

Editors' Association of Canada
Association canadienne des réviseurs

National Executive Council
Meeting Minutes

Zoom
January 9, 2022



EDITORS
RÉVISEURS
CANADA

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PRESENT:

NATIONAL EXECUTIVE COMMITTEE

Heather Buzila	President
Maria Frank	Vice-President
Breanne MacDonald	Treasurer
Suzanne Bowness	Director, Communications
Anne Godlewski	Director, Branches and Twigs
Błażej Szpakowicz	Director, Training and Development
Kaitlin Littlechild	Director, Publications
Arija Berzitis	Director, Professional Standards
Leah Morrigan	Director, Volunteer Relations

OTHERS

Natasha Bood	Executive Director
Tanya Guenther	Volunteer Recording Secretary
Jona Rhica Mejico	Editors Toronto Co-chair
Raya Morrison	Editors Toronto Co-chair

REGRETS

Marcia Allyn Luke	Secretary
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1. Call to order

Heather Buzila called the meeting to order at 2:03 p.m. EST

2. Approval of agenda

MOVED BY Leah Morrigan

SECONDED BY Błażej Szpakowicz

that **the agenda be adopted as presented.**

Carried unanimously.

3. Budget Update (Breanne and Natasha)

With the office closure over the holidays, updated budget information is not available for this meeting. Currently working on the December month end, and a draft of the year-end should be available soon.

Our bookkeepers have been working on the wage and rent subsidies. There were a few months that we did not qualify for a subsidy, and there were a few we received more than we expected.

All branches have been working with the bookkeepers to transition to Young and Associates. The biggest challenge will continue to be branch turnover in the treasurer role. We are looking at creating a plan for transition and train new/incoming branch treasurers.

4. Payment for Blog Post Writers

The NEC held an email discussion prior to the holidays regarding payments for blog post writers. The discussion included the following to consider:

- Making it a practice to pay all blog post writers, and not having to vet for EDI contributions. Is this an option we can afford?
- Previous precedent was to allow the writers to hold the copyright.
- Email discussion ended with Lucy researching the topic further to see what others groups are doing. Sue will touch base with Lucy to and share the findings with the NEC.
- Would \$50 a post (\$200 per month) be prohibitive for the organization?
- Request for Lucy to present a plan with the costs.
- Concerns with how this might spin out to other volunteer positions. Need clear parameters, vetting process, hiring process.
- Current practice is webinar presenters receive an initial amount (depending on length of webinar) in addition to royalties from any future sales. Some royalty payments are small and require a lot of paperwork. Give consideration to giving a larger upfront amount and no royalties.

Actions items:

- Sue will connect with Lucy regarding research for blog writers/contributors in other organizations.
- Natasha will review the current process for webinar presenter payments and royalties to look at cost (time and effort for fees) versus additional payment. Bring forward to March 2022 agenda.

5. Outstanding Action Items

Current actions items, only one item for Heather and Marcia to review on-hold action items. This item was not completed and will be brought forward to the March 2022 meeting.

6. Equity, Diversity, and Inclusion (EDI)

The training and development committee met with the EDI advisor. There was a suggestion to contact the FOLD foundation.

New Francophone volunteer with Marcom. Any updates? Sue is meeting with the new volunteer next week and will also connect with Sylvie Collin.

2022 Equity Fellowship applications going on January 17th.

Błażej is having challenges in follow up and connecting with Adebe DeRango-Adem. A few names have come forward as suggested contacts for possible webinar presenters. We may want to come back to as a group in February. If we are not having any luck with EDI-related presenters or contacts with FOLD, we may need some assistance.

Sue has a student who is now working at FOLD. She will try to make a direct contact with Błażej and student.

Action: Błażej will connect with Sue regarding a contact at FOLD.

a. Implementation Spreadsheet

The spreadsheet was reviewed and updated.

b. Implementation Ideas

No new items discussed.

7. Toronto Branch (Jona Rhica Mejico and Raya Morrison)

MOVED BY Heather Buzila

SECONDED BY Breanne

that Jona Rhica Mejico and Raya Morrison be given voice at this meeting.

Carried unanimously.

Jona and Raya shared updates from the Toronto Branch and brought forward some questions from the branch.

- Young & Associates (Y&A) Onboarding: They are the first branch to successfully complete the transition and join the NEC to have all bookkeeping done through Y&A. There were a few initial growing pains, but it has been fairly seamless through the half of the season. We now have one dedicated associate working with branch, and they have a good relationship with the treasurer. The currently meet once a month. The Y&A associate is quick to answer any questions we have about reports, reporting, statements, etc. So far things are working great. We look forward to all of the branches and twigs being able to take advantage of this great feature. Overall it has been a very positive experience.
- The branch is launching an online seminar on plain language, and this is very exciting for the branch. With the pandemic, the branch did not hold in-person seminars last year. We pivoted to build an online seminar format. We now have 6 to 7 modules and each week will unlock a module for the participants. There are 7 people signed up for the pilot. We are looking forward to it and looking to bring value to the participants.

- We are working on a vision, mission statement, and strategic plan for the branch. We want to have consistency within the organization, even through times of change in executive. The goal is to create cohesive branch services for members. We used the Editors Canada strategic plan as a back bone. One question arose as we entered this process: Is there a new 5-year strategic plan for Editors Canada?

Heather provided a brief update on the national strategic plan. We should have begun the update process in mid-November 2021. Prior to the pandemic we did not have the funds enter into the planning process. The cost is approximately \$15,000 for facilitator. Currently, this is on the radar but we are not able to meet in person. Heather is currently serving her 3rd year as president, and is also the past president, fulfilling two roles simultaneously.

- This year we expired the vice-chair role and added a community liaison role. We think this will benefit the branch as we have found during the pandemic we are not able to talk to people in person. This has caused us to lose touch with other associations in Toronto. We feel there is a need for a person to fill that role and re-connect with those organizations, and new organizations, to build membership and cross promote other organizations.
- Many of our members do not understand the differences between the services Editors Canada provides members versus what the branch provides. We have created a welcome email to members to highlight the branch services. We are hoping this will help clarify the differences for members.
- Some members are asking if a listing in the ODE can be included in main membership fees.

Question for NEC: Has there been a decrease in ODE listings in recent years? Many of the branch members are not signing up because of the cost.

Response: There has not been a drop in the number of listings (currently \$40,000 a year in revenue). Hoping with the website updates to have it functioning better. Hope is to make drastic improvements and the benefit for the cost will be there. Do not foresee a point that we could get rid of the fee. The reason it is an extra fee is that not all members need the list. There are costs to keeping the ODE (admin, etc.). When it is functioning properly, we can do a better job of getting it out there.

- Question: We are curious about the feedback from last year's conference. Was it a success? How did it go?

Response: Overall the conference was very well received. The most constructive comments were about the platform and how busy it was. Heather shared that from a chairperson's perspective, she felt it went well. There was only one small technical blip at the beginning. Breanne shared that attendance was higher (over 300 people) than an in-person conference. We are thinking we will try to incorporate an online component to conferences moving forward.

- Question from the NEC to Raya: Having moved to Halifax this year, how is it being chair for Toronto from a different time zone?

Response: Going well. Would have been the same (due to COVID restrictions) even had I not moved. I will be taking a break from Editors Toronto after this term and from volunteer work in general for a bit, to focus on other things.

8. Break

9. Ongoing Project Updates

a. Publishing committee (Kaitlin)

- December meeting was cancelled and the committee will meet next week on Thursday. Last update was work is ongoing. There is some writing happening and some review work as well. Looking forward to getting back into it next week.
- Handbook update: In the late fall, there was some progress and things were slowly falling into place.

b. Insurance task force (Leah)

No updates from Susan on insurance task force. Following up next week.

c. Member services/Volunteer management committees (Leah)

- Things have been quiet. The committee will have their first meeting of the year on Thursday and there will be some changes to streamline process.
- A Motion was provided by email to appoint new chair, brand new chair and volunteer connect handler. Leah has been interim.
- The committee has two new French volunteers and Sylvie is helping with communication.
- Things are going well with volunteer management. Currently there is a roster of 300 volunteers. There were three volunteer jobs sent out last week and we are seeing a good response. If you have volunteer job you would like sent out, please send it to Leah. At the next meeting, the group will discuss how to interface emails. Leah will send out an update for any process changes.

d. Certification (Arija)

Number of current issues:

- There is a question about the use of Uxpertise for proxy of remote exams. Discovered that most people taking the test took the full 3 hours before uploading. Committee members who were proctoring had to spend their whole day on this process. The committee needs to make a decision by August whether

Uxpertise will be called to do the remote proctoring. Part of our demographic is not tech savvy. People are trying to do part B on an iPad which is not possible.

- Foundations update: The test is completed but the idea is to promote it to the membership, and it is unclear who is going to do that. The committee wants the NEC to decide whether Marketing should handle it. Committee members do not have the bandwidth to the marketing at this time.

Co-chairs met with Natasha, Michelle Ou, and Sarah Robins. Everything is ready to launch the foundation test, and Marketing didn't have enough time to launch it. Sarah and Michelle have connected and are on top to it. They are working on a communications plan. Goal is to launch in the next month or two.

- Vicky and Natasha are going to tag team to work with Uxpertise to change what is needed for next fall to have a remote proctoring system that works for us.

e. Standards committee (Arija)

Still working fundamentals, which is different than foundations. It is an overview of all four areas. We are about halfway completed. There have been two meetings, and we are possibly scheduling another one to get fundamentals completed, and then move on to structural.

f. Webinars/Training and development committee (Blazej)

- Published the scheduled for upcoming webinar season (January to May) a few days ago. Struggle with approach to EDI webinars. We've come up with a fairly good season for this upcoming year.
- Report for webinar sale from Michelle in late November/early December was shared with everyone last night. The bottom line is webinar recording revenue during the sale was \$20,223 (ending November 29th).

There were technical issues on the last few days that may have limited any additional sales. The security certificates for the editors.ca website expired and resulted in an error warning page (was on the 2nd last day of sale). On last day of the sale, we also discovered that the payment merchant we use limits the number of transactions from a single IP address. As more people were trying to send in transactions, they also hit the limit and transactions started to fail (2 to 2-1/2 hours on the final day of sales).

Page views by campaign day: We had the majority of page views on the first and last days. If not for technical issues we may have had more sales. As it stands this was the 3rd highest or 2nd lowest performance for any of our webinar sales. It was significantly better than 2019. We may have reached a similar amount as last year had it not been for the technical issues. A full sales report has been uploaded to today's meeting folder.

A reminder has been set up to monitor the security certificate to avoid this from happening at the next expiry date.

- A question was raised regarding presenters being encouraged to incorporate land acknowledgements. Response: This has been discussed at the committee level and the committee agreed it should be done. We are looking to include a standard template for the intros, and the host would include a land acknowledgement and leave it to the discretion of the presenter if they also wished to include an acknowledgement.

Action: Blazej to take back to committee.

g. Career Builder committee (Heather)

Committee is struggling to find volunteers.

h. Student relations committee (Heather)

Nothing new to report. Carrying on with what the work from the previous meetings.

i. Website task force (Breanne)

- The committee has not met in a while and will be meeting this week. We were down in volunteer numbers, and put out a request. We now have 5 or 6 new people. Will reassess after the next meeting the need for more members at the next meeting.
- Site map: Julie is completing the site map and we can start prepping the content and be ready when a new solution is chosen. We are waiting on results from Translations, and need this information for putting together details of the RFP.

j. MarComm committee (Sue)

- Google AdWords: A volunteer stepped up. Similar to the Hire an Editor campaign from last year. We receive \$10,000 a month as a nonprofit to spend on Google AdWords. We are going to make use of that.
- Video project is moving ahead. Volunteers are reaching out to members to conduct interviews, (newcomers to the industry as well as those with experience). Aim is to include diversity in the voices. Videos will be approximately 4 minutes and will be available to send out to libraries, schools, etc. to raise awareness of the association, lead to ambassador visits, and as a pilot to develop future videos. Volunteers are working on a list of who/where to send links to the videos.
- ELAP: Campaign to promote proofreading guide.
- LinkedIn: Proposal stalled as we lost the volunteer. New volunteers are picking up this project in January.

- Tracking MarComm activities: There are a lot of things going on and we don't want to overshadow different projects. We are using a Google spreadsheet to track to the projects between committees (webinar, conference, etc.).
- New project to promote Editors Canada: A new campaign for visually promoting the association. Campaign options were shared in the meeting folder for review, and will share by email for additional thoughts/comments. Intent is for sharing on Twitter/LinkedIn as well as printed ad campaigns, Broken Pencil, etc. Will work with Michelle on images to ensure consistent with branding. Looking at ways to make this also about a professional editor as a member of our association, etc. to promote membership, talk about the profession editor.

There was discussion about having the options reviewed by Francophone and whether these options would translate well into a French version.

There was a positive response to the first look at the preliminary mock up.

k. Nominations Committee

Heather will be recruiting members for the committee. In the next month all directors, committee chairs, and national positions will receive a message from Heather to confirm if they are continuing in their roles.

l. Mentorship committee (Marcia)

Marcia was not able to attend today.

MOVED BY Heather Buzila
SECONDED BY Sue Bowness

that the meeting go in camera.

Carried unanimously.

MOVED BY Heather Buzila
SECONDED BY Leah Morrigan

that the meeting go out of camera.

Carried unanimously.

10. Branch and Twig Websites (Breanne)

When Nova Scotia and Newfoundland merged to become Editors Atlantic, they also wanted to merge their websites. They did not want to wait until November of this year when we have the new website solution in place. They were initially given the okay to go proceed and were made aware that the sites will be folded into new solution when it is in operational. This solution seems to be working well at this time.

Other branches and twigs have been able to maintain their own websites currently. With accessibility requirements and security issues, we want to transition all branch and twig sites to subdomains of www.editors.ca. There is currently duplication of some services through branch websites that are offered on the editors.ca site. The plan from the task force is that each branch/twig have a subdomain that they could maintain on their own. It would look and function like a standalone site but we would have oversight on the theme.

A decision will need to be made on whether Branches and Twigs have their own directories, etc. on their pages. They currently offer pictures on their directories, and offer better search functions, which are currently not functioning features on the ODE.

There was additional discussion and the question was asked if there were any objections to going forward with the direction for Branches and Twigs to not to maintain their own directories. Some Branches and Twigs also have job boards which are separate from the directories.

MarComm campaign can promote the new website, including features and add highlights of improvements to the ODE and the website.

We will likely discourage Branches and Twigs from having their own directories after the updates to the website and ODE. If revamped ODE does provide search functions by region, then the Branches & Twigs websites could just link to the main ODE directory.

11. Branch and Twigs (Anne)

- The next all chairs meeting is scheduled for the end of January.
- Tool kits: There is a plan to revamp the tool kits (how-to guides for Branch and Twig chairs). There is a lot of duplicate content between the two guides. Discussion was held regarding combing them into one document. It has been difficult to easily identify areas where they differ for branches or twigs.

Action: Anne to ask Branches and Twigs if they would find benefit to combine the tool kits. Anne to connect with Heather and look at who wrote the guides/did the revisions and discuss potential of merging the guides into one document.

12. Conference (Breanne)

Chair were pretty disengaged in December. The call for speakers was sent out and we have received 12 proposals. The deadline is tomorrow and may be extended. Work is underway to reach out to potential keynote speakers. There will be a meeting with the chairs tomorrow. Things will pick up in January and work will continue to get volunteers engaged this month.

In September/October we reached out to venue. In Alberta, at that time, things were resolving and they were not wanting to discuss cancellation or changes due to COVID until February 2022. The situation is now significantly different. We will take this to the meeting with the chairs tomorrow to discuss and will discuss cancellation of the in-person event and a move to only virtual again this year. We will need to find out from venue what the cancellation fees will be.

There are volunteers on the committee to take on the MarComm role, but not sure if there is follow through of delegation of the tasks. Would be great to some MarComm committee members assist.

13. Next meeting

- a. February 13, 2022, 3:00 p.m. to 6:00 p.m. EST
- b. Q1 reports will be due at the March 6 meeting.

14. Adjournment

MOVED BY Anne Godlewski
SECONDED BY Leah Morrigan

that the meeting be adjourned at 1:15 PST

Carried unanimously.

Appendix A – Agenda

1. Call to order (2:00)
2. Approval of agenda
3. Budget update (2:00 to 2:15) Breanne and Natasha
4. Discussion regarding paying blog post writers (2:15 to 2:35) Heather
5. Review of outstanding action items from previous meetings (2:35 to 2:45) Marcia
6. Implementing the equity, diversity, and inclusion (EDI) task force recommendations (2:45 to 3:00) Heather and Maria
 - a. Implementation spreadsheet
 - b. Discussion on ideas for starting implementation
7. Toronto branch (Jona Rhica Mejico and Raya Morrison attending) (3:00 to 3:20)
8. Break (3:20 to 3:30)
9. Update on ongoing projects (3:30 to 4:00)
 - a. Publishing committee Kaitlin
 - b. Insurance task force Leah
 - c. Member services/Volunteer management committees Leah
 - d. Certification Arija
 - e. Standards committee Arija
 - f. Webinars/Training and development committee Blazej
 - g. Career Builder committee Heather
 - h. Student relations committee Heather
 - i. Website task force Breanne
 - j. MarComm committee Sue
 - k. Mentorship committee Marcia
10. Branch and twig websites (4:00 to 4:30) Breanne

11. Branches and twigs (4:30 to 4:45) Anne
12. Conference (4:45 to 5:00) Breanne
13. Next meeting
 - a. February 13, 2022, 3:00 pm to 6:00 pm EST
 - b. Q1 reports will be due at the March 6 meeting
14. Adjourn

Appendix B – Action Items

Action Items, Current

	Action Item	Person (s) Responsible	Status
1.	Heather Buzila and Marcia Allyn Luke to review on-hold action items to remove old items. Nov. 21, 2021	Heather Buzila, Marcia Allyn Luke	January 22: In progress. Carry over to February

Action Items, Past Meetings

	Action Item	Person (s) Responsible	Previous Status	NEW STATUS
2.	Leah Morrigan to look at adding an EDI tab to the Volunteer Connect spreadsheet. Sept. 19, 2021	Leah Morrigan	in progress	
3.	Anne and Breanne to look at branch/twig websites/blogs/editors lists as the website task force continues its work. Sept. 19, 2021	Anne Godlewski / Breanne MacDonald	will be ongoing Update?	too early to start this
4.	Natasha Bood to find someone to sublet the Editors Canada office space in Toronto. June 27, 2021	Natasha Bood	In progress Leah helped connect me to a broker. It's too small of a space for him to be interested in taking on as a listing, but he is going to connect me with a couple of less established brokers who might be interested. I've followed up a couple of times, but they haven't gotten back to me.	In progress
5.	Heather Buzila to continue work on the project to index NEC and AGM minutes. June 27, 2021	Heather Buzila	Index still in progress(?)	In progress. Indexer working on it.

6.	Heather Buzila to look at how to develop a new strategic plan. June 27, 2021	Heather Buzila	In progress	In progress
7.	For Suzanne Bowness to contact Sylvie Collin for list of terms for blog post tags. April 25, 2021	Suzanne Bowness	In progress	In progress
8.	Suzanne Bowness to look at existing crisis comms guidance and assess and revitalize it, working with Michelle Ou. April 25, 2021	Suzanne Bowness	In progress	In progress

Action Items, On Hold

	Action Item	Person (s) Responsible	Status
9.	For Błażej Szpakowicz to check with Caitlin Stewart about the French webinar site. April 25, 2021	Błażej Szpakowicz	On hold until new website work
10.	Heather Buzila and Breanne MacDonald to discuss a reduced ODE fee for transitional members once the website task force is looking in the ODE. April 25, 2021	Heather Buzila	On hold until new website work
11.	Natasha Bood to email branches about importance of collecting HST.	Natasha Bood	Complete
12.	Anne Brennan to set up Zoom meeting with Breanne MacDonald and Greg Ioannou to talk about distributing ELAP as an ebook.	Anne Brennan	On hold
13.	Greg Ioannou to ask Tamra Ross about having the student affiliate status on the ODE and also to change the Aboriginal to Indigenous.	Greg Ioannou	On hold
14.	Natasha Bood to develop "Member since XXXX" badges for each year that the organization has existed so that members can self-select their own.	Natasha Bood	On hold. Very low on the priority list.
15.	Natasha Bood to look into the possibility of partnering with a French dictionary.	Natasha Bood	On hold until English dictionary is published/launched
16.	Natasha Bood to investigate the possibility of a mini-conference put on by branches and twigs, supported by national office.	Natasha Bood	On hold
17.	NEC to review each year the list of	NEC Directors	On hold until

	possible trademarks to apply for.		March, 2020.
18.	Gael Spivak and Natasha Bood to work on a governance poster to show incoming branch and twig coordinators what their responsibilities are and how communications work among various parts of the organization (on hold until more time).	Gael Spivak Natasha Bood	On hold. John Y started; too many other priorities.
19.	Natasha Bood to talk to Editors Toronto about partnering on professional development events.	Natasha Bood	On hold
20.	Sue Bowness to develop and test some calls to action and taglines for the dictionary project.	Sue Bowness	On hold until dictionary project is up and running again.
21.	NEC to review the idea of a 10% discount for a two-year renewal after reviewing the relevant discussion in minutes of 2019 Q1, March.	NEC Directors	On hold
22.	Heather Buzila to contact Michelle Ou about setting up a new email address so that Editors Québec can gradually stop using the email address from QAC.	Heather Buzila	On hold Sylvie Collin wants to discuss this with her branch exec first. June 17: Still nothing from Sylvie.
23.	Editors Canada president to contact presidents of organizations with whom Editors Canada has partnerships.	Heather Buzila	On hold until new president takes office.
24.	Greg Ioannou to contact Tamra Ross about Drupal and our website.	Greg Ioannou	On hold. It will have budget impact.
25.	Michelle Waitzman to talk to Breanne MacDonald (conference chair) and Heather Ross to discuss including membership fees at the conference.	Michelle Waitzman Heather Ross	On hold until 2021 conference. Not being pursued this year. Heather R investigating several options.

Action Items, Done

	Action Item	Person (s) Responsible	Status
26.	Heather Buzila to look into Certification policy and process to see if who audits exam marks is listed and who has to vote on changing it. Sept. 19, 2021	Heather Buzila	DONE
27.	Heather Buzila to talk with Michelle Ou	Heather Buzila	DONE

	about communications about the difference between ELAP and text preparation guides. Sept. 19, 2021		
28.	Heather Buzila to look into past NEC minutes about student critiques of ELAP and to connect with Arija Berzitis about what she found. Sept. 19, 2021	Heather Buzila	DONE
29.	Heather Buzila to ask incoming secretary to let Mentorship committee know that they can use Volunteer Connect documents and advertise for volunteers in enews and on the members-only Facebook page. In general, the committee chairs find volunteers for committees. June 27, 2021	Heather Buzila Marcia Allyn Luke	DONE
30.	Heather Buzila to talk with incoming secretary to talk about ways to support the Mentorship Committee. June 27, 2021	Heather Buzila Marcia Allyn Luke	DONE
31.	Heather Buzila and Natasha Bood to look into another Heritage Canada grant for the agrément program. Need to start this work by September or October. April 25, 2021	Heather Buzila	DONE
32.	Natasha Bood to talk about possible Heritage Canada grant applications for May. Jan. 17, 2021	Natasha Bood	DONE
33.	Marcia Allyn Luke to deal with mentorship issues as follows: - change the communications (that is, separate call for mentees from call for mentors) - clarify the requirements for mentees consistent (members/student affiliates) - find proposal from Carolyn Brown, examine it to see if changes necessary, and if so, bring a recommendation for changes to the NEC for review.	Marcia Allyn Luke	DONE

Appendix C – Online Motions

18. To appoint Tanya Guenther NEC recording secretary effective immediately.

Opened December 1, 2021

MOVED by Marcia Luke
SECONDED by Heather Buzila

Carried with 7 in favour.

Closed December 6, 2021

19. To approve the revised Membership Fee Relief and Reduction Policy and Guidelines.

Policy: https://docs.google.com/document/d/12EGvyVgAbSI-q8OgG7OGaNfgIHL7-CEoszQTA3_QfSM/edit?usp=sharing

Guidelines:

https://docs.google.com/document/d/1WemLPTCkrzc0BNalvgsUeb7x0yVqTCIldF_odoMi1MY/edit?usp=sharing

Opened December 3, 2021

MOVED by Heather Buzila
SECONDED by Maria Frank

Carried with 9 in favour.

Closed December 7, 2021

20. To officially remove Greg Ioannou, Michelle Waitzman, and Berna Ozunal as signing officers of Editors Canada.

Background:

The bank Editors Canada deals with has requested a more formal motion removing the three previous signing officers, whose terms ended on June 30, 2021. This motion and vote will satisfy the bank's request. Heather Buzila and Breanne MacDonald were voted in as the current signing officers in July 2021 and will continue as signing officers until June 30, 2022, at which time another vote will be needed.

Opened January 4, 2022

MOVED by Heather Buzila
SECONDED by Maria Frank

Carried with 9 in favour.

Closed January 7, 2022