



**IPA Canada Annual General Meeting Minutes
Held on June 1, 2019
Hosted by Region 2 Toronto
Mississauga, Ontario**

Item #1 Call to Order 08:03

Item #2 Appointment of Sergeant at Arms - Dave Carey - R2

Item #3 Confirmation of Delegates eligibility (Sgt-at-Arms): All in order

Item #4 Roll Call - All in order (Observers Kerri and Mike Stotts from Region 1 send their regrets)

Officers:

Chris Barratt
Nicole Kikcio
Richard Laperrière
Karen Frost
Murray Clark
Shirley Cavanagh

Directors/Delegates:

R1 Karen Osterwald	R9 Jan Fikkert
R2 Lou Agostinho	R10 Dave Matteson
R3 Bryan Tighe	R11 Laurie Langlois
R4 Proxy given to R5	R13 Karen Frost
R5 Phil Bailey	R14 John Regier
R6 Len MacPherson	R15 Gerry Désève
R7 Richard Laperrière	R16 Bernie Bergevin
R8 Gilles Drolet	

Observers: Joanne VanDeursen R1, Lino Murarotto R2, Mauril Turbide R7, Donald Lavoie R8, Gary Bulmer R10, Jean-Louis Cabana, R15

Item #5 Obituary - Moment of Silence

Item #6 Quorum - Confirmed at 15 Votes (50% +1= 8, 2/3=10) by the Secretary General



Item # 7 President's Welcome

Chris speaks on the growth and the expansion of the organization and the renewal of the constitution. He emphasizes the importance of Regions to follow the decisions that are made at the AGM each year and encourages better adherence to the constitution. Regions are further encouraged to deal with those members not following the established guidelines, at the regional level, for example: The unauthorized selling and promoting of IPA Badges, and the lack of compliance in forwarding the Regional AGM minutes and bylaws to the Secretary General.

Item # 8 Adoption of the Agenda

Lou Agostinho moves to adopt the 2019 AGM agenda.
Dave Matteson seconds.

- R14 director John Regier did not receive a copy of the Agenda. A hard copy is printed and provided to the delegate.
- R16 director Bernie Bergevin wishes to debate a number of articles in the proposed updated constitution and plans to bring forward some amendments to the concerned motion, however indicates that no motions need to be added to the agenda.

In favor: 15
Against: 0
Abstention: 0
2019 AGM agenda is adopted

Item # 9 Previous Business

9.1 Adoption of 2018 AGM minutes (R9 Vancouver)

Phil Bailey moves to adopt the 2018 AGM minutes.
Laurie Langlois seconds.

In favor: 15
Against: 0
Abstention: 0
2018 AGM minutes are adopted

9.2 Confirmation of National Executive Board Reports including World Congress

President confirms with delegates:

"Did anyone NOT receive the National Executive Board Reports including the World Congress Reports?"



Nil Replies
2018 National Executive Board reports including World Congress report is confirmed received

9.3 PowerPoint Presentation of Financials by the Treasurer

- All delegates confirm receiving the annual financial documents.
- Region 6 member Jason Jordan conducted an internal audit last July, prior to the current Treasurer taking possession of the IPA Canada accounts.
- Budget 2019 was approved via E-vote (January 2019)
- IPA Canada has transferred all banking to Banque Nationale which allows for electronic bank transfers, including reduced administration fees and better tracking of dual signature transactions.

Phil Bailey moves to adopt the Treasurer's report.
Jan Fikkert seconds.

In favor: 15
Against: 0
Abstention: 0
Treasurer's report is adopted.

9.4 Update on Copyright Infringement

- This is regarding a letter of Cease and Desist that was received by IPA Canada from a lawyer representing a photographer who was the artist behind an image that was previously used on the IPA Canada National Website. The Secretary General confirmed that the image was subsequently taken down, and IPA Canada clearly stated to the defendant party that they would not be providing any financial indemnity. No further interactions, requests or demands were made. The matter is therefore deemed concluded.

9.5 Motions under Annual Review

9.5.1 Motion 1 (2017) NEB Review: NEB Motion F-1 (2017): Cost of membership cards to be paid by the IPA Canada Treasury.

- President requests the Treasurer's input for the feasibility of the National Treasury to absorb the cost of printing the 2020 membership cards.
- Treasurer confirms that IPA Canada is in a sound financial state to absorb the cost.



Gilles Drolet moves the motion.
Dave Matteson seconds.

In Favor: 15
Against: 0
Abstention: 0
Motion is carried

9.5.2 Motion 2 (2017) NEB Review: NEB Motion G-2 (2017): Translation of AGM Meeting Minutes.

- Nicole provides a history on the motion discussion: Explains the difficulty in retaining volunteers for translation given the large size of document for which translation was previously being requested. Discussions at the 2017 and 2018 AGM left many unanswered questions such as cost variability and service contract structures. Online programs were researched bringing up concerns with their accuracy.
- Bernie inquires about the concerns of adopting this motion given that it relates to the current constitution, if the new version of the constitution is adopted today.
- Chris clarifies that any changes made as a result of today's decisions will be rolled into the new version, if and when it is adopted. If any decisions alter or modify current articles, the changes will be incorporated as has been previously done with results from past AGMs.
- Phil inquires about the research and costs involved.
- Chris confirms that some research has been conducted, although clear specific costs are still not available given the variability of seeking out either online or professional services.
- Gerry inquires about the status of previous volunteers.
- Nicole confirms that both previous volunteers had chosen not to pursue their services with IPA Canada.
- Gerry suggests Francine, a third volunteer that may be available. He inquires whether there would be any form of remuneration available?
- Nicole points out the complication with establishing the norms of how to engage volunteers and whether a form of financial compensation is warranted.



- Chris points out the need to develop a pool of resources given our recent experience with volunteers, to ensure that in the case of unavailability of one, that others can assist.
- Nicole stipulates that in previous years, translation has also needed to be proofread to ensure accuracy and the use of proper organizational language and meaning.
- Karen O. suggests that there are outsourcing services available that can assist with the coordination of these types of needs and coordination, such as the one used by her recreational sports team.
- At Chris's request, Richard agrees to provide results of cost breakdown for translation services in the next 2-3 weeks? That examination of the results could subsequently be put out for approval by e-vote.
- Bernie proposes that the NEB be given a budget of 5000\$ to spend on the translation needs for IPA Canada.
- Richard suggests that translation of the minutes would be no more than 1500\$ by a professional. Depending on the person's professional accreditation, it may involve a cost of approximately 15-20 cents per word.
- Bernie amends his proposal to reflect an amount of 2000\$ for translation services.

Supplemental Motion: Bernie (R16) proposes that *"Up to 2000\$ total be allocated to the cost of translation of the AGM minutes."*

- Gerry inquires whether the outsourcing request would first go out to volunteers within IPA Canada?
- Nicole inquires on whether this total will include proofreading? Richard clarifies that it would include everything.
- Jan suggests that we need more information on cost prior to making this decision.

Gerry Désève seconds the supplemental motion.

- Jan suggests that voting on a decision where all the facts are still not available is not ideal, and further research is necessary. He would like to see more detailed information on available services.
- Karen O. suggests that given that there are several unanswered questions, that Richard could complete the research and provide directors with his results that could be voted on in a couple weeks.



- Gerry suggests that Francine, another volunteer is available to assist and has been with IPA for over 20 years. He suggests that available volunteers should be given first priority.
- Phil confirms that the amended motion proposed by Bernie provides a financial parameter for the NEB to conduct its research and provide the directors with their results. He reminds that it is everyone's responsibility to read the minutes when they become available and review for accuracy prior to adopting them.

In Favor: 15

Against: 0

Abstain: 0

Supplemental Motion is carried

Item # 10 New Business

10.1 Motion 1 NEB Internet Subsidies to NEB Members.

- Chris clarifies that this practice was customary but was never codified in the constitution. For reasons of clarifying financial practices, the motion is put in place to confirm that it will no longer apply.

Richard Laperrière proposes the motion.

Jan Fikkert seconds.

- Brian inquires if it was not codified why are directors having to vote on this issue?
- Chris clarifies that given it was customary, that a decision today would serve to strike the practice completely or codify it permanently as necessary in the constitution.

In favor: 14

Against: 0

Abstain: 1

Motion is carried

10.2 Motion 2 NEB Method of calculation for the Charles Wright Award (CWA)

- Richard clarifies the wording of his original motion:

"The CWA will be presented to the region that gained the most New Members between Jan 1 to Dec 31 of the eligible year."



Richard Laperrière proposes the motion.
Bernie Bergevin seconds.

Discussion:

- Should new members who join in November or December of the said calendar year be considered as members with full privileges as described within the constitution? It stipulates that November and December is referred to as a “grace period” when paying a full year’s dues for the following calendar year.
- If a member wants to join today, do they not retain full privileges from the time they pay their dues, regardless of the period it covers?
- Some Regions give no privileges for the Nov-Dec period except for invites to local events.
- Some Regions issue temporary cards (Which are not supported by any current policy)
- Some Regions do not issue any privileges nor membership cards until the following calendar year in which the new member is eligible.
- How does this impact the Regional levy to National and the Section levy to International?
- If we recognize members in November and December, then Regions must pay National the difference? This process would reverse the use of a grace period for the sole purpose of the CWA.
- It shouldn’t apply given that they are paying dues for the following year.
- That would lead to a contradiction in the numbers that are reported each year, for the sake of a Section based award.
- In some Regions, if they pay for the following year’s dues, during the grace period, they get the following year’s membership card, and not the current year in which they’ve joined. Should they need the card for travel purposes, then the member shall pay for the current year’s full dues, given that membership cards must be paid for.
- If the new members count on the membership numbers for the current year’s calculation, they must also be counted in the Section’s report to International.



In favor: 9
Against: 4
Abstain: 2
Motion Carried

10.3 Motion 3 NEB Amendment to the current constitution to reflect update the Arthur Troop Scholarship procedures as per the 2018/2019 International Statutes.

- This motion is to ensure consistency with the recent updates by the International Body in their criteria of eligibility and deadlines for application submissions. This is an administrative update that will make the related articles within our Constitution consistent with those of the International Statutes.

Karen Frost moves the motion.
Len MacPherson seconds.

In Favor: 14
Against: 0
Abstain: 1
Motion is carried

10.4 Motion 4 NEB Proposal to seek out external administrative assistance to support IPA Canada

Chris Barratt moves the motion.
Lou Agostinho seconds.

Discussion:

- The job description which has not yet been developed, would include a variety of administrative tasks in line with the expanding organizational needs, not exceeding 20 hrs/month.
- Phil suggests that a clear job description and remuneration schedule should be developed before any steps are taken, and a canvassing of members to volunteer to provide this assistance, prior to seeking external help. Depending on the number of tasks, could the list be divided up among several volunteers?
- Bernie says only 3 people are paid in International organization. That better systems should be established within IPA Canada so that the SG is not overloaded, and more volunteers should be sought from within.



- Laurie supports that volunteers should be asked first within IPA Canada. That seeking outside help would send the wrong message to the membership. Volunteers would be less inclined to come forward given that the work is being outsourced.
- Len suggests concerns with the legal implications of hiring someone, such as EI, Worker's Compensation, etc.
- Chris clarifies that the position would be contract based.
- Richard adds that it's already difficult to find volunteers at the regional level and that some NEB members are putting upwards of 100-150 hrs/month of volunteer hours. He proposes that annual dues could be increased by 5\$/yr that would provide an additional 10K\$ in the treasury that could offset the cost of hiring the administrative help, and free up the NEB to focus on activities supporting recruitment and growth.
- Shirley supports that volunteers are difficult to find. Over the past several years, at the AGM's, the call has gone out for volunteers for specific tasks and for help on committees. Although there is initial agreement at the AGM's by Regional delegates to provide the help and/or volunteers from their respective regions, the commitment and follow-up has consistently failed to come through.

In Favour: 5
Against: 8
Abstain: 2
Motion is defeated

10.5 Motion 5 R7 Recruitment within another region's geographical boundaries.

Richard Laperrière moves the motion
Len Macpherson seconds.

- Richard clarifies the original motion to state that
"...permission be received "in writing" by email."
- Phil disputes the need for a motion on this issue, due to the "friendship" essence of IPA. That the need for this motion goes against the aims of the organization.
- Bernie requests clarification of what events this would apply, for example in the case of a National event being held in any one region's boundaries.
- Richard clarifies that this should be a common courtesy and asks that Regional representative acting within another Region's boundaries should simply notify the host Region of their presence, out of respect.



- Gerry disputes the need for a motion given that the logistics are impractical. That this should simply be a common courtesy extended by any Region, given their footprint in any other Region than their own.

In Favor: 5
Against: 7
Abstain: 3
Motion is defeated

10.6 Motion 6 R5 Pre-ordering of IPA Canada membership cards for the next year based on their previous year's membership list.

Phil Bailey moves the motion
Jan Fikkert seconds

- Phil refers back to the stamp system of membership renewals. The current process is more complicated given our Section's decentralization. Getting the renewal cards in one shipment is more cost-effective and easier for Regional membership coordinators to administer the distribution of the cards. The cost of any members not renewing is negligible and easy enough to recoup.

In Favor: 14
Against: 0
Abstain: 1
Motion is carried

10.7 Motion 7 R16 Increasing the Number of Ordinary Members required to create a Region.

Bernie Bergevin moves the motion.
Richard Laperrière seconds.

Discussion:

- Bernie suggests that Regions with low members have no money and are not engaged. He suggests that if Regions don't have 50 or even 100 members, they should look at becoming a sub-region. This would save sub-regions having to get involved with the day-to-day administration and voting. That sub-regions would simply keep their own monies and report to their parent Regions.
- Len inquires if this would be retroactive?
- Bernie suggests that current regions with fewer numbers should be given 2 years to comply



- Bryan disputes the motion as it does not support the aims of the organization.
- Bernie compares IPA Canada to the Lion's and the RCMP Vets who can also be considered as friendship organizations.
- Shirley inquires if that would apply to current Regions or simply to new Regions?
- Bernie suggests the following amendment:

"...in order to create a new Region, the number of ordinary members would need to be 50."

Richard seconds the amendment.

Discussion on the Amendment:

- Karen O. Inquires if existing regions would be grandfathered?
- Bernie agrees that they would.
- Richard points out that there are provisions in the Constitution to provide financial assistance to attend the AGM. Would it be justified given a Region has fewer than 50 members and limited funds?
- Karen F. inquires if there are currently any requests underway for new regions within the Section?
- Nicole clarifies that there has been interest from the East Coast for a sub-region, however no clear steps have been undertaken to submit their official intentions thus far.
- Phil clarifies that any Region can dissolve themselves at any point in time.

This motion proposes an amendment to Appendix H.2.1 of the current Constitution to stipulate that in order to form a New Region, you must now require a minimum number of 50 members.

- Len inquires on whether this would impact the process for those interested in forming a new region on the East Coast?
- Nicole clarifies that it would directly impact them, however there has still been no clear confirmation of intention from those members interested.

Vote on the Amendment.



In favour: 6
Against: 8
Abstain: 1
Amendment is defeated.

Motion is withdrawn by Bernie.

10.8 Motion 8 R16 Increase of IPA Canada Annual Membership Fee to 40\$/year

Bernie Bergevin moves the motion.

Richard Laperrière seconds

- Operations costs overall have increased. Bernie reports that R16 paid to have a professional assessment done for the potential value of an IPA membership. The report suggests that a membership would easily be worth 80\$. (Note: The report has not made available to NEC directors)
- Gilles inquires on how that 5\$ would be divided up between Regions and National.
- Bernie suggests that the 5\$ would be kept by the Regions, and suggests the following amendment:

"That the increase of 5\$, to make the annual dues a total of 40\$ per year, be kept within the respective Regions, beginning in 2020."

Phil seconds the amendment

- Jan inquires if any regions have identified as having financial constraints?
- Chris clarifies that no Region has come forward to the NEB to indicate any financial difficulties.
- R16 collects 35\$ for membership and an added 5\$ admin fee. That R16 keeps the extra 5\$.
- Richard suggests that with this overall increase, the proper portion of dues needs to be sent to National, not kept by the Regions.
- Laurie and Karen O. inquire about why R16 is being allowed to charge an admin fee? As this is contrary to the constitution.
- Chris confirms that R16 has not been allowed. They have gone ahead on their own without approval.



- Len asks what members are getting for an extra 5\$?
- Bernie says that R16 have by-laws. They have stipulated the admin fee in their by-laws. That by increasing the amount to 40\$, they could then waive the admin fee altogether for their members. (At the time of the drafting of these minutes, R16's bylaws have not yet been made available to the NEB for review)
- Bernie indicates that R16 is almost at 800 members in strength and none of them have complained about the admin fee.
- Bryan inquires if the professional assessment used general factors in their evaluation or only those particular to the R16?
- Bernie confirms that the mandate of the firm was to assess it for R16 only.

Voted in Favor:1
Against: 14
Abstain: 0
Amendment is defeated

Motion is withdrawn by Bernie.

10.9 Motion 9 R16 Proposes an amendment to the John Minarik Memorial Award selection process.

Bernie Bergevin moves the motion.

Jan Fikkert seconds.

Phil Bailey suggest the following amendment:

"That the winner of the JMA be selected by a committee determined by the NEB comprised of 3 IPA members including 1 NEB member, from non-candidate regions. This process should be implemented at the 2019 AGM to select the 2019 winner of the award."

Jan Fikkert seconds the amendment.

In Favor: 13
Against: 0
Abstain: 2

Amendment is carried

Amended motion



Karen Osterwald seconds the Amended Motion.

In Favour: 14
Against: 0
Abstain: 1
Amended motion is carried

10.10 Motion 10 R16 Merging of the Social & Cultural and the Communication Commissions.

Bernie Bergevin moves the motion.
Phil Bailey seconds.

- Chris clarifies that these positions were implemented with the intention of growing the organization. There is a significant amount of work being done by the people in these positions that largely goes unseen by the general membership; given that many of these tasks are behind the scenes communications within their specific responsibilities.
- Karen Frost provides several examples of these instances related to her responsibilities with the IYG, the YPOS and the ATS that, at times, requires interventions at off peak hours and at the last minute.
- Laurie expresses the heavy workload from the Communications Chairperson's position that includes many day-to-day tasks and responsibilities that do not get reported to the directors.
- Len stipulates that this also relates to the cost of sending all of the NEB members to the AGM.

In Favour: 2
Against: 12
Abstain: 1
Motion is defeated

11.1 Motion 11 NEB Amendment to Wording to Current Article C.5.8 - Duties of the National Travel Secretary.

Chris Barratt moves the motion.
Dave Matteson seconds.



No discussion.

In Favour: 14
Against: 0
Abstain: 1
Motion is carried

- **Point of order: R2 director, Lou Agostinho, delegates his voting authority to observer Lino Murarotto as Lou cannot attend the remaining portion of the meeting. There are no objections from the floor.**

11.2 Motion 12 R7 Motion to include Corrections Canada designated Peace Officers as eligible for ordinary membership

Richard Laperrière moves the motion
Bernie Bergevin seconds.

- Presentation by Richard Laperrière regarding Peace Officer Status in Canada.

Bernie proposes the following amendment:

“...to include “Fisheries & Oceans Canada Officers.”

Karen Osterwald seconds.

Discussion:

- A certain number of criteria must be adhered to, such as powers consistent with those of a police officer. Peace Officer status alone is not enough. This would equally affect both Corrections and Fisheries Officers. More specific criteria should be established before an informed vote can be made on this topic. An example is the process used by IPA Canada when CBSA was integrated into the organization.
- Phil emphasizes that the definition refers to the “duties consistent with those of a police officer.” The process with CBSA involved a business case and specific classification change within the Agency that provided clarification of duties, allowing certain members of CBSA to join.
- Bernie questions why dispatchers would be allowed to be members when others doing front line police work are not.
- Shirley suggests that DFO also have similar distinctive classifications to CBSA. This would also include the roles of Special Constables in Court Rooms or other public places.



- Laurie suggests that a business case be put together to ensure that proper criteria referring to specific duties is outlined to determine if we accept other agencies.
- Len suggests that could we could strike up a membership review committee to examine the matter.

In Favour: 6
 Against: 7
 Abstained: 2
 Amendment is defeated

Vote on the motion.

In Favour: 6
 Against: 6
 Abstained: 3

Motion is defeated

- *****Len, Bryan and Shirley volunteer to strike a committee to examine the definition of Peace Officer and provide feedback to the NEC on or before September 30th.**

11.3 Motion 13 R6 Amendments to Section III - Membership

That CBSA be included in the definitions under Appendix I I.5 (b)

Len Macpherson moves the motion.
 Phil Bailey seconds.

- Len makes the following amendment

“...reference Appendix I. I.5 (b)” and “to withdraw Part 2 and Part 3 of the said motion.”

Dave Matteson seconds

In Favour:15
 Against: 0
 Abstain: 0
 Amendment is carried

Amended Motion



In Favour: 15
Against: 0
Abstain: 0
Amended Motion is carried

11.4 Motion 14 R6 Amendment to Article 1 Definitions to include Military Police Reserves

Motion is withdrawn by Len.

11.5 Motion 15 R6 Amendment to the wording “Canadian Section” used throughout the document to be replaced by the official designation of “Section Canada” or “IPA Canada” as stated in the preamble.

Len Macpherson moves the motion.

- As per our incorporation documents we are recognized as International Police Association - Section Canada.

Karen Osterwald seconds.

In Favour: 15
Against: 0
Abstain: 0
Motion is carried

11.6 Motion 16 NEB Amendments as proposed in the draft updated 2019 version of the IPA Canada constitution, as listed hereunto.

- Len explains that all current content was separated between what needed to be contained in the constitution and what was more appropriate as a directive (operations).
- Then the articles from the old constitution were rolled into the new version and reformatted.
- The articles that did not normally need a 2/3 vote were reformatted into separate directives.
- Bernie asks for clarification of terms between constitution, Bylaws and Statutes.
- Len confirms that the IPA Canada Statutes, which is a collective name, contain the constitution and the directives. "[D]irectives" is a term interchangeable with bylaws.



- Nicole clarifies that the motion stipulates that the current motion only reflects the adoption of the changes and modifications in formatting.

Jan Fikkert seconds

Chris reads out each point of the motion.

- 1) A list of terms used throughout the document has been added in Article 1 of Section 1 (2019) to add clarification.
- 2) The term "IPA Canadian Section " has been modified throughout the 2019 document to reflect the section's officially recognized title by the International body, IPA Section Canada, or where applicable, simply IPA Canada .

- Note that R6 Region name will have to be modified to update recent name

- 3) Regional territorial descriptors have been updated accordingly to include greater geographical references reflecting coverage of all provinces and territories as applicable.
- 4) Articles 1 and 2 (PV) were inserted under their respective headings in the 2019 version as Article 3 - Title and Motto and Article 4 - Emblem and Logo
- 5) Article 2 - Interpretation (2019) was added for clarification purposes
- 6) Article 3 - Membership (PV) was integrated into Section III - Membership (2019)
- 7) Article 3.11.2 (PV) is integrated into Article 12 - Special Retention of membership (2019)
- 8) Article 4 - Affiliation (PV) was integrated into Article 5 - Authority (2019).
- 9) Article 5 - Privileges (PV) was integrated into Article 13 - Privileges (2019) with the exception of 5.6 (PV) which is included under Article 4 - Emblem and Logo (2019)

change.

- Bernie suggests that other logos such as the ones approved for R16 are not included.
- Chris confirms that unless they were added to the previous constitution, they were not brought over into the new one. This can be part of the updates to the new version once approved to bring any recent changes into the new document. Some of the updates from AGMs prior to this administration taking office will need to be added as necessary.



- 10) Parts of Article 6 - National Executive (PV) were integrated into Section IV (2019) - Organizational Structure , and/or replaced by their equivalent wording under the NFP as listed below in the NFP additions such as Article 6.3 (PV) replaced by Article 14.4 (2019)
- 11) Article 6.5.5 a) to d) - National Executive and Article 7 - AGM (PV) will be integrated into relevant directives.
- 12) Article 8 - Minutes of Meetings (PV) was integrated into Article 19 - Minutes of Meetings (2019)
- 13) Article 9 - Regions (PV) was integrated into Article 16 - Regions (2019)
- 14) Article 10 - Finances (PV) was integrated under Section II - Financial (2019) under their relevant heading
with the exception of Article 10.4 (PV) which was divided and inserted into Article 7 - Financial (2019) and Article 16 - Region (2019) headings respectively.
- 15) Article 11 - Retention of Property (PV) was added as Article 25 - Retention of Property (2019)
- 16) Article 12 - Authority for Rules and Regulations (PV) was integrated into Article 5 - Authority and under
5.2. Wording modified to reflect updated lexicon.
- 17) Article 12.2 (PV) To be integrated into the directives
- 18) Article 13 - Review (PV) Absorbed into Article 5 - Authority (2019)
Article 13.1 - Repealed (2016)
Article 13.2 - Modified wording to reflect impact of Repealed Article 13.1 and integrated into Article 5.5 (2019)
Article 13.3 (PV) moved to Article 8.6 - Changes to Membership Qualification (2019)
Article 13.4 (Repealed 2016)
- 19) Article 14 - Expulsion (PV) moved to Article 17 - Expulsion (2019)
- 20) Article 15 - Dissolution (PV) moved to Section IX - Dissolution (2019)
- 21) Article 16 - Date of Commencement (PV) moved to Article 26 - Date of Commencement (2019) and wording modified to reflect motions passed (2016)

- Phil refers to Article 5.5 regarding the votes for ordinary/extraordinary resolution. That there is some contradiction on whether or not this would require a 2/3 vote or 50+1 vote given that it is a change to the constitution.
- Nicole acknowledges the point and suggests that a further review may be needed to ensure that there are no further points in contradiction, but that the scope of the initial task was merely the integration of the necessary directives into the applicable articles in the constitution. The article refers to the general operational practice of voting on a variety of motions, whereby in general, motions are deemed to be dealt with by ordinary resolution, unless otherwise necessary to be dealt with by special resolution, such as in the case of changes to the constitution which would necessitate a 2/3 vote.
- Nicole suggests that an amendment can be brought forward to have the particular reference to changes with Article 13.2 removed from the current motion and be examined in a separate point of discussion, while the directors consider the remaining point of the existing motion.
- Len suggests that this is an oversight that was carried over, as it was done with the intention of simply moving the information over without making changes.



- Phil apologizes that he did not take the time to compare both versions line by line to ensure the accuracy.
- Bernie says he has a list of 20+ changes that were made but became lost because he couldn't find some of them and wasn't sure if they had been moved or removed.
- Bernie suggests given the large endeavor, an adoption of the motion in principle with a period for review to identify any potential contradictions or concerns with its current content. Directors could go to the NEB with any concerns or changes regarding the new document.
- Chris explains that without the adoption of the new version, IPA Canada will be no further ahead than it was 2 years ago.
- Phil agrees with a 6-month review of the document.
- Phil inquires if this includes the changes regarding the "director's vote at an AGM" is contained in this motion or addressed in another motion?
- Nicole clarifies that the topic of a "director's vote at an AGM" is contained the motion addressing the adoption of the directives.
- Nicole clarifies that the motions for any changes identified by the directors in the review period should be put forward in the form of a motion. NEB will be available to assist with the drafting of any motion as necessary. As necessary, the NEB will also put forward any motion, should additional changes be identified, that needs to be made.
- Bryan inquires on whether or not we are voting a 2/3 or 50+ vote, given that, having identified some contradictions in the proposed document that we would be in violation of our own rules.
- Phil suggests that under exceptional circumstances, directors can override anything in the constitution.
- Chris agrees that under the circumstances no vote is necessary to agree in principle to override the current rules as is but simply to continue the motion as is and proceed to a vote.
- Nicole clarifies, that from a risk management perspective, it's easier for us to amend our constitution articles as necessary from an adopted document, than remaining non-compliant with Corporations Canada and NFP Regulations given that they are federal legislation which supersedes any organizational document.



- Nicole clarifies has the vote has to be passed with a 2/3's vote given that it is a change to the existing constitution. Notwithstanding the outcome, the NEC as a whole has the responsibility to regularly review and modify our articles to ensure that they meet our organizational needs and are not in contradiction with additional pertinent legislation.
- Chris suggests that putting it over until the next AGM is not an option.
- Karen O inquires if there is a deadline for the review.
- Nicole adds that any further delay, given the challenge over the last 3 years of this undertaking that finding the resources and volunteers to assist in the process would not yield the results in our favor.
- Phil suggests that given the extraordinary circumstances, he encourages that directors should pass the motion in principle, with a 6-month review period, so that by 2020, IPA Canada has a solid document to work from.
- Chris invokes a "Notwithstanding" clause approach to the situation, to allow for any changes to be made to be brought forward within a reasonable timeframe and have those changes adopted by electronic vote, where possible, with the intention of moving the document forward for completion by 2020.
- Chris resumes the reading of Points 22 and 23.

22) Article 16.8 (2019) Approved until adopted at AGM 2019

23) Article 16.9 (2019) Added to regional level what is reflected at the National level for consistency and integrity. Approved until adopted at AGM 2019

- Nicole explains 23, which is the added consistency at both Regional and National levels, regarding the use of bylaws/directives. It's with the intention of ensuring that Regional documents are reviewed by National to ensure there are no contradictions with any National or International practices.
- Bernie suggests that R16 believes that all Regions should have their own bylaws and inquires whether he could submit his motions during the review period to bring any modifications or changes?
- Nicole confirms that motions during the review period will be accepted and reviewed to ensure consistency with current processes and needs to ensure they do not contradict or conflict with any other articles. She encourages the sharing of these proposed changes, between the directors, prior to making a submission to the NEB to avoid duplication.



- Chris clarifies that if this document is approved today, changes can be brought forward to amend or replace the necessary articles.
- Karen O. inquires whether current Regional bylaws need to be submitted to the NEB.
- Chris confirms they do.
- Karen O. inquires if they need to be submitted to any other external body for approval.
- Chris confirms that they only need to be submitted to the NEB.
- Laurie inquires about an example of the need for Regional bylaws.
- Bernie explain that there may be specific regional processes that apply to member in that region. That these should be stipulated within Regional bylaws.
- Nicole clarifies that every IPA Canada regions fall under the National Statutes. There may be, in some cases, needs that are specific to a Region that are not otherwise addressed by the National documents.
- Chris gives the example of Region 16 which encompasses 4 different provinces and may include things like rotation of annual activities. Or other activities such as elections, whereby in some Regions, they are held annually, or every two years or some Regions have them staggered between positions every two years.
- Nicole adds that this also gives the NEB an opportunity to ensure we are consistent with NFP requirements.

Chris reads the additional points regarding the Appendices:

- 1) Appendix A - General Rules of Conduct, is integrated throughout the document under their respective related
 - 2) heading, with the exception of A.1.4 (Repealed in 2017)
 - 3) Appendix G - Correspondence, is integrated into Articles 21 and 22
 - 4) Appendix I - Member Identification is integrated into Articles 1, 8 with the exception of I.9 a)-e) to be included in
 - 5) the directives.
 - 6) Appendix J is integrated into Article 1 - Definitions
 - 7) Other Appendices not included in the constitution are integrated into the directives.
- Repealed
- 1) Article 3.9.1 (redundancy)
 - 2) Article 3.11.1 (redundant to 3.11.2)



- Chris confirms that the NEB will be available to collate information and add clarification as necessary during the review process.
- Bernie clarifies that if there are no major issues, and that some changes are not urgent, they will be brought forward at the next AGM. If any motions are put forward within the next 6-month review period, will they be considered?
- Nicole confirms that they will be, in line with the need to add, modify or replace an existing article, once the current document is accepted, so there is an active document to work from.
- Chris encourages communications between the directors.
- Karen asks if Bernie could share his findings to avoid duplication by directors when submitting proposed changes.
- Bernie agrees to send his list of 20 items regarding changes to the other directors for them to review.

Chris confirms no other discussion.

In Favour: 15
Against: 0
Abstain: 0
Motion is carried

11.7 Motion 17 NEB Amendments and updates to the constitution and its directives as required by the NFP as listed.

Chris Barratt moves the motion.
Bernie Bergevin seconds.

Chris reads out each point within the motion.

Discussion:

- Bernie clarifies that he's been told that the National Executive must be elected by the membership.
- Nicole explains that the ballot system for members has not been set up and by default, the regional presidents are delegated the responsibility to gather the votes from the membership and represent that vote when they cast their vote to elect members of the NEB at the national elections.



- Len explains that there are two meeting setups. Meeting of members and meeting of directors. In a meeting of members would allow any member to attend the AGM. However, at the current time, we are not set up to organize a nationwide ballot system. The rationale for IPA Canada is that current AGMs represent a meeting of directors, in which directors are expected to represent their respective regional voice. While there are provisions in the NFP for meetings of members, currently IPA Canada is set up only for meetings of directors.
- In the event that a regional president is unable to fulfill his/her responsibilities, the interim president cannot vote as a director until such time as they are elected by the membership within the region they represent.
- Nicole adds that in the event of an interim president, a regional election would be expected to be held as soon as practicable.

In Favour: 15
Against: 0
Abstain: 0
Motion is carried

11.8 Motion 18 Updated IPA Canada Directives

Chris Barratt moves the motion.
Dave Matteson seconds

Chris reads out the itemized directives.

Discussion:

- Bernie says R16 has general concerns. The regional executive thought they would be able to submit on the current motion. Could they be submitted within the 6-month review?
- Phil suggests his concerns about the roles of delegates if they are not considered directors and do not hold a vote.
- Chris suggests that he write to the Director of Corporations Canada and ask for clarification and an exemption given the geography and logistics of IPA Canada as an organization.



- Len indicates that according to the NFP there are provisions for delegates to convince others at the table. You would not be able to change your own region's vote.
 - Bernie suggests that there are not enough details as to who can move a motion or suggest an amendment.
 - Nicole emphasizes the reason why directors are encouraged to share the information with their members to ensure proper discussion can be had and a representative vote can be brought to the table by the director.
 - Len suggests that there are also no provisions in the Act to have any e-vote.
 - Nicole suggests that teleconferencing may be an option in the future, however it currently isn't available.
 - Phil does not support the directive in principle. If you send a delegate instead of a president, you can improve the knowledge and competency of regional members. Phil indicates he was appointed as delegate last November at the R5 AGM.
 - Bernie gives the example that R16 had 12 motions they wanted to present. R16 had their AGM in November. One member wanted to move his motion forward. If a delegate can't vote, then how could it be accepted that a disgruntled member can come forward and submit a motion? This refers to the article referring to the formation of a new Region.
 - Chris clarifies that this is specific to the old Appendix referring to the formation of a New Region. This was cut and pasted from the old Constitution. This was verbatim.
 - Bernie asks if that's not what he was told, that any new motions could not be put forward today.
 - Chris clarifies that no motions were received within the time period allowed, before the AGM, to be considered as part of the agenda. Should the motions be received within that time frame, they could have been considered. Currently, without having the directives yet approved, motions cannot be submitted for changes, prior to and pending the approval of the document in discussion. Otherwise, if the current document is not approved, then related motions would not apply.
 - Shirley clarifies that any member can submit a motion. It is preferred and encouraged that they go through their regional president.
- **Point of Order: Vote on this motion is held, but further struck down by a consensus of the directors, given a misunderstanding by the directors, of the consequences carried by the result of their vote that subsequently caused a circumstance putting**



IPA Canada in contravention of its own parliamentary procedure and NFP/Corporations legislation.

- The discussion is included below for clarification purposes, however, due to the nature of the previous vote being “struck down”, the vote can no longer be reflected in these minutes.

- Bryan proposes that Motion 18 should read:

“Until such time as the directives are ratified by this board, IPA Canada will operate in principles under the guidance found in the appendices in the old constitution.”

- Nicole clarifies that this cannot work given that the appendices are dissolved by virtue of adopting the updated constitution.

Bryan withdraws the motion

- Bryan’s amended motion, as per Phil, should instead read:
“... to include a 6-month review period to establish a bridging mechanism.”

Phil Bailey seconds the amendment.

- Nicole clarifies that within 6 months, the NEC will review and provide feedback, similar to the motion suggesting the review period for the constitution document.
- Phil says he wants the changes to be made and approved prior to 6 months, by January 1st, 2020.
- Nicole clarifies that the deadline for review then needs to be scaled back.
- Phil says the SG can figure out the logistics, but also suggests that directives should be sent out in 3 articles at the time.
- Len suggests there has to be a timetable.
- Chris suggests that a schedule could be drafted. However, in the event of not receiving any response, then a motion to adopt the document would go to an e-vote.
- Laurie agrees that a set schedule has to be drawn up.
- Phil says there are only a couple of directives that really raise a flag for him. Until Chris can get answer from Corporations Canada, he could work with the results.
- Bernie suggests that if R16 had 12 changes to be made, they could be made and submitted within the 6-month period.



- Bernie also enquires about what would happen if there were more than two amendments?
- Then the NEB has to review them and attempt to collate and as necessary combine them.
- Phil suggests that points of discussion should be put forward to ensure that directors can add input.
- Bernie asks what happens if the motion is not accepted by the directors?
- If the motion is defeated, then we move on. It would not affect the entire article. It would have to be specific to parts of the article. None of the articles would be completely struck, given that each hold their own merit.

Vote on the amendment

In Favour: 14
Against: 0
Abstention: 1
Amendment is carried.

- Nicole is open to discussing the process on how this will be rolled out.
- Bryan suggests 5 months to provide feedback, and one month to send out to an e-vote.
- Nicole suggest a 4-month period for receiving feedback. Maybe even October. Over the course of the summer it will be difficult
- Bernie agrees that 4 months is agreeable.
- A show of hands in a majority commits to providing feedback within the next four months, so the NEB can act on the feedback received.
- Review, shall be conducted in an incremental schedule, over the next 4 months with the intention of e-votes before the AGM. Phil suggests that the e-votes be out by December 31st. Scale it back to 3 months instead of 4 months.
- Laurie suggests 5 directives and one vote.
- Phil suggests 2-5 in the first month and wait for the #1, which depends on the answer received from Corporations Canada.



- One month to review. Phil suggests it should be easy to do.
- The incremental schedule will look like 2-5 in the first month. 6-10 in the second month. If modifications need to be made.

Vote on the amended motion
In Favour: 14
Against: 0
Abstention: 1
Amended motion is carried

Item #12 Presentations and Discussions

1. Presentation by Gilles for the 2020 AGM in Quebec City

- Last weekend of May from the 28th until 1st of June
The day of the AGM will be decided on with the NEB (whether it be a Friday or a Saturday)

2. Presentation for AGM 2021

Gerry to proposes to have R15 host the 2021 Joint NEB-NDC meeting in reflection of the Region's 20th anniversary. AGM Thu-Sun and a Friendship Week of 9 days. Toronto-Ottawa-Montreal-QC and Montérégie.

Requests that Chris contact the USA to discuss the possibility of a joint meeting. R15 accepts to bear the cost of simultaneous translation, given that it would be a back to back AGM in Quebec City.

- R16 is planning an international tour, and a FW in NFLD in 2021 and would like to have the dates sooner than later.

3. Relief fund donation to Mozambique

300\$CAD is proposed as a donation. Agreed upon by consensus of the directors.

4. Language Exchange Program initiated by IPA France.

This is different than the Youth exchange program that was repealed by the International Body and by IPA Canada in 2016.

IPA France's program includes a pairing of families and the signing of a waiver of liability.

5. IPA Canada Training Week

Held at PRTC in Chilliwack in Region 9. Full Limited partnership was obtained with the RCMP to help host the event. Maximum capacity of participants (40) has been reached from US, Germany, UK, Cayman Islands, Ireland, Pakistan, Barbados, Aruba,



Kenya, Mauritius, Japan, Antigua, Ukraine, Botswana, and members from CBSA in Canada. Estimated cost was 50 000\$, covered by registration cost, private funding and corporate sponsorships. Curriculum has been completed. RCMP has covered all cost of instructors for the week. Training week theme is “Modernization in Tactics and Leadership.”

6. Discussion on the metal IPA badges.

- Concern of being abused. If someone uses a stolen badge to impersonate a police officer, then that person is the one liable for misuse.
- If regions are making their own, then we need to maintain consistency.
- The badge gives a reasonable person the impression that it could be police identification
- It is in and of itself, a piece of metal without any law enforcement authority.
- The misuse of the badge lies on the individual using it.
- There’s the problem of branding for IPA Canada, since the logo is not the IPA Canada logo.
- The Region 3 logo has been approved for challenge coin design.
- Last year the issue was voted down, and two regions did not comply with that decision.
- The motion last year was the issuance of badges to IPA Canada members in good standing. The issuance of the badge was voted down.
- If members do not renew, would they keep the badge?
- Only the IPA Canada ID card would be considered as legitimate identification of a member.
- Another concern is that the logo should go to a review committee before being approved for production.
- Also, that in many sections, IPA members are not always from a Law enforcement background.
- There could be a cultural activity, such as a competition for the design of an IPA Canada Badge.
- This item could benefit IPA Canada as a potential revenue.

Item #13 Motion to adjourn

Dave Matteson moves to adjourn the meeting.
Jan seconds

2019 AGM is adjourned at 5:11pm



Annual Awards:

- Recipient of the John Minarik Award is Richard Laperrière.
- Recipient Region of the Charles R. Wright Award is Region 16.

N. Kikcio

Prepared by:
Nicole Kikcio
Secretary General