

# 90<sup>th</sup> ALBERTA ELKS ASSOCIATION CONFERENCE

## MINUTES WAINWRIGHT, ALBERTA

JUNE 8 – 10, 2017



### Thursday, June 8, 2017

#### 1. **Opening Ceremonies**

Immediate Past President, Keith McKinnon, called the meeting to order at 6:00 p.m. with the Executive performing the Opening ceremonies.

#### 2. **Roll Call**

Present – Immediate Past Provincial President Keith McKinnon, 1<sup>st</sup> Vice President Ron Townrow, 2<sup>nd</sup> Vice President Vic Schmidt, 3<sup>rd</sup> Vice President Darren Scott, Esquire Barbara Evans, Inner Guard Kelly Sanford

Absent with Notice – Provincial President Lyle Ozouf, Tyler Merv Sagert, Chaplain Michael Wilcox Kelly, Trustee Chair Blaine Kyle

#### 3. **Presentation of Colors**

The presentation of colors was performed by the Esquire and Patrol Team.

#### 4. **Reception of:**

- Grand Leading Knight – Deb Sellenback
- Past National Leaders –
  - Roland Gagnon – 2002-2003
  - Bill Ward – 2006-2007
  - Duane Rumold – 2009-2010
  - Jim McLeod – 2013-2014
  - Duane Felt – 2014-2015
- Past Provincial Presidents -
  - Joan Hannah (ARPLA) – 1995-1996
  - Jim McLeod – 1996-1997
  - Nick Henger – 1997-1998
  - Bill Ward – 1998-1999
  - Ken Neuman – 1999-2000

Duane Rumold – 2000-2001  
Noel Pell – 2002-2003  
Roy Poisson 2003-2004  
Ken Fedoruk – 2005-2006  
Marjorie Dowell (ARPLA) – 2005-2006  
Duane Felt – 2006-2007  
Don Neal – 2007-2008  
Bob Shave – 2001-2012  
Gail Schrock (ARPLA) 2012-2013  
Leonard Shain – 2013-2014  
Keith McKinnon – 2015-2016  
Don Rush – Honorary Provincial President – 2015 -2016

- Grand Lodge Officers  
Deb Sellenback, Grand Leading Knight  
Leonard Shain, Grand Chaplain
- Grand Lodge Committee Chairs  
Kelly Sanford  
Barbara Evans  
Duane Rumold  
Meghan Pollard

##### 5. **Words of Welcome**

- Conference Chair – Jay Robinson
  - Welcomed all and indicated that the team has been working for over six months with great community support through their advertising.
- Exalted Ruler – James Robinson
  - Welcomed all; stated that this was his second conference he has attended and hoped all enjoy themselves in Wainwright.
- District Deputy – Chris McLean
  - Brought greetings on behalf of the District and drew attention to the fact that all members in his district have been helping out.

- Mayor – Councillor Pat Moroz
  - Brought greetings on behalf of the Council, encouraged everyone to do some exploration around the community.
  
- M.L.A.- not in attendance
  
- M.P.- Reeve Bob Barrs
  - Welcomed everyone on behalf of MD of Wainwright. He stated he was pleased to have Wainwright Elks host the event in this area. He very much appreciates the volunteers of the Elks and the activities and programs that have occurred in the community throughout the year. He stated that we all should be proud of what we do for our communities.
  
- Grand Exalted Ruler
  - Deb Sellenback, Grand Leading Knight, expressed her thanks for the invitation and brought greetings on behalf of Grand Exalted Ruler Denis Ellingboe who asked her to give thanks to the Wainwright Elks for hosting the conference.
  - She also recognized the Alberta members who are serving on Grand Lodge committees and thanked them for their commitment to the organization
  - Congratulations on the 90<sup>th</sup> year of the Alberta Elks Association
  - Spoke on strategic plans, the need to obtain e-mail addresses for all members across Canada, the website has been changed, the Canadian Elks has been changed to on-line because of the cost of mailing (\$40,000 per year) but can still receive one if contact Grand Lodge
  - Bible will be closed during all breaks
  - Working on various fund-raising projects
  - Families that lose their home to fire can access \$500 from Grand Lodge without any questions
  - Deb's theme is "Model the Way"
  - Garnet Roth and Agnes Fuchs are retiring this year
  - Presented a certificate for the 90<sup>th</sup> anniversary of the Alberta Elks Association
  
- President – Immediate Past Provincial President Keith McKinnon, who chaired the conference, indicated the following would be filling chairs for the conference and expressed his thanks to them:
  - Don Rush – Acting Chaplain
  - James Zimmer – Acting Tyler
  - Duane Felt – Immediate Past President

6. **Excuse the Visitors**

The visitors were excused by IPP Keith McKinnon.

7. **Preliminary report of the Credential Committee (*Quorum*)**

Provincial Officers – 6; Delegates – 60; Total Voting Members – 66; Visitors – 1; Total Members Present – 66; Lodges Represented – 30; Districts Represented - 14

Moved by Nick Henger, Red Deer, seconded by Arnout Steenhart, Drayton Valley the acceptance of the first Credential Report with a quorum established. CARRIED

8. **Moment of Silence for Departed Members**

9. **Welcome All First-Time Attendees**

Five first time members were in attendance and all were encouraged to participate in the Conference.

10. **Nomination Procedure**

Ken Fedoruk, Grande Prairie, explained the new procedure - the nominator and nominee will approach the microphone and will present the nominee; the nominee will then speak for themselves including their biography, goals and objectives, why they wish to be on the Executive and what they wish to accomplish over the year. They will have four minutes to make their presentation

Nick Henger, Red Deer, questioned whether this would apply to the Foundation Trustees. Duane Felt, Vulcan, indicated this had not been discussed but requested the Trustees meet quickly after the meeting to discuss this and a decision will be announced first thing tomorrow morning

11. **Appointment of “The Earl”**

IPP Keith McKinnon appointed Al Gummesen, Ft. Saskatchewan, as the Earl as he was a first time attendee at a Conference.

12. **Presentation of the Budget (for purpose of tabling)**

Moved by Barb Evans, Whitehorse, seconded by Vic Schmidt, Westlock to table the budget to better prepare for discussion on Saturday. CARRIED

**13. Adoption of Minutes from the Last Conference (as printed and distributed)**

Moved by Bill Ward, Didsbury, seconded by Duane Rumold, Brooks, that the minutes be adopted as circulated. CARRIED

**14. Correspondence**

The following letter from the President was shared with the delegates:

“It is with a heavy heart that I am informing you and this Conference that due to health reasons, I am unable to fulfill my obligation as Provincial President to chair the Wainwright Conference.

The Judiciary Committee was unanimous in their decision that I should name someone to fill my position as Chair and I have asked Past Provincial President Brother Keith McKinnon to represent me at the conference. I feel he will do his best and his experience from last year will guide him. Thank you, Keith for agreeing to take my place – you have my trust, encouragement – you are an Elk in Motion.

1<sup>st</sup> Vice President Ron Townrow did offer to fill in for me but he has a huge job ahead of him and I didn't think it fair to load him with my duties. I say a big “thank you” to you Ron and know that I am by your side to help at any time.

In closing, I wish you all fun and friendship. Enjoy the Conference and thank you to the host Lodge, Wainwright Elks Lodge #22. Congratulations, have a great conference and a safe journey home.”

**15. Information and Guidance**

IPP Keith McKinnon read the Information and Guidance section to the delegates.

**16. Reports from the Officers of the Alberta Elks Association**

- President – IPP Keith McKinnon read President Ozouf's report
- Immediate Past President – nothing further to add
- 1st Vice President – nothing further to add
- 2nd Vice President – nothing further to add
- 3rd Vice President – nothing further to add
- Esquire – nothing further to add
- Inner Guard/Ritual – noted that there was a plan to hold a patrol competition but that has been cancelled
- Publicity – Oil Kings and Hitmen hockey games did not take place
- Tyler – no report provided
- Chaplain – nothing further to add

Moved by Ken Neuman, Pincher Creek, seconded by Brian Read, Whitehorse that the reports be received as printed. CARRIED

## 17. District Deputy Reports

James Zimmer, District Number 8, advised there was a change in his report and that Gerry Czapp is not becoming District Deputy; James will once again take the position.

Ken Neuman, Pincher Creek congratulated the District Deputies for all fourteen districts having reports in the booklet.

Moved by Ken Neuman, Pincher Creek, seconded by Ron Townrow, Didsbury to receive the District Deputy reports, as amended. CARRIED

## 18. Committee Reports from Chairs

- a) **Trustees** – no report was provided but Keith McKinnon reported that a considerable amount of time was spent on the budget and thanked the committee for their work.
- b) **Judiciary** – reported they had concentrated on the re-vamping of the Bylaws of the Foundation to remove the words “Royal Purple” and replace them with “Royal Purple Elks”. These are now ready to send to Alberta Registries. The balance of the work were the resolutions being presented at this Conference.
- c) **Membership** – are proposing a member from each Lodge work with the District Deputy to identify a Lodge to try a membership drive. The idea is to have the whole district working together to solve problems and increase membership.
- d) **Advisory** – ad hoc committee – remove from agenda
- e) **Website** – Rick Doell reported that his report is on page 21 – 23 of the Foundation booklet. Discussions include a new design and a hosted website (design, maintain and update). The current one was a stepping stone to get somewhere else but still have the same issues.

Rick indicated that statistics show 5500 users = 12 per day = 40% are bounces; 3000 are actually using the website – does that warrant the cost of a hosted website? His recommendation is to go in-house similar to Grand Lodge. Suggested we may need to have a questionnaire to find out what we actually want on this website and what we are looking for.

Bill Ward, Didsbury indicated he uses the website to look for a form or for a contact person – 90% of the time; will read some of the items occasionally but main purpose is for information.

Duane Rumold, Brooks asked whether the recommendation is to go with Go Daddy which would cost approximately \$300 per year.

Moved by Rick Doell, Stettler, seconded by Duane Rumold, Brooks to receive the Website report. CARRIED

Moved by Duane Rumold, Brooks, seconded by Margo Ward, Didsbury that if the committee finds a host they feel is user friendly and will work for this organization, they proceed so that it is up and running for next conference. CARRIED

Amendment - Moved by Leonard Shain, Sherwood Park, seconded by Ron Townrow, Didsbury to have the committee design, develop and get approval from the Executive of the Association and the Foundation before the site goes live. AMENDMENT CARRIED

- f) **Sickness and Distress** – Brother Robert Larsen has been moved to a home in Grimshaw; Brother John Christie has been in the hospital; Brother Kevin Tuthill was in a serious accident and is in the hospital.
- g) **Walk for Children** – preliminary totals are \$23,000; two zones have stepped up for next year's walk.

Lodge Visitation, Travelling Gavel and Community Service reports and trophies will be awarded during elections or Good of the Order.

- h) **Regalia** – the following letter was read to the Conference attendees:

“I have held the position of regalia room chair for most of the period from 1992 to 2017. In that time the regalia room has transformed from receiving an order of about \$2,000 worth of inventory to years when the Grand Lodge has put together orders of about \$45,000. I was recruited by Robert Larsen to take over the regalia room. At that time, Grand Lodge sent an order of about \$1,750 and it took four boxes to ship it. The shipping costs were absorbed by Grand Lodge. When the regalia room order got to the point where shipping and handling was costing about \$700 one way, I decided that I could drive to Regina and pick it up and return the unsold stock for a lot less so I just started doing that. So, when people see me disappear from the conference at noon on the Saturday, it means I am headed for Regina. There is always someone at the office on the Sunday morning to help unload the order; then I head for home. The Provincial Secretary Treasurer is busy enough with conference that I never burdened them with the float. The finalized invoice comes to me and I make sure it is paid.

The Alberta Conference moves about \$8,000 in sales most years. It was always my goal to outsell Grand Lodge Convention some year but my gross sales never quite made the mark, but, there is always a but, before Wayne Noble retired, he made me aware of one little detail. Due to me having

travelled into Regina to pick up the order and then returning the order after conference, our net outperformed the Grand Lodge convention sales.

The Alberta conference outsells all of the other provincial conferences combined.

For a few years, our Provincial President carried what we started out calling the “tickle trunk”. That started with Will Challenger and was well supported by the lodges the year Larry Zeisman carried it with him. By implementing this, we were able to show a bit of what was available to the members that had not been able to attend a conference or convention

One constant through all the years is members of the Alberta Elks Association Lodges have been proud to promote the Elks.

Well folks, everything has a time, when it comes time to step aside and turn over the reins to a fresh face, someone with fresh ideas, new contributions to make. Having said that, I would like to step aside and look forward to seeing a new regalia chair. I will work with a replacement for a transition period because there are some details that the Executive have never been made responsible for but that will probably have to change. The Alberta Elks Conference regalia room has grown beyond expectations; I encourage the Executive, Elks members and conference committees not to hold back as it is a valuable tool in promoting the Order.

There are a couple of lessons that I feel should be passed on. To the Grand Lodge – when you are getting free shipping and handling, take advantage of it. Do not skimp on the shipment because if the regalia room doesn't have it, they can't sell it. When people are shopping, they expect to buy whatever item they are after now. Do not count on that person ordering shit when they get home; basically, you just lost a sale. When the regalia room chair gives the conference committee the hours of operation, when the conference schedule comes out, someone in their profound wisdom changes the hours – never have found out who the – oh never mind how that sentence was going to go. Give the regalia room the respect it deserves. The stock sold in the regalia room is a large part of what is promoting the Elks.

The Medicine Hat Elks changed where I was going to be at the last minute and they put me in a wonderful room; the best sales I ever had.

The final portion of this letter has to be dedicated to thanking the team that have been there for me over the years. There have been a pair of Linda's there for me all the time, the first personal shopper we ever had – Kelly Romuld-Sanford (she hasn't grown much), Heather Fedoruk, seamstress (we were the only regalia room to offer on the spot alterations if women wanted their husbands altered). Every year helpers come out of nowhere to help set up and dismantle the room – Shellene, Katherine, Maggie, Karen, Tiffany, Alvin – all of the various conference committees and to all of the people I haven't named. Thank you, thank you, thank you.

Most of all, none of this would have been possible without the support of the members that shopped at the regalia room and promoted the Order.”



Roy Poisson has agreed to chair the Regalia Room for the 2018 Conference, at which time he will retire.

Moved by Chris McLean, Wainwright, seconded by Don Neal, Didsbury to receive committee reports as presented. CARRIED

19. **11 O'clock service to close session**

Meeting recessed at 8:00 p.m.

## **Friday, June 9, 2017**

The meeting was called to order by IPP Keith McKinnon at 8:00 a.m.

20. **Credential Committee Report # 2**

Provincial Officers – 6, Delegates – 96, Total Voting Members – 102, Visitors – 1, Total Members Present – 102, Lodges Represented – 36, Districts Represented – 14

Moved by Kelly Sanford, Brooks, seconded by Darren Scott, Breton, to receive Credential Committee Report #2. CARRIED

21. **Annual Meeting of the Alberta Elks Foundation**

The floor was turned over to the Trustees of the Alberta Elks Foundation for the purpose of holding their Annual General Meeting. The proceedings of this meeting are reported under a separate set of minutes.

The Alberta Elks Association Annual General Meeting reconvened at 10:46 a.m.

22. **Resolutions**

**Resolution #1 –**

WHEREAS: The position of PROVINCIAL PRESIDENT is the highest honour an Association can bestow upon a member;

AND WHEREAS: The position deserves the undivided attention of this person to fulfil their Presidential duties to the Association;

AND WHEREAS: These duties include but are not limited to attending Lodge, District/Regional and Association meetings as well as conference calls, Lodge development and special meetings,

and other duties as required by the Association from time to time on what can sometimes be short notice thereby ensuring the lodges and members in the Association receive his/her undivided attention.

AND WHEREAS: These duties are the same regardless of the size of the Association.

THEREFORE BE IT RESOLVED THAT: Effective immediately, no sitting President shall sit on a National Committee either as the Chairman or Committee Member and that the appropriate section or sections of the ELKS of Canada By-laws, Regulations and Policies be amended and written accordingly.

Submitted by Districts 4, 5, 12 and 14.

Moved by Jim McLeod, Sherwood Park, seconded by Ken Fedoruk, Grande Prairie to adopt Resolution #1. CARRIED

Amendment - Moved by Bill Ward, seconded by Duane Felt to add the words after Committee Member "with the exception of the Forward Planning Committee." CARRIED AS AMENDED

## **Resolution #2 –**

WHEREAS: A member elected to the Grand Executive must direct their attention to the wellbeing of the Order on a National level.

AND WHEREAS: That duty may conflict with the desires of a Provincial/Territorial Association.

AND WHEREAS: The decisions of the Grand Executive may affect the direction, desires and focus of a Provincial/Territorial Association.

THEREFORE BE IT RESOLVED THAT: Upon the election to and during their tenure on the Grand Lodge Executive, no member may serve on a Provincial/Territorial Executive or committee, and that the appropriate section or sections of the ELKS of Canada By-laws, Regulations and Policies be amended and written accordingly.

Submitted by District #12.

Moved by Jim McLeod, Sherwood Park, seconded by Nick Henger, Red Deer to adopt Resolution #2. CARRIED

### **Resolution #3 –**

WHEREAS: The position of PROVINCIAL PRESIDENT is the highest honour that the Alberta ELKS Association can bestow upon a member.

AND WHEREAS: The position deserves the undivided attention of this person to fulfill their Presidential duties to the Association during their term.

AND WHEREAS: These duties include but are not limited to attending Lodge, District and Association meetings as well as conference calls, Lodge Development and special meetings, and other duties as required by the Association from time to time on what may be short notice whereby the Lodges and members in the Association need to receive their undivided attention.

THEREFORE BE IT RESOLVED THAT: Effective immediately, no sitting President of the Alberta Elks Association shall sit on a National Committee either as Chairman or Committee Member, with the exception of the National Forward Planning Committee, and that the appropriate section or sections of the Alberta ELKS Association By-laws, Regulations and Policies be amended and written accordingly.

Submitted by the Provincial Association Executive

Moved by Nick Henger, Red Deer and, seconded by Ken Fedoruk, Grand Prairie to adopt Resolution #3. CARRIED

### **Resolution #4 -**

WHEREAS: Urban centres can receive \$65,000 for each casino worked and small centres can receive as little as \$18,000 for each casino worked.

WHEREAS: Contrary to perception, more residents of small communities frequent casinos in cities than in smaller centres.

WHEREAS: The organizations involved are not given a choice of venue.

AND WHEREAS: We strongly believe that all Elks Lodges, and the communities they serve, should be treated equally.

BE IT RESOLVED THAT: “That the Alberta Elks Association actively lobby the Government of Alberta to review the allocation of slot funds, to create a more equitable distribution of the gaming receipts.”

Submitted by Breton Elks #401

Supported by Districts 4 & 5 at their District Meetings

Moved by Jim McLeod, Sherwood Park, seconded by Nick Henger, Red Deer to adopt Resolution #4. CARRIED

Discussion regarding this resolution included:

- Tables should belong to the organization working the casino
- The slots should be shared with the groups working the casinos
- Gord McLeod queried as to who is going to do this, how are we going to report this back to the membership, where are the resources coming from to do this
- Incoming President may have to consider an ad hoc committee
- Kelly Sanford indicated she has been in talks with the Opposition Finance Critic who has agreed to go to bat for us
- Gerry LePrieur says this has been done; the current government wants to eliminate this so suggested we need to watch how we approach this

Roy Poisson, Coronation – questioned the Oath and whether it infringes on political and religious beliefs? He is asking both Provincial and National Judiciary to look at this to see if it infringes on our beliefs and would like a legal opinion and have it brought back to next year’s conference.

Nick Henger, Red Deer, stepped down as Judiciary Chairman and declared the completion of this year’s resolutions.

23. **Eleven O’Clock Service** was performed.

The meeting reconvened at 1:00 p.m.

24. **Credential Committee Report #3**

Provincial Officers – 6, Delegates – 99, Total Voting Members – 105, Visitors – 1, Total Members Present – 105, Lodges Represented – 37 – Districts Represented – 14

Moved by Kelly Sanford, Brooks, seconded by Vic Schmidt, Westlock to receive Credential Committee Report #3. CARRIED

**25. Election of Officers**

**a) Association Officers**

- i) President Ron Townrow (as per bylaw) – introduced by Duane Felt
- ii) 1st Vice President – Vic Schmidt – nominated by Gordon McLeod – elected by acclamation
- iii) 2nd Vice President – Darren Scott – nominated by Bob Shave – elected by acclamation
- iv) 3rd Vice President - Babara Evans was nominated by Ken Fedoruk - elected by acclamation
- v) Esquire – Kelly Sanford was nominated by Duane Rumold – elected by acclamation
- vi) Inner Guard – Diane Wilson was nominated by Bob Shave – elected by acclamation
- vii) Chaplain - Don Borrowman was nominated by Ken Neuman - elected by acclamation

**b) Foundation Trustees**

- 1. Leonard Shain nominated Duane Felt and accepted
- 2. Jean Frere nominated Gail Schrock and accepted
- 3. Gerry LePrieur nominated Roland Gagnon and accepted
- 4. Joan Hannah nominated Phyllis Anderson and accepted
- 5. Darren Scott nominated Roy Poisson and accepted

**c) Selection of site for Future Conference(s)**

Two bids for the 2018 conference were received –

- Ft. Saskatchewan Elks
- Westlock Elks

After a vote, Ft. Saskatchewan Elks were successful in obtaining the 2018 Provincial Conference. The Westlock Elks bid will be held for future consideration. Drayton Valley is also interested in hosting the conference for 2019.

Moved by Nick Henger, Red Deer and seconded by Barb Evans, Whitehorse that the Secretary-Treasurer hold the ballots for thirty days before destroying. CARRIED

Next Conference Dates – June 7, 8, 9, 2018

**26. Reports (continued) from the Standing Committee Chairmen**

- Provincial Inter-District Visitation  
No visitation forms sent in
  
- Provincial Community Service  
Less than 50 – Hythe Royal Purple Elks  
Less than 51 – Fort Nelson 100

Over 100 – Three Hills 190

- Expansion Award – awarded to the top three Lodges that have the highest per capital increase from January 1 to December 31 – will be determined with an announcement sent at a later date.

Leonard Shain, Sherwood Park, gave a brief presentation regarding the Fund for Children and its importance. Leonard will prepare a presentation for distribution to all Lodges as well as the District Deputies.

27. Good of the Order

- Incoming Grand Exalted Ruler, Deb Sellenback, addressed the assembly – her theme is “Model the Way” and feels Alberta is doing just that; encouraged that the volunteers hear thank you often
- Incoming President, Ron Townrow, addressed the Assembly – we need to communicate through all levels, by any means we can use; announced his committees

Meeting recessed at 3:30 p.m.

## Saturday, June 10

28. **Budget**

Moved by Vic Schmidt, Westlock, seconded by Ken Fedoruk, Grande Prairie to lift the budget off the table. CARRIED

	<b>Proposed Budget 2017-2018</b>	<b>Actuals to 31-Mar-17</b>	<b>Approved Budget 2016-2017</b>
<b>INCOME</b>			
<b>Revenue:</b>			
Membership Fees:			
2016 Dues		31,650.00	88,000.00
2017 Dues	85,000.00	96,037.50	
Office Recovery	500.00	212.02	500.00
Walk for Children Funds Collected	25,000.00	25,648.65	25,000.00

Special Projects	0	0.00	7,500.00
Regalia Sales	0.00	460.00	460.00
<b>Total Revenue</b>	<b>110,500.00</b>	<b>154,008.17</b>	<b>121,460.00</b>
<b>EXPENSES</b>			
<b>Travel Expense:</b>			
President's Travel	1,200.00	1,129.76	1,200.00
Officer Travel	2,000.00	1,963.51	1,500.00
Grand Lodge Delegates	2,000.00	1,826.10	3,000.00
Other Travel Expense	1500.00	229.94	500.00
<b>District Deputy Travel:</b>			
Lodge Travel	10,000.00	11,310.80	9,000.00
<b>Conference Expenses:</b>			
Executive	12,000.00	11,169.56	13,000.00
District Deputies	10,000.00	8,779.73	10,000.00
Committees	7,000.00	5,075.90	7,000.00
Booklet and Proceedings Costs	500.00	149.35	500.00
Past Provincial Presidents	600.00	0.00	1,000.00
Other Conference Expenses	1,500.00	993.50	2,000.00
<b>Mid-term Expenses:</b>			
Executive	4,000.00	2,891.08	6,500.00
District Deputies	3,500.00	0.00	3,500.00
Committees	1,500.00	1,656.46	1,500.00
<b>Committee Expenses:</b>			
Executive	600.00	557.53	600.00
Forward Planning	0.00	20.94	500.00
Membership	500.00	264.96	5,000.00
Walk for Children	500.00	0.00	500.00
Publicity	500.00	10.54	4,000.00
Sickness & Distress	100.00	0.00	100.00
District Deputy Facilitator	500.00	126.38	500.00
Website	3000.00	0.00	0.00
<b>Administration:</b>			
Insurance Expense/Officer Liability	2,650.00	2,617.00	2,600.00
Accounting & Legal Expense	5,000.00	4,900.00	4,200.00

**Secretary and Office:**

Telephone/Internet	400.00	491.94	400.00
Postage/Meter Contract	1,500.00	2,488.34	1,500.00
Photocopier/Supplies	1,000.00	900.60	1,500.00
General Office Supplies	500.00	709.73	900.00
Honorarium	5,400.00	4,950.00	5,400.00
Petty Cash	1,000.00		
Officer Regalia	700.00	402.54	700.00
<b>Transfers:</b>			
Walk for Children Paid Out	25,000.00	21,624.00	25,000.00
<b>Bank Charges:</b>			
Service Charges	100.00	9.68	100.00
Miscellaneous Expenses	100.00	2,895.67	0
<b>Bad Debt Expenses</b>	2,500.00	9,939.00	0.00
<b>Total Expenses</b>	<b>108,850.00</b>	<b>100,084.54</b>	<b>113,700.00</b>
<b>Income</b>	<b>110,500.00</b>	<b>154,008.17</b>	<b>121,460.00</b>
<b>Expenses</b>	<b>-108,850.00</b>	<b>-100,084.54</b>	<b>-113,700.00</b>
<b>Net</b>	<b>1,650.00</b>	<b>53,923.63</b>	<b>7,760.00</b>

Approved at AGM – June 2017

Moved by Lynn Williams, Trenville, seconded by Chris McLean, Wainwright to approve the budget, as amended. CARRIED

29. **Good of the Order (continued)**

- **Appointment of Auditor**

Moved by Nick Henger, Red Deer, seconded by Ron Townrow to appoint Pivotal LLP as auditors for the 2017-2018 fiscal year. CARRIED



- **Motion to Have Walk for Children**

Moved by Diane Wilson, Breton RPE, seconded by Ed Heck, Acme, that the Walk for Children be held for 2018. CARRIED

- **Signing Officers**

Moved by Lorene Rose, High Prairie, seconded by Darren Scott, Breton, that the Immediate Past President, President, 1<sup>st</sup> Vice-President and Secretary-Treasurer serve as signing authorities for the Alberta Elks Association. CARRIED

30. **Miscellaneous Business**

\$662.10 collected in fine boxes –

Moved by Kelly Sanford, Brooks, seconded by Ron Townrow, Didsbury, that the funds collected in the fine boxes be donated to the Alberta Elks Foundation. CARRIED

Float –

Several recommendations regarding how to advertise how Association if we do not have the float were provided. President Ron Townrow will take the suggestions under advisement and bring the information and recommendation back to 2018 conference.

Ritual Competition –

1<sup>st</sup> Heisler – 245 points

2<sup>nd</sup> Acme – 243 points

3<sup>rd</sup> Camrose – 236 points

Moved by Ken Neuman, Pincher Creek, Gordon Moon, Stavely that the ritual competition results be approved. CARRIED

31. **Gordon McLeod Presentation –**

“Do the safety lessons from industry apply to the ELKS?”

On first blush my answerer would have been no. But upon second review and with a little thought I am not so sure.

Industry has identified six human factors which contribute to accidents.

Human factors reflect the way our brains are wired and how we understand the world around us. They can affect our ability to make sound decisions, leading us into danger.

Common human factors include:

1. **NORMALIZATION OF WARNING SIGNS** occurs when we are not alert to warning signs and what they mean.
2. **GROUPTHINK** occurs when differing views within a group are discounted or dismissed.
3. **FAULTY MENTAL MODEL** occurs when there is a misunderstanding of how a system is operating or should operate.
5. **FOCUS ON THE WRONG RISKS** occurs when we lose sight of an important risk by paying more attention to other factors.
6. **CONSENSUS DECISION MAKING** occurs when decision-making authority is improperly or inappropriately delegated or shared
7. **CONFIRMATION BIAS** reflects our preference for information that agrees with what we want to have happen and our rejection of information that does not

Let's level the playing field and make sure we are all on the same page. The end game for the ELKS is to continue to support Canadian communities into the future. If you agree that that is our long term goal keep reading. If not please feel free to stop at this point.

The achievement of our end game requires members. Anything that negatively impacts our membership is a threat. To put it another way each loss of a member is an accident. So what human factors are contributing to our high accident rate?

Normalization of Warning Signs – not paying attention to warning signs

At the National level we know what our accident rate is; we see the membership statistics quarterly. Every Provincial Association knows its accident rate. Every lodge know its accident rate. We all know that if we continue with this accident rate we will not be here for the long term. But we do nothing.

Sorry that's a bit harsh. We do 'things' - well sort of and for short periods of time - kind of. We definitely talk about it lots. What about sustained, thoughtful and focused effort? Nope we have not seen it. What we are good at is seeing the accident rate and promptly moving on to more interesting and less confusing and frightening things. You get the picture - our butts are in the air and our heads are in the sand.

Groupthink

This is the tendency to disregard or dismiss divergent views and opinions. How can that apply to the ELKS? We are a democratic organization and ever member has an opportunity to speak! Well that's the theory anyway. Let's take a closer look at what happens at any level within our organization. A motion is on the floor and the debate is underway. Our rules limit the number of times a member can speak. If the debate drags on

too long either the chair tries to limit it or a member calls for the question. A collative groan is often given to a member deemed to talk too much. Groupthink is what our structure is designed to create. We do not encourage divergent thinking. We seem not to want it and if it occurs the member is labelled as such and ignored as much as possible. Our culture is one of groupthink.

### Faulty Mental Model

This is just a polite way of saying - no idea what the hell is going on. Is this true when it comes to our high accident rate? If you ask the question who is responsible for fixing the accident rate at the National level the answerer will be Lodges. If you ask the same question at the Provincial level you get the same answerer. If you ask at the district level, same answer. If you ask at the Lodge level you get sheepish looks, and “we are” as your answer. So we all know that Lodges are responsible for addressing the accident rate. Let’s think about that for a moment. Every member knows that the task of addressing the accident rate has been given to Lodges. But the Lodges are not doing it. So the Lodges have a task, they know they have that task, they are concerned, dedicated people who want to complete the task but they do nothing. This gives us three possible conclusions:

1. Lodges are comprised of members who simply do not care enough to put the effort in.
2. Lodges have tried everything they can think of without success and have no idea what to do or try next.
3. Lodges are stuck in an organizational culture using outdated ineffective tools without sustained, focused support to update the culture and tools. To put it another way the ELKS as an organization have an outdated view of how things work. Not to put to fine a pint on it – we simply have no idea what the hell is going on.

### Focus on the Wrong Risks

A simple example is you’re late for a meeting and trying hard to make it on time. Your anxious about being late, thinking about what you’re going to say or do once you get there and driving quickly. Your focus is on making the meeting on time and what’s going to happen once you get there. Your focus should be on driving safely.

Our accident rate is the most significant risk we face. Are we focused on it? Is it the item that gets the most attention? We spend more time arguing about the budget, our expenses, fees and how much to donate to a particular organization than we do on our accident rate - on membership. Our high accident rate scares us. We do not know what to do about it, we have minimal to no support to help us address it and our culture is one of throw tools and ideas at Lodges and hope they work. We forget that new ideas and tools are just that - new. We forget that people, without reminders, support and sustained effort and encouragement have a tendency to slip back into what is familiar. If you question the truth in that statement recall your last New Years resolution. How did that work out? If you’re like me your answerer is not very well – I put effort into it for a while than I fell back into my old ways. What would have helped you be successful? What assistance, encouragement, or guidance would have helped you sustain the effort needed to make the change you wanted? Now think about all the ‘new’ things that come to you from National or Provincial which ask you to try something new or to look at things in a new way. Is there much difference?

### Consensus Decision Making

I don't even have to ask the question as you know it applies to the ELKS. It's so ingrained into our culture most of us don't recognise it. A good example is our new mission and vision statements. We spend two planning sessions working on it. The national executive, provincial presidents, first vice presidents and committee chairs were all part of those planning sessions. We spend a considerable amount of time at the AGM discussing them. They have been approved and time and effort spend updating documents, web pages etc. to reflect the new statements. After all that time effort and expense what did we do? Gave them to the members and said run with them. No plan, no support, no explanation or expectations - nothing. We delegated responsibility to understand, interpret and implement our new mission and vision statements to the members. Remember this was an initiative started at the top than delegated down. The issue is not the downward delegation but rather with the lack of any accountability, planning or support from the 'top'. 'Here it is now make it so' was the plan and we wonder why it is failing. I don't know about you but a little direction and encouragement would be helpful. Some direction in terms of how they should be interpreted would be nice or maybe an opportunity to discuss how I can demonstrate them. How about some ideas about how I can use them to market the ELKS – now that might be useful. How about a good hard and honest look at ourselves, our structure, and our processes to see if they align with the new statements? Sorry not going to happen. We will simply do what we have always done: we come up with new ideas, get all excited about them, push them out to the membership and then wonder why they fail, why nothing changed.

Another example from recent history is our Leadership Training program. Every member on the National Leadership team has been trained as well as a number of past and current Provincial Presidents. We have spent \$210,000 on the program and trained 140 members. Prior to launching the program it was presented at an AGM and the basic concepts of leadership that are the foundation of the course adopted by the members. The vision was to build an organization that operated using the five leadership principles. It was envisioned to be a way to improve how we function. So what happened to that vision? Is it coming to fruition? Was the time effort and funds well spent? The answer to both questions is unfortunately no. So what happened? Consensus decision making happened. We developed a program got members excited about it threw money at it and did nothing further. For those of you who have had the opportunity to take the program do you feel supported in your efforts to translate what you learned into action at the lodge level? Do you hear the leadership words or principles being used by the executive teams at National or Provincial? Do you see these leadership teams practising what they have learned? Have you heard or seen any changes in the leadership teams to align their actions with the principles of exemplary leadership? My response to those questions would be no. We have ended up doing what we have always done throw it at the members and expect them to do the work. And we wonder why our accident rate continues to be so high. "Doing what you have always done while expecting different results" is the definition of insanity.

### Confirmation Bias

This is the human tendency to have difficulty accepting information which runs against our established understanding of the world. It applies to the ELKS to the extent that we believe that Canadians are not into volunteering like they were in the past. That Canadians are a busy folk who have little time for organizations such as the ELKS. That younger Canadians are not interested in organizations such as the ELKS and that similar organizations, like the Lions, are having the same difficulty that we are. Our conclusion is that our accident rate is due to factors beyond our control. We hold these beliefs despite the facts. Yes Canadian society has and is changing. Yes Canadians are busy folk. Yes younger Canadians are not thrilled about

organizations like the ELKS. Yes similar organizations are in the same predicament. But that isn't the whole picture.

The fact is Canadians have more free time now than previously. The baby bums are moving into retirement; they have more time to give to volunteer organizations like the ELKS than ever before. Younger Canadians volunteer more now than in the past. The number of hours that Canadians volunteer has been increasing over the last decade. In fact, the estimated number of volunteers has increased 7% since 2004, from 11.8 million Canadians to 12.7 million.

The fact is that the pool of volunteers is increasing. We want to believe that it is decreasing. The fact is that our accident rate is high despite the fact that Canadians are looking for opportunities to volunteer. The question we should be asking ourselves is why are we holding onto these false beliefs? The answer is simple. To do otherwise means we need to make significant changes to become attractive to the new breed of Canadian volunteers. It will mean that we will have to let go of many of the things we love about the ELKS with no guarantee that it will address our high accident rate. We are afraid to change; we are reluctant to move forward into uncharted waters as 'there may be dragons'.

The bottom line is we all know that we have a serious membership retention problem. Sorry I forgot to mention that we are in fact good at getting members; we are just very bad at keeping them. A significant reduction in our accident rate will occur if we could reduce the rate at which members in their first 2 – 5 years leave. It's important that you understand our accident rate and that it happens most often to members in their second to fifth year. This tells me that we are not meeting the needs of Canadians. We recently had a significant increase in membership. Based on past trends we will see that increase disappear over the course of the next 5 years.

The point I am trying to make is simple. If we are going to address our membership issue we need to do things differently. By differently I mean stop focusing on window dressings and begin to look at the systemic issues that are holding us back. But the question is do we have the courage to do so? Do we have the leadership in place to lead us? Are we ready to let go of things and try something new? Are we willing to take a chance to meet our goals? These are not trivial questions. I have tried to point out how big the challenges we face are by using concepts from the safety industry. Our challenges are systemic and they speak to the way we are organized and operate. The time frame we are looking at to meet these challenges is between 5 to 10 years. That's how long it will take us to rebrand ourselves, to re-structure, and to become relevant to Canadians. Our history suggests that we will not sustain that level of effort or commitment. For the person who likes to gamble the smart money is on no change and the ringing of the death bell announcing the end of our order.

My hope is that you - the member - will give serious thought to the ideas I have presented. You don't need to agree with them all nor would I expect that you do. Some of them might even make you a little uncomfortable. Many of you may feel that I've been overly harsh and critical. So be it. I am speaking up; I am finding my voice not to tell you what you want to hear, but to share with you what you need to hear. I am a proud member of the Elks of Canada and I want to see our Order prosper, grow and continue to support Canadian communities.

My 'ask' of you is that you find your voice and the courage to stand up and demand better. Demand that we address our own barriers to success. Stop being so damn nice - start pushing back; start demanding more; start speaking up, start the conversation."

**32. Past Presidents Association Report -**

Leonard Shain, Sherwood Park, informed the membership that the Past Presidents unanimously voted Elaine Hennel as Honorary Past President. They also requested to have a directory on the website of the Past Presidents with e-mail addresses. Offered to the Executive their assistance if required.

Moved by Leonard Shain, Sherwood Park, seconded by Don Neal, Didsbury that the report be received. CARRIED

Recessed at 9:30 a.m.

Reconvened at 10:00 a.m.

During the recess, Louise Higginbottom presented to Incoming Grand Exalted Ruler, Deb Sellenback, \$1,103.00 to the Fund for Children for her head shave.

**33. Closing Resolutions**

**Closing Resolution #1**

THEREFORE BE IT RESOLVED: The assembled delegates and visitors of the 90<sup>th</sup> Annual Conference of the Alberta Elks Association, do hereby tender our tanks and appreciation to the Town of Wainwright and its citizens and to the members of Wainwright Elks #22 and the members of the Alberta Elks District #7, for hosting this Conference.

Moved by Jim McLeod, seconded by Ken Fedoruk. CARRIED

**Closing Resolution #2**

THEREFORE BE IT RESOLVED: That all legislation, orders, edicts, declarations, and resolutions which have been adopted at this 90<sup>th</sup> Annual Conference of the Alberta Elks Association be confirmed and wherever necessary, the By-laws, rules and privileges of the Association be amended to give full force and effect thereto.

Moved by Ken Fedoruk, seconded by Jim McLeod. CARRIED

Sessions recessed at 11:30 a.m.

Reconvened at 1:00 p.m. for the purpose of the Installation of Officers.

Officers of the Alberta Elks Association were installed in due form with Grand Leading Knight Deb Sellenback presiding.

President	Ron Townrow	Didsbury Elks
1 <sup>st</sup> Vice President	Vic Schmidt	Westlock Elks
2 <sup>nd</sup> Vice President	Darren Scott	Breton Elks
3 <sup>rd</sup> Vice President	Barbara Evans	Whitehorse Elks
Secretary Treasurer	Lynda Petten	Red Deer Elks
Esquire	Kelly Sanford	Brooks Elks
Inner Guard	Diane Wilson	Breton Royal Purple Elks
Chaplain	Don Borrowman	Medicine Hat Elks

President Ron Townrow then performed the District Deputy Installation. Closing ceremonies of the 90<sup>th</sup> Annual Alberta Elks Association Conference were performed at 2:30 p.m. by the new slate officers.