



## 2009 By-Law Amendments Summary

Article	The section currently states:	The Amendment, as approved by the Board, states:	Rationale for change:
<p><b>4</b> (Membership)</p>	<p>“The term of annual membership starts at the <b>conclusion</b> of one AGM and ends at the <b>conclusion</b> of the next AGM. Individuals shall be eligible for annual membership in the Corporation if they....</p> <p>a) Support the objects and activities, including the Mission, Vision and Values of the Corporation; and</p> <p>b) Meet at least one of the following criteria as documented by the Corporation:</p> <p>i. Attend at least three (3) committee meetings;</p> <p>ii. Attend at least three (3) General Meetings;</p> <p>iii. Volunteer for at least 8 hours;</p> <p>iv. Be an employee of Pride Toronto; or</p> <p>v. Be approved for membership by the Board.</p>	<p>“The term of annual membership starts at the <b>beginning</b> of one AGM and ends at the <b>beginning</b> of the next AGM. Individuals shall be eligible for annual membership in the Corporation if they....</p> <p>a) Support the objects and activities, including the Mission, Vision and Values of the Corporation; and</p> <p>b) Meet at least one of the following criteria as documented by the Corporation:</p> <p>i. Attend at least three (3) committee meetings;</p> <p>ii. Attend at least three (3) General Meetings;</p> <p>iii. Volunteer for at least 8 hours;</p> <p>iv. Be an employee of Pride Toronto; or</p> <p>v. Be approved for membership by the Board.</p>	<p>The reason for the change in this article is that the votes at the AGM are usually related to the organization’s future. It will be proven more effective for people who are recently engaged with the organization to vote on those matters.</p> <p>Example: Person A volunteered 8+ hours during the 2009 festival (between August 1, 2008 and July 31, 2009), while person B volunteered 8+ hours during the 2008 festival but did not do anything during the 2009 festival. According to the old by-law, person A, more recently involved with the organization, is not able to vote on any resolutions and elections during this AGM - they can only start voting as of the next General Meeting. However, person B, who has not been involved for at least a year, would still be able to vote. The revisions to the bylaw allow person A to have a say on what the 2010 year of the organization would look like, while person B no longer qualifies.</p>
<p><b>22</b> (Board of Directors)</p>	<p>Directors shall hold each term of office for a period of three (3) years, terminating at the conclusion of the Annual General Meeting of the third fiscal year from the date of election. Officers of the Corporation shall be elected annually from those who are members of the Board of Directors. In the case of the male and female Co-</p>	<p>Directors shall hold each term of office for a period of three (3) years, terminating at the conclusion of the Annual General Meeting of the third fiscal year from the date of election. Officers of the Corporation <b>except for the male and female Co-Chair positions</b> shall be elected annually from those who are members of the</p>	<p>This change fixes a small inconsistency in the wording of the bylaw that Co-Chairs, although they are officers of the Corporation, are not elected annually.</p> <p>Co-Chairs are elected via the AGM for a term of 3 years. This process is clearly delineated in Article 11.d</p>

	<p>Chair positions, the Director shall hold the office of female or male Co-Chair until the end of the Annual General Meeting two fiscal years after election and then hold a general Director seat (Past Co-Chair) on the Board for one additional year.</p>	<p>Board of Directors. In the case of the male and female Co-Chair positions, the Director shall hold the office of female or male Co-Chair until the end of the Annual General Meeting two fiscal years after election and then hold a general Director seat (Past Co-Chair) on the Board for one additional year.</p>	<p>Officers of the Corporation such as Treasurer and Secretary are elected annually from those who are members of the Board of Directors.</p>
<p><b>43</b> (Volunteer Coordinator Appointment)</p>	<p>The <b>Board of Directors</b> shall appoint volunteer Coordinators to lead the festival committees. Coordinators shall be appointed for a period of two (2) years. To the degree possible, appointments within each committee shall be staggered and the <b>Board</b> may make interim appointments as necessary. Coordinators may submit an application for re-appointment at the end of their term.</p>	<p>The <b>Executive Director, or his or her designate</b>, shall appoint volunteer Coordinators to lead the festival committees <b>under their direction</b>. Coordinators shall be appointed for a period of two (2) years. To the degree possible, appointments within each committee shall be staggered and the <b>Executive Director, or his or her designate</b>, may make interim appointments as necessary. Coordinators may submit an application for re-appointment at the end of their term.</p>	<p>The process of Coordinator appointments has been modified since 2008 to remove Directors from the process. We experienced significant delays in finding Directors to sit on Selection Committees and so amended our practice to this, more logical, approach.</p> <p>Staff and coordinators with experience in the portfolio in question form an interview committee, to evaluate potential coordinator candidates. Should they pass the interview process, then they can be appointed by the staff who will be working closely with them.</p> <p>This is an organizational process that has worked effectively for this year and has allowed more flexibility in scheduling and appointing coordinators that have fulfilled their terms effectively.</p>