

PDTCA Vice President's Year-End Report

March 25/26, 2022

Submitted by Jill White, Vice President

1. Thank you to the very supportive executive and PDTCA board for all the hard work in putting together an excellent professional learning opportunity for our delegates. I so greatly appreciate the added role our board members played in taking over the moderating this year. We had all roles filled by our board members, many of whom moderating for the first time, then multiple times during our event. I was truly inspired by how quickly everyone rallied via email and otherwise to solve logistical problems as they came up.
2. Extra special thanks to Bertha for assisting with this everything leading up to and during our convention. There were lots of moderating changes that came up during this year's event and Bertha was behind the scenes working her magic to ensure that the experience was as flawless as possible for speakers, moderators, our AV company, Encore, and our delegates.
3. This year's convention honoured Louis Perrault from Three Drums of Wheat as our Honorary President. There were no Long Service Award recipients this year. Louis has sent many thanks to our board for the gifts he received. It is our intention to honour him and last year's Honorary President, Theresa O'Neill, in person at a future in-person event.
4. Some key findings about moderated sessions this year:
 - a. The moderator role was, again, very valuable. It was well-received and appreciated by the speakers that requested them. Our board members were exceptional and very flexible to rapidly-evolving needs.
 - b. It was significantly less challenging to fill our moderating positions this year, likely due to the fact that there was a precedent set for the role at last year's convention, higher comfort levels and experience with Zoom and being online, and we had some first-hand team experience with the opportunities and challenges of moderating. Networking sessions were hard to fill last year. This year, we only included networking sessions that were speaker-proposed, which worked well.
 - c. There were more technical difficulties with moderating and delegate access this year.
 - d. Having the AV company to ensure smooth transitions and delivery was, again, very essential and well worth doing.
5. Recommendations for next year:
 - a. If in-person:
 - i. The moderator role may still be beneficial in certain circumstances.
 - ii. Revisit the possibility of providing optional, user-pay childcare onsite.
 - b. If online:

- i. Continue to provide convention expense to moderators based on time spent moderating. This year's rate of pay for moderators was significantly better and more appropriate for the role and the time spent in doing it.
 - ii. Administering convention should happen with as much of our team in person as possible. That would minimize or eliminate most, if not all, of the technical and internet-based problems that our board members faced.
6. We would like to resume our ad hoc Convention by the Numbers Committee to look at the remuneration for Larry's contracted position, our speaker fees, and any other outstanding cost items in our Policy. This past year, we revised Bertha's title and her pay, which was very long overdue. We considered, but did not change our speaker fees for the 2022 year mainly because our online sessions are shorter than our in-person sessions, and speaker costs for attending an online convention were negligible, but we noted that we would look at it again this year. We also adjusted some smaller item costs such as increasing the gift allowance for our Honorary President from \$350 to \$500. This committee has so far included a combination of executive and general board members, and anyone present at the meetings has had a vote. If any other board members would like to be part of this committee moving forward, please send me an email at jill.k.white@gmail.com. As most of our cost items had not been revised in approximately 20 years, this work has been long overdue. It has been a substantial amount of work for the committee and the board over the past few years. It is my recommendation that once we have reviewed and/or revised the remaining of the cost items and included them in policy, we should also include in our policy that these items be revisited at specific intervals and dates. I would recommend reviewing these items every 5 years, on the years ending, perhaps, in 5 and 0. That would let us re-evaluate these items in 3 years, then go to every 5 years.
7. We should also review the number of board members from each local, and the formula by which those numbers are determined at least every 5 years.
8. From my perspective this was a particularly challenging year between our executive team and the ATA. These challenges gravely affected the democratic process and appeared to stem from pressure that likely comes from the top down. This pressure very negatively affected communications and interactions between our elected PDTCA executive members and our PEC liaison and Executive Staff Officer.
9. To address these challenges and other issues, at our May PDTCA board meeting I will be suggesting that we review and potentially amend certain sections of our Constitution which hasn't been amended since 2017.