

NCR CHAPTER ANNUAL REPORT 2009-2010

The NCR Chapter has had its challenges this year and last year with the loss of active members and several vacant Executive positions. The Chapter has had an Interim President since last May.

Notwithstanding this fact, the members of the Executive have been very engaged and active. In addition to their normal tasks, they filled more than one position and played key roles in the preparation of the National Conference. This year, NCR Chapter's focus was on planning the 2010 National HQ Training Conference in Ottawa at the Westin Hotel, June 6 to 9, 2010.

This is a difficult time, with the economic downturn affecting the Chapter and our members. With limited funds, less people are able to attend activities and at the beginning of the year events lost money. Consequently, we decided to reduce the pace of the activities, to put our energies in the preparation of the National Conference and to do activities only if we were sure that they would be profitable. We didn't want to spend all the money that we have been able to accumulate in 2008-2009 with the help of Joseph Perera who organized the Chapter events.

In addition to the National Webinar, professional development and speaker events were on the following topics:

- Organization Design: Techniques that work in times of change (offered twice)
- Leadership without Stress
- Ten Truths to Keep Top Talent

The Chapter also partnered with the "l'Ordre des conseillers en ressources humaines agréés" on their 2009 Conference (in French) and offered reduced rates to members.

Being very concerned with the financial stability of the organization we also decided to end the contract with Centretown Services for Chapter administration. Although the services were well provided, we didn't feel that we could afford to continue to pay such an amount, particularly with limited revenues. To continue otherwise would put us in financial difficulties.

NCR continues to have significant levels of retirement and significant churn in the federal government HR Community reducing its ability to identify potential new and stay in touch with its existing members.

One of the challenges in the incoming year will be to keep our members because most of our new members became members through a Professional development event in an activity and may not see the benefits of continuing, especially if the Employer does not support membership. Another challenge would be to have more members involved in the management of the Chapter.

All that being said, there are encouraging signs: some members want to actively participate and we hope to attract some students. Also, the 2010 Conference should raise the Chapter's visibility and help us to expand membership.

The NCR Chapter had 99 members at the end of March 2010. The composition of the Chapter membership is as follows:

- Individual members : 66
- Certified members : 25
- Agencies : 2
- Emeritus members : 6 (4 Certified)

These numbers include 8 Chapter and National Honorary Life Members.

The Chapter is in solid financial shape with approximately \$ 4000 on hand. The financial reviews have been completed for the current year and the previous year.

Before ending I want to thank you Carol Hopkins, our National Executive Director, Maureen Meany and Tracey Sallie D'Crus, the co-presidents of the next National Conference and all my colleagues in the Executive. Without their dedication it would not have been possible to move the Chapter forward.

Michel Nadeau, IPMA-CP,
Interim Pres.