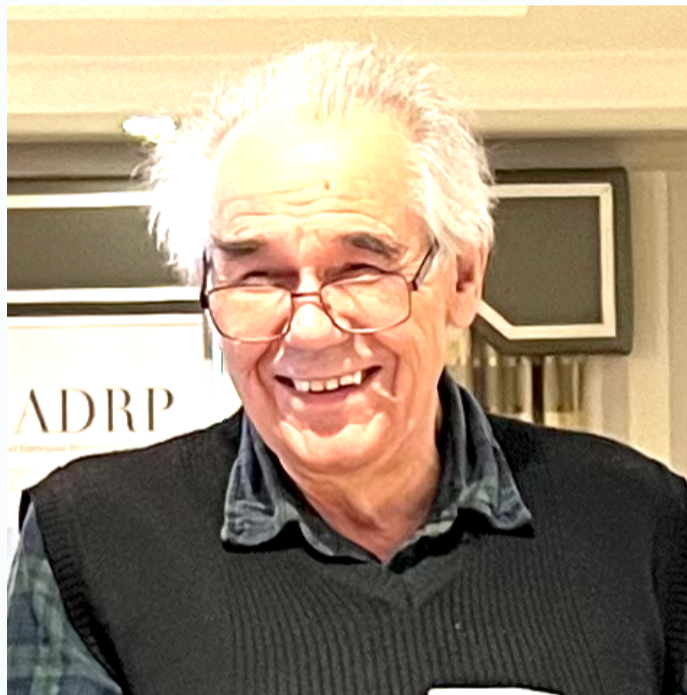
BR: R David Mercer, Richard Apostle, David Tindall, Peter Wallace, Paul Huber, Colin Stuttard
FR: Heather Schellinck, Grace Paterson, Randy Barkhouse, Dianne Pothier, Joanne Clovis

MEMBERSHIP

Originally, the Association's membership was open to anyone who was retired from Dalhousie University and spouses of deceased retirees (Individual Members). Individual membership was later extended to any person receiving a pension from Dalhousie University and any other person who, in the opinion of the Board, enjoyed a similar status. Additionally, if agreed to by two-thirds of Board Directors, a person who has performed outstanding services in pursuit of the objects of the Association may be designated as an Honorary Member. Membership was later extended to individuals within 5 years of retirement (Associate Members). The first membership dues were \$10/year, rising to \$20/year in 2003 and staying there ever since. It is hard to name something that has not increased in price over more than 20 years!

The first Honorary member, named in 2004, was Margaret Stoker who worked in the printing press office at Dalhousie for 29 years. She was recognized (in her 99th year) for her years of service to the University, as well as her community volunteer work and support of ADRP. Dr. Tarun Ghose was named an Honorary Member in 2009. Among his many contributions, he was credited with getting the ADRP off the ground and guiding it through its early years of growth. Drs. Philip Welch and Bob Rodger became Honorary Members in 2016. Dr. Welch was the third of the ADRP's presidents and chair of the Benefits

Committee for several years. He was famous (and probably infamous among University administrators) for his tireless advocacy for Dalhousie retirees. Dr. Rodger was chair of an ad hoc ADRP subcommittee whose mandate it was to explore the possibility of establishing a Seniors' College in Nova Scotia, an initiative that led to the formation of the Seniors' College Association of Nova Scotia (SCANS). Dr. Paul Huber was named an Honorary Member in 2021. Dr. Huber is probably best known as the decade long ADRP representative to the University Pension Advisory Committee. Dr. Colin Stuttard is our most recently named Honorary Member (2022). Dr. Stuttard has been involved with ADRP almost since its inception and served variously as ADRP Secretary, Membership Chair, Recognized Agent, and SCANS representative over ten consecutive years, in addition to his informal roles over an even longer time as newsletter proofreader and guardian of procedure, reminding the Board of constitution and by-laws provisions that sometimes were about to be overlooked.



Colin Stuttard

The early years of the organization saw it struggle somewhat with achieving membership numbers in keeping with the number of Dalhousie retirees and the associated financial strains that come with a small membership. This was related to at least two factors: advertising its existence and encouraging timely membership renewal, which for a number of years the University administration seemed unable to help with. A breakthrough was achieved in April 2012 when Dalhousie put into effect a process for deducting dues from the monthly pension payments to ADRP members. Over the years the ADRP membership has grown to reach 877 members as of October 2025. As membership numbers improved, so did ADRP finances. In his 2007 Treasurer's Report, Bob Rodger was pleased to report that the Association finally had some savings that were invested in a guaranteed fund, observing "hope that extreme circumstances requiring expenditure of the saved money (to protect members' interests) do not arise but, if they do, we should be ready". Until 2025, when the Contingency Fund had reached \$50,000, 25% of ADRP dues were transferred each year into the Contingency Fund by Association policy. A concrete reason for ensuring the existence of a Contingency Fund was the real potential for ADRP to require paid legal assistance in its grievance with the University regarding overpayments its members had made to the health benefits plan for a number of years (more on this later in the history).

ACHIEVEMENTS (in alphabetical order)

ADVOCACY FOR RETIREES

The two main areas of advocacy over the years have been in the areas of benefits and pension payments.



Paul Huber and Philip Welch

Health Benefits

When ADRP was formed in 2000, both early retirees and retirees over the age of 65 years were eligible to continue with the Dalhousie Blue Cross Extended Health Benefits Plan, with different plans (and benefits) for those 65 years and younger and those over age 65 years. In particular, for those over 65 years of age, there was no travel or dental coverage or prescription drug benefit. In 2008, the ADRP became aware of and began its long saga of attempting to resolve issues arising from excessive premiums charged to roughly 300 retirees over age 65 years who were members of the Blue Cross Plan. This overcharging of premiums, likely happening since at least 2000, arose due to these retirees paying for drug benefits that they were ineligible for because of their participation in the Nova Scotia Senior's Pharmacare program. Premiums charged were two to three times higher than warranted by costs, should have been realized by the University Administration, and contributed to a large surplus accumulating in the Blue Cross account. In addition to reducing the premiums to the appropriate amount, there was the issue of compensation for years of overpayment. Given the advanced age of many of the affected retirees

(collectively to the tune of an estimated \$800,000), seeking timely resolution to this situation was a priority of the ADRP, for which there were ongoing discussions with the University. Disappointingly, it was not until May 2011 that a premium holiday for affected retirees was implemented, initially for one year and then continued on a yearly basis until March 2024, overseen by the RBAC.

A couple of years later, the ADRP became aware that its early retiree group was paying unusually high Blue Cross Extended Health Benefits Plan premiums. It was determined that this situation arose because the early retirees (numbering approximately 150) had been removed from the Dalhousie employee group plan and enrolled without prior notification into their own (early retiree) smaller group benefit plan, resulting in much higher premiums to them. Since the early retirees extended health benefits were part of the collective agreement negotiated between the Dalhousie Faculty Association (DFA) and Dalhousie University and ADRP had no representation at the time on the Employee Benefits Advisory Committee, Philip Welch as ADRP president asked the DFA to grieve the situation on behalf of the early retirees. In April 2011, the DFA won its grievance against the Board of Governors on behalf of the early retirees. The early retirees were to be returned to the common plan, paying the same rate as active employees, effective September 1, 2011, and a mechanism for repayment of the excess premium amounts paid by this group since September 1, 2009, totalling about \$150,000, was implemented.

In his September 2016 President's Report, Randy Barkhouse commended the efforts of the Benefits Committee, noting that several years before the ADRP was finally successful in a quest led by Philip Welch, Mike Bradfield, and John Barry to partially recover decades of overpayments by pensioners for drug coverage that they were not eligible to receive and concurrently convincing the DFA to raise a grievance on behalf of early retirees that won further financial savings.

Pension

It is probably fair to say that the issue of pension payments has been as contentious for retirees as benefits overpayments and more complex, both in terms of understanding the situation and effecting change on behalf of Dalhousie pensioners. The ability to achieve pension indexation is really at the crux of the matter in terms of having a pension that offers pensioners the same standard of living as they had at the end of employment. Two reports in particular give detailed background on the Dalhousie University pension (Our Story re Indexation: The Laidlaw Ad Hoc Sub-Committee on Pension Indexation [September 2008 Newsletter] is an excellent resource to learn the full history of indexation and gain an understanding of the legislation and policies that determine the amount of the pension, with a follow-up to be found in Our Continuing Story in Indexation [March 2013 Newsletter]). Regular reports from the PAC Observer can be found in all of our newsletters and provide a wealth of information on where their pension stands in terms of loss of purchasing power over time and the probability of indexation occurring in any given year.

As a bit of a summary, since 1983 the Dalhousie Pension Plan has had two components: the Pension Trust Fund (PTF) and the Retirees' Trust Fund (RTF). This was an arrangement suggested by Paul Huber that he was eventually able to persuade the Board of Governors to accept. The PTF holds the employee and University contributions and the RTF is the fund from which pensions are paid. At retirement the amount needed to fund the retiree's pension is transferred from the PTF to the RTF. Each of the funds has a Board of Trustees who implement investment policies to align with each fund's obligations, oversee fund investment management, and monitor the investment managers. Although the RTF Trustees includes a pensioner and the ADRP may submit a member nominee for the Board's consideration, the Board is not required to appoint ADRP's nominee. Apart from the pensioner representation on the RTF Board of Trustees, the membership is the same as for the PTF Board of Trustees. The PAC, on which ADRP has a non-voting member, considers matters relating to pension benefits and administration of the Plan and makes recommendations on its design and administration. The University Board of Governors acts as the Administrator of the Plan, monitors the investment of the Plan assets, amends the Plan's rules as recommended by the PAC, collects and deposits pension contributions, and maintains necessary administration records. Finally, the Plan uses the services of an actuary to determine the financial position of the plan (assets) and how much money the Plan needs to pay out the promised benefits (liabilities). The actuary also establishes the minimum and maximum contributions to the Plan until the next valuation. Management of the Pension Plan must comply with provincial and federal laws.

There are two types of indexation, automatic (also called contractual) and catch-up. Consideration of automatic indexation is an annual process. Increases depend on the 3-year average investment returns of the RTF exceeding a threshold rate of 5.05%. Any excess above that is granted as indexation up to a maximum of the national Consumer Price Index (CPI) increase to June 30. From this, one can see that should RTF investment returns not meet the required threshold for automatic indexation, then the purchasing power would fall behind. If there are several years of no automatic indexation there could be a considerable cumulative shortfall, which over the years has reached 10-15% at times for some pensioners. Making up that shortfall is what catch-up indexation provides, but catch-up indexation requires that there be a surplus in the RTF as of the most recent actuarial valuation and that the RTF trustees consider it prudent to award up to half the surplus for catch-up.

Unfortunately, the RTF trustees have infrequently found it prudent to award RTF surpluses to catch-up indexation, a source of ongoing irritation to pensioners that Randy Barkhouse conveyed to the Dalhousie Board of Governors in ADRP's first report to the Board's Human Resources Committee in 2012. He noted that the ADRP recognized that pension indexation at Dalhousie depends to a large extent on investment results of the RTF and that inadequate indexation partly resulted from reasons beyond Dalhousie's control: poor investment markets and exceedingly low interest rates. However, ADRP held the University responsible for at least two factors that contributed negatively to opportunity for indexation: poor pension investment management over a few years as compared to comparably-sized pension funds in Canada and the trustees decision to use only a minimal amount for discretionary indexation, all in the absence of an opportunity for ADRP's input. It is an incomprehensible but commonplace practice, not unique to Dalhousie University, to exclude retirees from a say in their own pension plans, which are deemed to be a matter for employees and employers (which explains why the

employee groups have voting representation on the two Board of Trustees). As such, the topic of pension increases is likely to remain a major issue for Dalhousie pensioners in the years to come.

While there have been surpluses and deficits over time in the RTF, the PTF has suffered even more from deficits, such that the University Administration has considered strategies to provide long term stability and full funding. ADRP President Philip Welch expressed his concern in 2008 that the large surplus in the RTF was being used by the University Administration to defray the deficit and financial liabilities of the PTF by considering the Pension Fund as one. A grievance was launched by the DFA and ADRP regarding the interpretation of provincial legislation having to do with management of Pension Fund surpluses as exemplified by the University's considering the Pension Plan Fund as combination of the PTF and RTF for solvency purposes. In 2009, the ADRP/DFA grievance was upheld by the Arbitrator, meaning that if the RTF had a surplus, the RTF Trustees could exercise their discretion to allot some of that surplus to decrease any indexation shortfall. The University suggestion (over many years) that there be a switch to a single fund from the current two-fund arrangement, has not been supported by the ADRP or any of the employee groups on the Joint Committee reviewing the Dalhousie Pension Plan, who no doubt can envision disappearance of catch-up indexation for pensioners now and into the future if that happens.



Randy Barkhouse

ADRP BURSARY

As early as 2006, ADRP members expressed some interest in funding an ADRP bursary. Active Board discussions, led by then President Carolyn Savoy, about establishing an academic award for a current Dalhousie student began in 2014 and were favourably received by the membership at its General Meeting that December. At its Annual General Meeting in April 2015, ADRP approved the establishment of the Association of Dalhousie Retirees and Pensioners Academic Award Fund and to contribute \$10,000 from its present accumulated surplus to the Fund. The ADRP continues to donate annually to the Bursary Fund and encourages ADRP members to do so as well.

The Dalhousie Retirees and Pensioners Bursary was officially established in May 2015 by an agreement between the ADRP and Dalhousie University. The awarding body was to be the Scholarship Selection Committee of the Registrar's office, or a successor committee. Its purpose was to support a student, with demonstrated financial need, in second year or above of any undergraduate degree program at Dalhousie University. Depending on the amount of money available in the endowment fund, one or more recipients would receive an amount generally ranging from \$1000 - 3000. Since the first bursary was granted in 2018, when the endowment fund reached its minimum \$25,000 funding level, a total of thirteen Dalhousie undergraduates have benefited from this Fund.

In 2025, the ADRP Bursary Fund received its single largest bequest to date from the estate of Bob and Margaret Rodger. Fittingly, Bob Rodger was the mover of the two motions in 2015 that established the Fund and saw its initial financial contribution. This single donation almost doubled the value of the Fund. Of his many contributions to the ADRP, this one coming from him and his wife leaves a legacy that touches the future of Dalhousie University.



Margaret and Bob Rodger (Photo courtesy of Susan Rodger McClafferty)

ADRP DUES PAYMENT FROM PENSION DEDUCTION

For a number of years, the ADRP struggled with identifying Dalhousie retirees for membership recruitment and establishing a reliable and efficient means by which to collect the yearly membership dues. While Dalhousie administration would send ADRP information to prospective retirees, for privacy reasons it would not provide the names of such individuals to ADRP. At an Atlantic region CURAC meeting co-hosted by ADRP and SMURA in October 2011, ADRP attendees heard how pension deduction had been a great success for one of the other member associations. Rather fortuitously, a chance conversation between Randy Barkhouse and Barb Mealiea, Manager of Payroll at the time, at the

first Dal Athletics "Women in Leadership Dinner " got the ball rolling. Discussions with Payroll that started in January 2012 saw implementation of an ADRP dues deduction option for all pensioners starting that April. This was a game changer for ADRP. It not only provided an easy way for pensioners to join the ADRP, but an efficient way for yearly renewals. Membership numbers steadily increased after that and ADRP finances achieved stability. ADRP was finally able to show Dalhousie that it represented more than 50% of retirees, strengthening its advocacy position, one direct effect being establishment of the RBAC and at least some discussion of a position on the RTF Board of Trustees.

COLLEGE and UNIVERSITY RETIREE ASSOCIATIONS of CANADA/ASSOCIATION de RETRAITÉS des UNIVERSITÉS et COLLÈGES du CANADA (CURACR/ARCC)

In May 2002, Dr. Ghose attended a conference of retirees from Canadian colleges and universities that was meeting to discuss the formation of a national organization of college and university retiree associations that would serve as a forum to collectively maintain open communication and knowledge sharing among the associations. This organization would come to fruition in 2003, with the ADRP one of its Founding Members. CURAC's inaugural meeting was held on the Sexton Campus of Dalhousie University on May 26, 2003, with Drs. Ghose and Alasdair Sinclair leading the local planning activities.

To achieve its objective of facilitating communication and shared learning among similar organizations across Canada, thereby encouraging and supporting best practices in retiree associations, CURAC/ARUCC created and has maintained a central depository of relevant information and holds an annual conference that is organized by a member association.

Several ADRP members have served on the CURAC/ARUCC Board or one of its Committees. Additionally, ADRP members are encouraged to attend the annual CURAC/ARUCC Conference. An annual travel bursary, the Blanche Potter-Creighton Memorial Travel Bursary, for attendance at CURAC/ARUCC or other retiree/pensioner relevant conferences, was established in 2014. This bursary comes from ADRP's yearly budgeted Travel Expenditures money, with the amount dependent on monies budgeted for travel expenditures. Additionally, Dalhousie University provides a \$1200 grant each year to support attendance at the CURAC/ARUCC Conference.

ADRP, in collaboration with SMURA, hosted the 2018 CURAC Conference in Halifax, coordinating with the 200th anniversary of Dalhousie's founding and with the support of a \$7500 grant from Dalhousie. Randy Barkhouse, Immediate Past President of the ADRP, was the Chief Conference Organizer and his wife, Nancy, the Chief Conference Registrar. Many ADRP members volunteered as conference speakers, session moderators, and round table facilitators at what was a highly successful conference.



CURAC 2018

MEMORANDUM OF UNDERSTANDING

Given the sometimes fraught relationship between the ADRP and the University and her belief that ADRP had a wealth of knowledge that Dalhousie University could benefit from, Carolyn Savoy during her term as ADRP president sought to develop a memorandum of understanding with the University for their mutual benefit. While there had been an earlier memorandum of understanding between the two parties, it could not be found by either the ADRP or University and so a fresh start was made. Not unexpectedly, what began in 2013 was delayed for several years, this time by University lawyers before going on a back burner, to be taken to its conclusion in a modified version by ADRP President Heather Schellinck and Dalhousie University President Deep Saini in 2022.

OTHER

Not to minimize their impact on individual members by considering them collectively as "other", the ADRP has had a number of other achievements. Highlights include establishing a very good travel benefits plan in 2014, having the shingles and RSV vaccines and continuous glucose monitoring supplies added to the extended health benefits plan, ensuring that retirees were eligible for the non-health benefits available to employees, and personally contacting spouses of deceased ADRP members to ensure that they were aware of and had received the \$5000 death benefit payment that they were eligible for or assisting them, as necessary, in claiming the benefit. These examples demonstrate that the Association continually has its pulse on what is happening and is ready to advocate for its members.

SENIORS' COLLEGE ASSOCIATION OF NOVA SCOTIA (SCANS)

In 2006 the ADRP named a subcommittee, The ADRP Task Force on Seniors' College, of Blanche Potter, Sid Sodhi, Colin Stuttard, and Bob Rodger (Chair) to explore the creation of a Seniors' College modelled on the Seniors' College of Prince Edward Island. The goal was to "provide opportunities for Seniors (age 50+) to extend and deepen their understanding of the world around them by the study of various topics of general interest, led and guided by a number of instructors". Members of the College would be those who paid the sessional tuition fee (\$60 for the first session). The plan was that within the first year the membership would approve the College Constitution and By-laws and elect a Board of Directors. Until that time, the College would be administered by the ADRP Board of Directors.

At its November 16, 2007 formation General Meeting, the 102 members chose "Seniors' College Association of Nova Scotia (SCANS)" as their official name, approved a set of By-Laws, elected a 12-person Board of Directors, decided to register as a non-profit association under the Societies Act, and set a fee of \$120 for membership in the College, starting in 2008. The first SCANS Board had five ADRP Members: Sid Sodhi (SCANS Membership/Publicity Committee), Colin Stuttard and Blanche Potter appointed by the ADRP Board as required by SCANS By-Laws, Bob Anderson (Curriculum Committee Chair), and Shirley Dean (First Vice President). The ADRP Task Force's work was done!

Although an independent non-profit society, SCANS had close ties to ADRP in its early years. The original SCANS bylaws included a provision for the ADRP Board to appoint two of their number to the SCANS Board. In 2011, after one of the ADRP appointees recommended reduction in the 2-appointee provision, a bylaws revision specifying only one ADRP appointee to the SCANS Board was adopted. However, as SCANS matured, its Board felt that it no longer needed this direct link with the ADRP Board and in 2016 its bylaws were amended to remove the provision for an ADRP representative on its Board.

Even without Board representation, there are informal links between SCANS and ADRP. SCANS Board members and teachers have frequently included a number of ADRP members and vice versa. Since 2013, ADRP has contributed \$150/year to the public lecture series, originally named in memory of Dr. Ken Rozee who had been a SCANS president and ADRP Newsletter editor.

RELATIONSHIP WITH THE UNIVERSITY

It followed from the first two objectives articulated in its MOA that key to ADRP's activities would be building a mutually beneficial relationship with the University. In his first Newsletter report in 2002, Dr. Ghose noted that the Association was discussing with President Tom Traves how to strengthen the University-retiree relationship. Almost every newsletter for the first 10 years after that first one included commentary on the relationship in reports from the President, Benefits Committee Chair, and PAC Observer, not usually on a positive note.

The indexation issue remains a longstanding thorn in the side of the ADRP in its dealings with the University. For a number of years the issue of extended health benefits overpayment to both over age 65 years and under 65 years retirees was seen as another example of indifference (at best) or a deliberate attempt to disadvantage retirees (at worst).

However, in late 2011, under Randy Barkhouse's leadership as ADRP president, a concerted effort to advocate for pensioners and retirees at the level of the Board of Governors, began to meet with success. In all likelihood this outcome was influenced by a letter sent to each member of the Board of Governors observing that oversight of university and retiree relations was absent at the Board level and requesting that it be added. Soon afterwards, senior administration set up a meeting where it was agreed that ADRP and Dalhousie representatives would resume discussions on the Blue Cross premiums issue and discussions would commence with Payroll on an ADRP dues deduction process. Subsequently, a letter was received from President Traves, on behalf of the Board, indicating that oversight of University-retiree relations would be added to the mandate of the Board's Human Resources Committee. In short order there was significant action on a number of fronts: sustained action on the Blue Cross premiums holiday, establishment of the RBAC, and implementation of ADRP dues payment from pension deduction. This was followed in 2013 by discussions around signing a formal memorandum of understanding. While the relationship between the ADRP and University has improved since the Association's early days, there remains some sense that the full potential of a relationship has not been realized.

WHO WERE THEY AND WHAT IS THEIR LEGACY ?



Dr. Tarun Ghose (Signatory, President, Honorary Member), who led the establishment of the ADRP and was its first president, completed his medical education and earned a doctorate in experimental pathology and oncology in India. Early in his career he was part of the team that conducted pivotal research in Hiroshima and Nagasaki, co-authoring a paper that linked leukemia incidence to radiation exposure in atomic bomb survivors. In 1968 he joined the Dalhousie Faculty of Medicine where his research interests included cancer immunology, biological effects of radiation, and the immunopathology of human disease . He was active in the DFA, serving as its president in 1975-1976 before it received its certification as a bargaining agent (i.e., became a union), and elected president of CURAC in 2007. His legacy to ADRP was best articulated by Philip Welsh when announcing him as an Honorary Member in 2009: "You are truly the 'founding father' of this Association, and saw the need and potential for such a group, when others were lukewarm. You provided the initial spark, gathered the troops, and proceeded to lead us in the early days when much establishment planning was required. You continue to provide us with the benefit of your wisdom and insight - and I hope you will continue to do so. " Before his death in May 2020 (two days before his 92nd birthday), he left funding for the Dr. Tarunendu Ghose Visiting Scholar in Global Health lecture series at Dalhousie University.

Blanche Potter Creighton (Founding member, President) took over as president from Tarun Ghose, who retired early from the position for personal reasons, in December 2003 and served in this position until April 2006. She was employed in the Theatre Department at Dalhousie University for 28 years and an active member of the Dalhousie Staff Association and NSGEU. Ever ready to do what needed to be done, she also served as Membership Committee Chair (2002-2009), Co-editor of the Newsletter (2009-2014), and member of The ADRP Task Force on Seniors' College (2006-2007). She was an early SCANS president. At the time of her death in March 2014 she was still very active in the Association, working on what would be her last newsletter as co-editor.



Dr. Philip Welch (Signatory, President, Honorary Member) received his medical degree from Edinburgh University Medical School and a PhD in Human Genetics from Johns Hopkins University. He moved to Halifax in 1967 where he started the Medical Genetics program in the Department of Pediatrics. Dr. Welch was active in the DFA, at one point being its representative to the PAC, and its president (1977-1978) when it became a union. Before being elected president of the ADRP for four consecutive terms



(2006-2010), he served as Chair of the Benefits Committee and for years remained a tireless watchdog over how retirees and pensioners were being dealt with in regards to their extended health benefits and pension payments. In his September 2011 President's Report to membership, Randy Barkhouse credited Dr. Philip Welch as not only the motive force for the grievance lodged by DFA on behalf of the under-65 Blue Cross subscribers early retirees, but also with identifying the basis for arguing it to a successful conclusion, noting that the early retirees should clearly understand where their gratitude should be directed. With his death in January 2025, the ADRP saw the last of its signatories.



Photo Dal News

Dr. Carolyn Savoy (President) received a Master of Education from Boston College and doctorate in sport psychology from the University of Tennessee. She retired from the School of Health and Human Performance in 2011 following a career that included coaching and teaching duties and a term as president of the DFA (1999-2000). She coached the Dalhousie Tigers women's basketball team for 32 years, being named Atlantic University Sports Coach of the Year four times and inducted into the Nova Scotia Sports Hall of Fame. Just prior to her retirement she initiated the Dr. Carolyn Savoy Award of Excellence. During her term as president of the ADRP (2013-2015) she spearheaded the establishment of the ADRP Bursary and led the development of a memorandum of understanding between the ADRP and University. Sadly, her time as ADRP president was cut short by her death in March 2015.

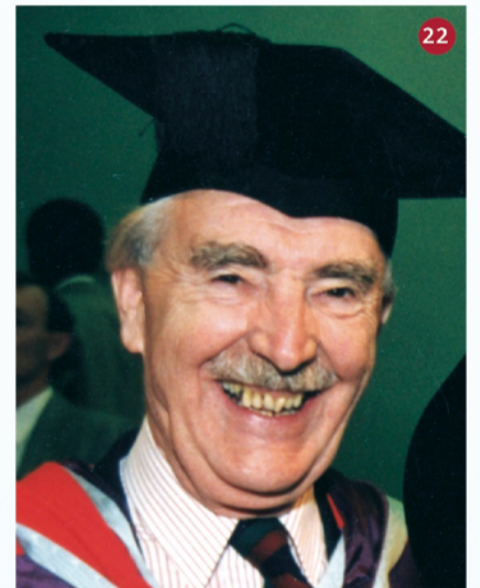
Phil O'Hara (President) After several years of teaching in Halifax's elementary schools, Phil returned to university, completing a computer science degree at Dalhousie University. That was followed by a thirty year career at his alma mater, having led the non-credit teaching unit of Academic Computing Services for twenty of those years. These were the first years of personal computing and Phil was instrumental in helping many become familiar with what a computer was and how to use its applications and, later, assisting faculty with online course delivery. After two terms as Secretary (2016-2018), he was elected President of the ADRP. In his April 2022 tribute in the ADRP Newsletter, Randy Barkhouse noted that Phil used his skills to help ensure a most successful 2018 CURAC Conference and to improve outreach to members through an updated website and communications strategy. He started the ADRP summer socials and theatre gatherings, understanding how important social activity would be for our members. Sadly, Phil's time with ADRP was also cut short with his death in February 2022.





Dr. Paul Huber (Signatory, Honorary Member) graduated from Yale University and came to Dalhousie University in 1965 to teach international trade and finances. He represented the DFA on the PAC while on faculty and was a PAC Observer for the ADRP for 10 years. In 2008 he made a submission to the Nova Scotia Pension Review Panel on behalf of the ADRP. As PAC Observer, Paul argued strongly within the Dalhousie pension forum and made representation to the Department of Labour regarding the lack of ADRP representation on the RTF Board of Trustees. Additionally, he made a presentation at the Law Amendments Committee on the Pension Benefits Act that was passed in December 2011. He was credited by the Association as having the expertise and demonstrating the devotion to take a substantial amount of time to prepare the submission to the Law Amendments Committee. Paul also served nine terms as a vice-president on the ADRP Board. He died in June 2021.

Dr. Bob Rodger (Signatory, Honorary Member) obtained a master's degree from the University of Edinburgh and a PhD from Queen's University of Belfast after several years as a teacher in Scotland and before joining Dalhousie University in 1969 in the Department of Psychology, Faculty of Science. He spearheaded the certification of the DFA as the bargaining agent for Dalhousie University professors, instructors, librarians, and counsellors (excepting clinical medical departments and dentists) in 1998 and followed Philip Welch as its president. He served as an ADRP Director-at-Large for four terms and Treasurer for two terms. He died in January 2021.



Dr. Om Kamra (Signatory) received his early education in India before earning a master's degree in genetics from North Carolina State University followed by a doctorate from Washington State University. In the mid-1960s he moved to Halifax and established a research facility in radiation biology in the Department of Biology. He was DFA president in 1982-1983. He chaired the ADRP Benefits Committee from 2006-2008. Dr. Kamra died in September 2024.

WHO ARE THEY AND WHAT IS THEIR LEGACY ?

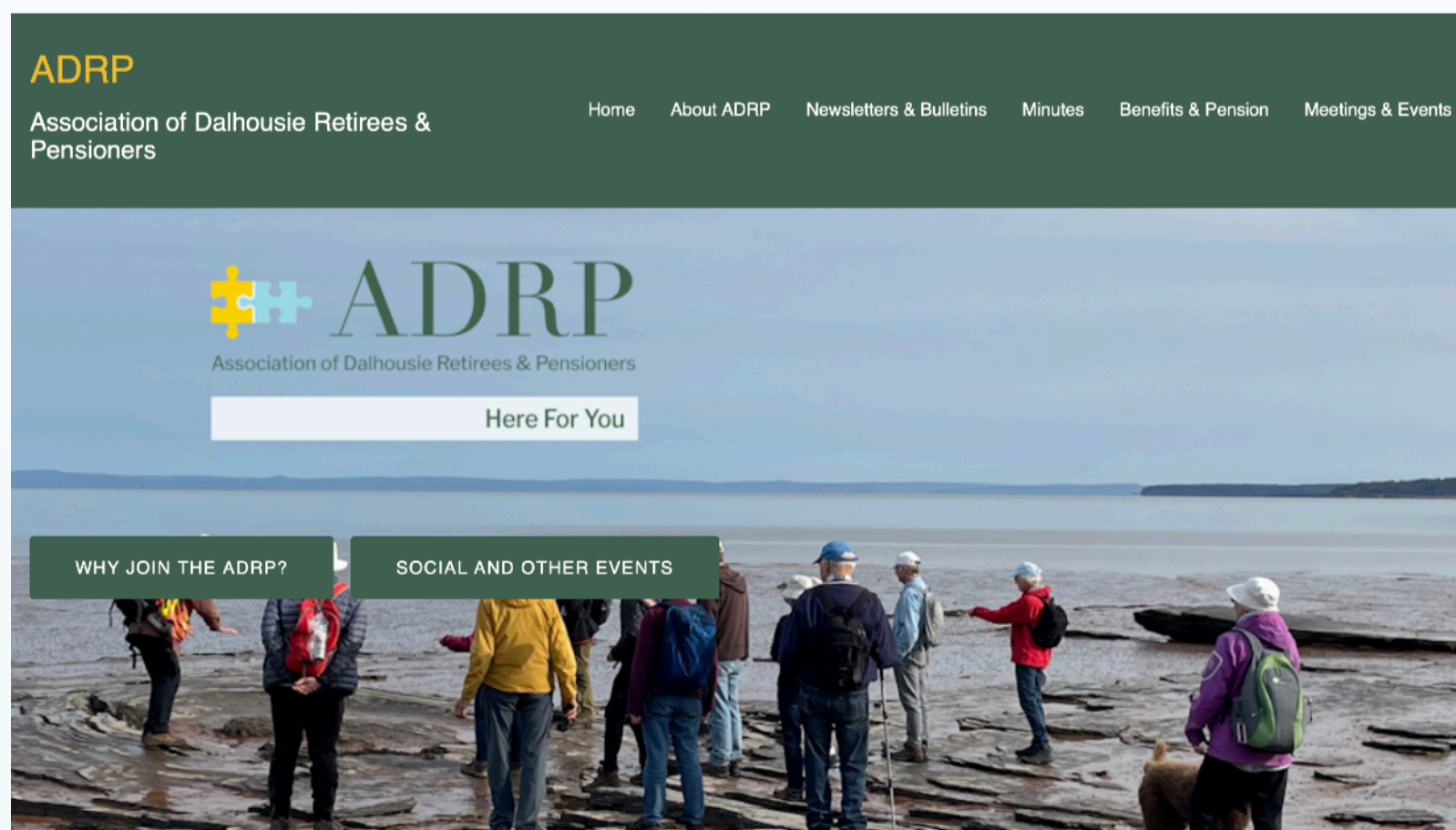


Peter Wallace, Heather Schellinck, Randy Barkhouse

Randy Barkhouse (President) has had a 60+ year relationship with Dalhousie University, starting as a freshman in 1964 and eventually serving as Director of Academic Computing Services before retiring in 2007. Shortly thereafter he was asked to manage the ADRP website and then, in 2009, to serve as a PAC observer and in 2010 to stand as President of the Association. Randy ultimately had two three year terms as president (2010-2013 and 2015-2018). Not one to say no, he served as Secretary (2013-2016), Communications Committee Chair (2009-2010 and 2011-2012), and has been principal PAC Observer since 2015. Randy has received the CURAC Tribute Award for his significant contributions to a local retirees' association. As previously noted in this history, his first term as president was notable for seeing establishment of the RBAC with ADRP representation, institution of ADRP dues payment through pension deduction, committed action on resolving the issue of extended health benefit premiums overpayment by retirees, and having oversight of University-retiree relations added to the mandate of the Board's Human Resources Committee . Randy continues to be the backbone of many ADRP activities.

Dr. Heather Schellinck (President) received a PhD in experimental psychology from Dalhousie University and completed a postdoctoral fellowship at University of Cambridge. She worked at the Department of Psychology and Neuroscience at Dalhousie from 1997 until 2013, teaching several undergraduate courses and coordinating an introductory psychology class of one thousand students. She had an active research career devoted to understanding olfactory memory and cognition in rodent models of human disorders such as Alzheimer's Disease. Heather joined the ADRP Board in 2016 as a Director-at-Large and became Membership Chair in 2018, a position she still holds. She was elected first Vice-President in 2018 and moved onto President in 2021, completing Phil O'Hara's term when he became ill and continuing in that role until 2024. A key achievement was seeing the fruition of the ADRP's memorandum of understanding with Dalhousie University. In July 2025, Heather stepped in as interim President with the resignation of Peter Wallace.

Peter Wallace (President) retired from his position as Senior Instructor in the Earth Sciences Department in 2009. He and his wife relocated to the near woods of the South Mountain outside Wolfville where they focus their lives, as Peter says, on being physically active observing the natural world without treading too heavily on the environment. Peter became chair of the Benefits Committee in 2016 and was a Vice-President from 2019 until 2024 when he was elected ADRP President, a position he held until July 2025, resigning from that and the Benefits Committee for personal reasons. Peter leaves a lasting impression for his work on the Benefits Committee that included addition of the shingles and RSV vaccines and continuous glucose monitoring equipment to the benefits available to ADRP retirees, a number of contributions to the Newsletter describing his outdoor adventures, and yearly guided hikes in the fall for ADRP members, exploring trails and beaches in the Annapolis Valley region.

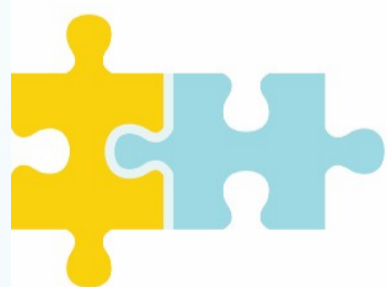


ACKNOWLEDGEMENTS

Lynn Johnston

January 2026

I would like to thank Randy Barkhouse and Colin Stuttard for their thorough review of the last to final draft and helpful suggestions, Marilyn Klein for formatting the document into this polished product, and all those ADRP members who contributed to the content of the Newsletters that informed this history.



ADRP

Association of Dalhousie Retirees & Pensioners

Here For You

ADRP Officers and Directors-at-Large 2000-2025

	President	Vice-president	Secretary	Treasurer	Directors-at-Large
2000-2002	Interim Board: Tarun Ghose, Paul Huber, Om Kamra, Robert S. Rodger, J. Phillip Welch				
2002-3	Tarun Ghose	Paul Huber	Blanche Potter (acting) Hermann Wolf	Roy George	William Charles Peter Darby Frank Lovely Robert Rodger
2003-4	Tarun Ghose (submitted resignation October 2) Blanche Potter (named acting on December 4)	Paul Huber	Hermann Wolf	Roy George	William Charles Marilyn MacDonald Dianne Prosser (Office Manager)
2004-5	Blanche Potter	Paul Huber (1st) Alasdair Sinclair (2nd)	Hermann Wolf	Roy George	William Charles Kate MacDonald Marilyn MacDonald Diane Prosser Robert Rodger
2005-6	Blanche Potter	Paul Huber (1st) Man Vohra (2nd) Colin Stuttard (3rd)	Hermann Wolf	Roy George	William Charles Kate MacDonald Diane Prosser Robert Rodger Mary Simms
2006-7	Philip Welch	Paul Huber (1st) Colin Stuttard (2nd)	Norman Horrocks	Robert Rodger	Tarun Ghose Robert MacKay Diane Prosser Mary Simms
2007-8	Philip Welch	Paul Huber (1st) Colin Stuttard (2nd)	Norman Horrocks	Robert Rodger	Tarun Ghose Judith Hayashi Diane Prosser Margaret White

2008-9	Philip Welch	Ken Rozee (1st) Blanche Potter (2nd) Toni Laidlaw (3rd)	Colin Stuttard	Dick Sutherland	John Barry Paul Huber Robert MacKay
2009-10	Philip Welch	Ken Rozee (1st) Toni Laidlaw (2nd)	Colin Stuttard	Dick Sutherland	Randy Barkhouse John Barry Paul Huber Andy Wainwright
2010-11	Randy Barkhouse	Toni Laidlaw (1st) John Barry (2nd) Andy Wainwright (3rd)	Colin Stuttard	Dick Sutherland	Wallace Geldart Paul Huber Ian Mobbs Denise Sommerfeld
2011-12	Randy Barkhouse	Toni Laidlaw (1st) John Barry (2nd) Andy Wainwright (3rd)	Colin Stuttard	Dick Sutherland	Wallace Geldart Ian Mobbs Denise Sommerfeld
2012-13	Randy Barkhouse	Toni Laidlaw (1st) John Barry (2nd) Andy Wainwright (3rd)	Colin Stuttard	Dick Sutherland	Wallace Geldart Paul Huber Carolyn Savoy Denise Sommerfeld
2013-14	Carolyn Savoy	Denise Sommerfeld (1st) John Barry (2nd) Larry Nestma (3rd)	Randy Barkhouse	Anne Dunsworth	Patrick Farmer Paul Huber Donna Meagher-Stewart David Patriquin
2014-15	Carolyn Savoy	Paul Huber (1st) Philip Welch (2nd) Dianne Pothier (3rd)	Randy Barkhouse	Anne Dunsworth	Patrick Farmer Donna Meagher-Stewart David Mercer Doug Rasmussen
2015-16	Randy Barkhouse	John Barry (1st) Pat Farmer (2nd) Donna Meagher-Stewart (3rd)	Randy Barkhouse	Grace Paterson	Richard Apostle David Mercer Dianne Pothier Douglas Rasmussen

2016-17	Randy Barkhouse	David Tindall (1st) Richard Apostle (2nd) Paul Huber (3rd)	Phil O'Hara	Grace Paterson	David Mercer Dianne Pothier Douglas Rasmussen Heather Schellinck
2017-18	Randy Barkhouse	David Tindall (1st) Richard Apostle (2nd) Paul Huber (3rd)	Phil O'Hara	Grace Paterson	John Barry Oriell MacLennan David Mercer Heather Schellinck
2018-19	Phil O'Hara	Heather Schellinck (1st) Richard Apostle (2nd) Paul Huber (3rd)	John Barry	Grace Paterson	Glenda Butt Oriell MacLennan David Mercer David Tindall
2019-20	Phil O'Hara	Heather Schellinck (1st) Richard Apostle (2nd) Peter Wallace (3rd)	David McNeil	Ed Leach	Glenda Butt Marek Kujath Oriell MacLennan David Mercer David Tindall
2020-21	Phil O'Hara (submitted resignation Nov 2020) Heather Schellinck (named acting from 1st VP)	Peter Wallace (1st from 3rd VP) Oriell MacLennan (2nd) Richard Apostle (2nd VP - resigned)	David McNeil	Ed Leach	Marek Kujath Oriell MacLennan (until moved to 2nd VP) David Mercer Nancy Pitts David Tindall
2021-22	Heather Schellinck	Peter Wallace (1st) Oriell MacLennan (2nd) David Mercer (3rd)	David McNeil	Ed Leach	Marek Kujath Grace Paterson Nancy Pitts
2022-23	Heather Schellinck	Peter Wallace (1st) David Mercer (2nd)	Susan Holmes	Ed Leach	Pat Nearing Grace Paterson Nancy Pitts David Tindall
2023-24	Heather Schellinck	Peter Wallace (1st) David Mercer (2nd)	Susan Holmes	Ed Leach	Pat Nearing Grace Paterson Nancy Pitts David Tindall
2024-25	Peter Wallace	Pat Nearing (1st) David Tindall (2nd) Grace Paterson (3rd)	Susan Holmes	David Lewis Grace Paterson	Lynn Johnston Ed Leach David Mercer Nancy Pitts
2025-26	Peter Wallace (submitted resignation July 9)	Ed Leach (1st) David Tindall (2nd) Lynn Johnston (3rd)	Vacant	Robin Whyte (submitted resignation July 5)	Wendy Fletcher Linda MacNutt Susan McIntyre Tarjei Tennessen

ADRP Committee Chairs (and Board Members) 2002-2025

	Membership	Benefits	PAC Observer	Communications	Social	Complaints	Liaison
2002-3	Blanche Potter	Philip Welch	No named Observer this year	Man Vohra	Kate MacDonald Mary Simms	David Lewis	Alasdair Sinclair
2003-4	Blanche Potter	Philip Welch	Paul Huber	Man Vohra	Kate MacDonald Mary Simms	David Lewis	Alasdair Sinclair
2004-5	Blanche Potter	Philip Welch	Paul Huber	Man Vohra	Sid Sodhi	David Lewis	Alasdair Sinclair
2005-6	Blanche Potter	Philip Welch	William Charles	Man Vohra	Sid Sodhi	David Lewis	Alasdair Sinclair
2006-7	Blanche Potter	Om Kamra	Robert MacKay	Man Vohra	Sid Sodhi	Gilbert Winham	Alasdair Sinclair
2007-8	Blanche Potter	Om Kamra John Anderson	Robert MacKay Paul Huber	Barbara Prime-Walker	Sid Sodhi	Gilbert Winham	Colin Stuttard
2008-9	Blanche Potter	John Barry	Robert MacKay Paul Huber	Randy Barkhouse	Sid Sodhi Blanche Potter	Ken Rozee	Colin Stuttard
2009-10	Gweneth Munteer	John Barry	Randy Barkhouse Paul Huber	Randy Barkhouse	Sid Sodhi	Ken Rozee	Colin Stuttard
2010-11	Gweneth Munteer	John Barry	Paul Huber	Ken Rozee		Ken Rozee	Colin Stuttard
2011-12	Gweneth Munteer	John Barry	Paul Huber	Randy Barkhouse		Ken Rozee	Colin Stuttard
2012-13	Gweneth Munteer	David Tindall	Paul Huber	Blanche Potter			
2013-14	Colin Stuttard	David Tindall	Paul Huber	Blanche Potter			
2014-15	Colin Stuttard	David Tindall	Paul Huber Randy Barkhouse	Denise Sommerfeld			
2015-16	Colin Stuttard	David Tindall	Randy Barkhouse	Denise Sommerfeld			
2016-17	Colin Stuttard	Peter Wallace	Randy Barkhouse	Joanne Clovis			
2017-18	Colin Stuttard	Peter Wallace	Randy Barkhouse	Joanne Clovis			
2018-19	Heather Schellinck	Peter Wallace	Randy Barkhouse	Joanne Clovis			
2019-20	Heather Schellinck	Peter Wallace Cathy Bradley-Thibodeau	Randy Barkhouse Faye Woodman				
2020-21	Heather Schellinck	Peter Wallace	Randy Barkhouse Faye Woodman (alternate)				
2021-22	Heather Schellinck	Peter Wallace	Randy Barkhouse				
2022-23	Heather Schellinck	Peter Wallace	Randy Barkhouse	Stewart Cameron			
2023-24	Heather Schellinck	Peter Wallace	Randy Barkhouse	Stewart Cameron			
2024-25	Heather Schellinck	Peter Wallace	Randy Barkhouse	Stewart Cameron			
2025-6	Heather Schellinck	Peter Wallace (resignation submitted July 9)	Randy Barkhouse	Marilyn Klein	Susan Holmes named Social Events coordinator		