

**Editors' Association of Canada**  
**Association canadienne des réviseurs**

**Special Online General Meeting**

**Meeting Minutes**

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October 1, 2016



**EDITORS**  
**RÉVISEURS**  
**CANADA**

Present:

Anne Louise Mahoney, president  
Breanne MacDonald, secretary  
Heather Ebbs, parliamentarian  
Alexandra Peace, recording secretary  
approximately 60 members

Anne Louise Mahoney, president of Editors Canada, introduced herself, welcomed everyone, and outlined how the meeting would run, including how to ask questions, make comments, vote on motions by poll, and deal with proxies.

### **1. Call to order**

Anne Louise Mahoney called the meeting to order at 2:09 pm.

### **2. Approval of agenda**

MOVED by Carolyn Brown  
SECONDED by Barb Adamski  
that the agenda be approved.  
Carried

### **3. Professional Editorial Standards**

MOVED by Michelle Boulton  
SECONDED by David Johansen  
that Editors Canada adopt Professional Editorial Standards 2016, proposed by the Standards Task Force, to take effect January 1, 2017.

#### **Discussion**

Congratulations to the task force on a job well done.

Comparative Editing

- The French version of the Editorial Standards includes comparative editing, but the English does not. There are editors who do comparative editing from French into English.

- This is a specialized skill, and thus may not be appropriate for general editorial standards.
- Comparative editing involves comparing the English translation to the French original (if you're an Anglophone editor), and making sure that it is a true translation, and editing the English for clarity and appropriateness. This concept applies to any two languages.

**Carried;** 114 in favour, 0 opposed, 11 abstentions.

#### **4. Term Limits**

Previous motion made by Peter Moskos withdrawn (involved a bylaw change, which individual members cannot make).

MOVED by Peter Moskos

SECONDED by Ruth Wilson

that the National Executive Council prepare a bylaw amendment limiting terms on the national executive council to three terms of two years each for a total of six years, with a two-year gap before a person is eligible to sit on the executive again, for members to vote on at the 2017 annual general meeting.

##### **Discussion**

The word "consecutive" is in the French version, but not in the English.

Motion amended

MOVED by Peter Moskos

SECONDED by Ruth Wilson

that the National Executive Council prepare a bylaw amendment limiting terms on the national executive council to three consecutive terms of two years each for a total of six years, with a two-year gap before a person is eligible to sit on the executive again, for members to vote on at the 2017 annual general meeting.

##### **Discussion**

Reasons for motion

- Are there any other steps to accomplish the end result, such as encouraging greater numbers of people to stand for election and having elections?
- Some people are unwilling to stand for the NEC as they are feeling that new members would not be welcome on the present NEC because of long-standing members. The assumption is that there may be other people feeling the same way.
  - A perception that the positions on the NEC are spoken for may have discouraged people from running.

- This (the perception) needs to be addressed, but not necessarily by changing the bylaws.
- There are other ways to solve this problem that are not nearly as restrictive.
- Six years is ample time to contribute to the organization: after that give other people the opportunity to contribute, and if they feel they have more to offer, come back after the two-year hiatus. People who have finished the six years can also continue to contribute by serving on committees or in other capacities.
- Institutional memory may hold boards back: what worked in the past may not work in the present.
  - Institutional memory doesn't have to stifle new ideas; it could simply be a resource to outline why certain decisions have been made. The decisions can be relooked at with greater knowledge than without knowing why they were made in the first place.
  - Certification steering committee has a log of decisions: reasons for and against, who made them, and when. Certain decisions have been revisited and changed.
- A few people have been on the board for a long time; perhaps time to step aside to make room for newer people to rise from the branch level.

#### Succession

- If only three terms are allowed, having someone on the board in a general position, then vice president, then president, would not allow a term as past president. How would this work?
- Three terms would require someone to step onto the board as vice president (to then be able to be president and past president within the six years). At present, a person is required to serve on the board for one year before becoming president.
- What happens if a particular position is unable to be filled? If a francophone can't be found to replace a director who has been in the position for three terms, would the position be required to be vacant?

#### Board diversity

The length of time a person has been on a board is only one factor. The best decisions are made by a variety of voices: old and new members, in-house and freelance, urban and rural, and so forth. A good nominating committee will find this range of experience.

#### History of long-term board members

- It is not common that people have stayed on the executive for over six years; it has only happened a handful of times.
- While true, it shouldn't be a reason not to vote for the motion. The larger picture needs to be considered, not just the current situation.

## Recruitment and retention of members on the NEC

- In 2014, around 80 members were approached, including all the branches and twigs, and the nominating committee still couldn't fill the slate. A similar situation occurred in 2015, with someone coming on at the last minute and filling the slate. In 2016, almost everyone wanted to stay on, with one self-nomination filling the slate. Rather than people staying on too long, the bigger problem is retention.
- This motion has used up a lot of time and energy, and we should be thinking more about retention.
- Should the processes of finding new members to stand (not only on the NEC, but also on the branches, twigs, and national committees) be examined to see if there is room for improvement? That is, make succession planning a priority.
- If recruitment and retention are the problem, term limits are not the way to solve this. Time spent on discussing this new bylaw might be better spent on how to improve recruitment.

## Governance best practices

- Many other boards have term limits. There are arguments for and against them that have nothing to do with this particular board or organization.
- Example of another volunteer board (with recruitment and retention issues) that instituted term limits: organization is greatly diminished, with minimal fundraising capabilities and no conference this year.
- An organization is healthier when there are term limits.

**NOT Carried;** 35 in favour, 94 opposed, 1 abstention.

## 5. Presentation of the Karen Virag Award

Anita Jenkins announced that Nancy Flight is the winner of the inaugural Karen Virag Award.

Nancy Flight was unable to be present, and sent a response to be read aloud. She thanked the nominators, West Coast Editorial Associates, and the distinguished judges on the awards committee for the honour.

Nancy will receive the award at the 2017 conference.

## 6. Adjournment

MOVED by Greg Ioannou  
SECONDED by Sylvie Collin  
that the meeting be adjourned.