

Annual General Meeting

June 1, 2017

OTTAWA REGION
ORRA
REWARDS ASSOCIATION



AGM Agenda

- ORRA's Mission, Value & Structure
- Volunteer Appreciation
- Volunteer Opportunities within ORRA
- Road Ahead in 2017 - 2018
- Financial Update
- Resolutions
- Special Guest

ORRA's Mission

- ORRA is a non-for profit Association for HR Practitioners fostering knowledge and career development in the areas compensation, benefits and total rewards.
- ORRA is a member of WorldatWork's Local Network, facilitating local access to WorldatWork Education and Certification.

ORRA's Value

- Local presence promotes networking and sense of community
- Better understanding of local needs
- Affordable membership fees
- Proven effectiveness of WorldatWork Standard Operating Structure in Canada
- Access to broader HR network in Eastern Ontario and across Canada

Outstanding Service!

Thank you for your great contributions to ORRA!

Dave Hemphill

Glynnis Wilson

Danielle Aucoin

Irene Lis



Review of 2016/2017

What happened?

New Venue: Breakfast Sessions

- La Charrette located @ Hunt Club & Merivale
- Creative and fun space holding up to 40 members
- Held in April, June and September, 2016



Telfer HR Association Annual Networking Brunch

Held March 14, 2017 @ University of Ottawa

- Goal to foster business relationships for all U of O students through networking, social events, academic competitions and professional business opportunities.
- ORRA was a sponsor and we presented the benefits of \$10 membership with 80 students.



2016/2017 Events

(ORRA volunteers not counted)

Event	Participants	Income	Costs	Note
2016 Membership	82	\$4,633		62 members in 2015
2016 Student Membership	15	\$150		10 student members in 2015
2017 Membership purchased in 2016	11	\$550		19 in 2016
AGM (March @ Brookstreet)	55	\$0	\$5,018	40 in 2015
Pay for Performance (April)	28	\$1,260	\$1,165	La Charrette
Success Metrics (June)	30	\$1,350	\$1,194	La Charrette
HR Strategy (September)	24	\$1,055	\$1,217	La Charrette
Annual Compensation Planning (October)	35	\$720	\$1000	Mill Street
World at Work T4 November 2016	7	-\$395 USD	\$10,628	Hosted by TechInsights

The Road Ahead 2017/18

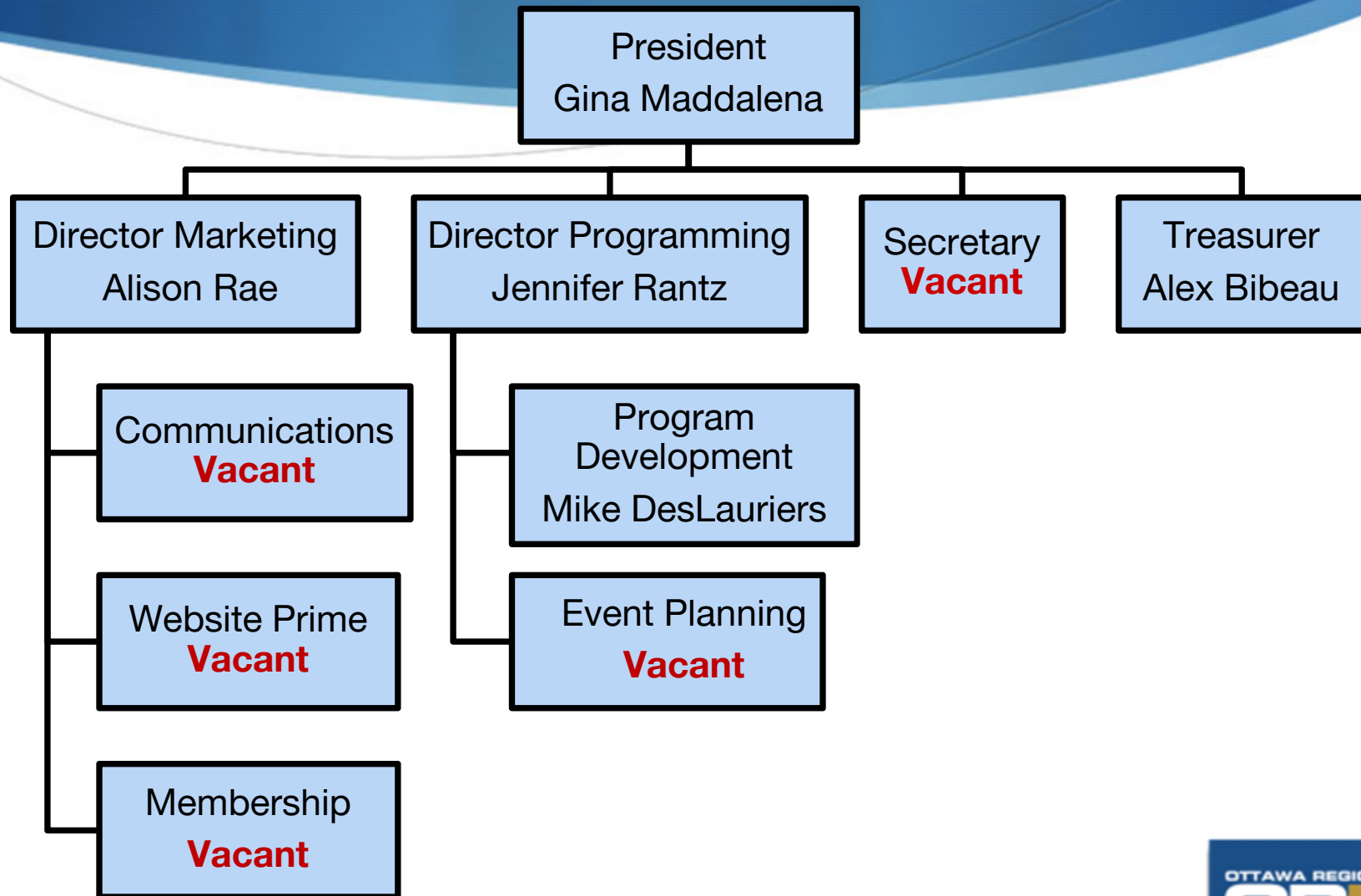
What's next?

The Road Ahead

Desired Outcomes for 2017/18

- Member Engagement
 - Networking opportunities at events
 - Increasing Attendance/Participation at Events
 - Member involvement through volunteering
- Sponsorship model for funding to engage HR vendors and Industry Experts

ORRA Board 2017/18



Volunteer Opportunities

- Looking for a way to give back, meet and connect with peers, develop new skills and interests? Consider volunteering with ORRA.
- If you are interested in volunteering, please e-mail info@ottawarewards.org

Programming 2017

Program Title	Date
Social - ORRA Paint Nite	March 23
2017 World at Work Total Rewards Conference	May 7 - 10
T7 - International Financial Reporting Standards	May 10 - 11
Flexible Workplace - Managing Director Heidi Hauver, Harrison O'Sullivan	September 21
Annual Compensation Planning Event	October 19
Breakfast event with Mercer	TBD

Finance Update

Year ending December 31, 2016

Notice from KPMG

KPMG Enterprise™
Suite 101 Fax
750 Palladium Drive
Kanata, ON K2V 1C7
Canada

Telephone (613) 212-KPMG (5764)
(613) 591-7607
Internet www.kpmg.ca/enterprise

REVIEW ENGAGEMENT REPORT

To the Members of Ottawa Regional Rewards Association

We have reviewed the statement of financial position of Ottawa Regional Rewards Association as at December 31, 2016 and the statements of operations and changes in net assets and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the Association.

A review does not constitute an audit and, consequently, we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

Chartered Professional Accountants, Licensed Public Accountants



Balance Sheet (Reviewed)

as of December 31, 2016

	2016	2015
Assets		
Current assets:		
Cash	\$ 10,247	\$ 30,585
Guaranteed investment certificates	40,000	40,000
HST recoverable	1,909	1,761
	\$ 52,156	\$ 72,346
Liabilities and Net assets		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 3,997	\$ 3,997
Deferred revenue	633	1,017
	4,630	5,014
Net assets:		
Unrestricted	47,526	67,332
	\$ 52,156	\$ 72,346

Income Statement (Reviewed)

January 1, 2016 to December 31, 2016

	2016	2015
Revenue:		
Event fees	\$ 4,645	\$ 8,819
Membership dues	4,344	3,475
Interest	280	429
Miscellaneous	-	16
	9,269	12,739
Expenditures:		
Advertising and promotion	5,446	7,493
Event hosting	14,235	10,947
Professional fees	3,800	3,800
Meetings	1,579	453
Bank charges and interest	2,117	1,533
Conference attendance	1,295	1,080
Office	603	396
Bad debts	-	102
	29,075	25,804
Deficiency of revenue over expenditures	(19,806)	(13,065)
Unrestricted net assets, beginning of year	67,332	80,397
Unrestricted net assets, end of year	\$ 47,526	\$ 67,332

Comparative Balance Sheet

2010 to 2016

	2010	2011	2012	2013	2014	2015	2016
Assets	\$93,409	\$87,506	\$95,081	\$104,926	\$86,542	\$72,346	\$52,156
Liabilities	17,918	4,076	4,197	8,914	6,144	5,013	4,630
Retained Earnings	75,491	83,430	90,884	96,012	80,398	67,333	47,526

Comparative Income Statement

2010 to 2016

	2010	2011	2012	2013	2014	2015	2016
Revenue							
Event fees	40,557	20,396	20,506	19,644	8,420	8,819	4,645
Membership dues	5,166	5,902	6,721	5,050	3,200	3,475	4,344
Interest	1,180	2,500	-	499	420	429	280
Miscellaneous	1,143	315	604	424	8940	16	-
Total Revenue	\$47,906	\$29,113	\$27,831	\$25,617	\$20,880	\$12,739	\$9,269
Expenses							
Advertising & promotion	13,598	4,717	2,120	2,153	17,688	7,493	5,446
Event hosting	15,249	7,225	8,662	7,840	8,159	10,947	14,235
Professional fees	5,822	5,835	3,969	4,377	3,243	3,800	3,800
Conference attendance	2,841	648	2,265	805	622	1,080	1,295
Other	5,142	2,749	3,358	3,577	2,609	2484	4,299
Total Expenses	\$42,652	\$21,174	\$20,347	\$20,489	\$32,321	\$25,804	\$29,075
Profit	\$5,254	\$7,939	\$7,457	\$5,128	\$(15,614)	\$(13,065)	\$(19,806)

Resolutions



Nominations

- We have received a nomination for:
 - **Alison Rae for the position of Director, Marketing**
- Are there any nominations from the floor for this or other positions?

Resolution 1

- The following individuals have been put forward for ORRA's Board of Directors for 2017/18. No position had more than one person nominated:
 - Gina Maddalena – President
 - Alex Bibeau – Treasurer
 - Secretary - open
 - Alison Rae – Director Marketing
 - Jennifer Rantz – Director Programming
- Be it resolved that the roles and individuals listed above be approved as the 2017/8 ORRA Board of Directors.

Resolution 2

Financial Statements:

- Be it resolved that the financial statements of the Corporation for the period ended December 31, 2016, including the balance sheets at such dates, are hereby confirmed to have been received by the members.

Resolution 3

Dispensing with the Appointment of an Auditor:

- Be it resolved that all of the members of the Corporation, hereby consent pursuant to Section 96.1 of the Act to the exemption of the Corporation from the requirements of Part II of the Act regarding the appointment and duties of an auditor in respect of the financial period of the Corporation ending December 31, 2016.

Resolution 4

Confirmation of Proceedings:

BE IT RESOLVED THAT:

- Notwithstanding: (i) any failure to properly convene, constitute, proceed with, hold or record any meeting of the board of directors or members of the Corporation for any reason whatsoever, including, without limitation, the failure properly to waive or give notice of a meeting, hold a meeting in accordance with a notice of meeting, sign the minutes of a meeting or sign a ballot electing a slate of directors; or (ii) any failure to pass any resolution of the directors or members of the Corporation or any by-law of the Corporation for any reason whatsoever, all by-laws, approvals, appointments, elections, resolutions, contracts, acts and proceedings enacted, passed, made, done or taken, or intended or purporting to have been enacted, passed, made, done or taken since the incorporation of the Corporation as set forth or referred to in the resolutions of, or in the minutes of the meetings of, the board of directors or members of the Corporation or other documents contained in the minute or record book of the Corporation, or in the financial statements of the Corporation, and all actions heretofore taken in reliance upon the validity of such minutes, documents and financial statements, are hereby sanctioned, ratified, confirmed and approved; and
- Without limiting the generality of paragraph 1 above, all by-laws, approvals, appointments, resolutions, contracts, acts and proceedings of the board of directors of the Corporation enacted, passed, made, done or taken since the incorporation of the Corporation as set forth and referred to in the resolutions of, or in the minutes of the meetings and resolutions of, the board of directors in the minute book and record book of the Corporation or in the financial statements of the Corporation are hereby approved, ratified and confirmed.

Closing of AGM

Sponsor Thank You!



Welcome and thank you to:
Micheal Ferguson
Business Development Manager



Canadian Management Centre

Introduction:

Jaime Gannon

Director, Canada East

Keynote Speaker:

Christina Cleveland

Senior Director, Talent Development Solutions