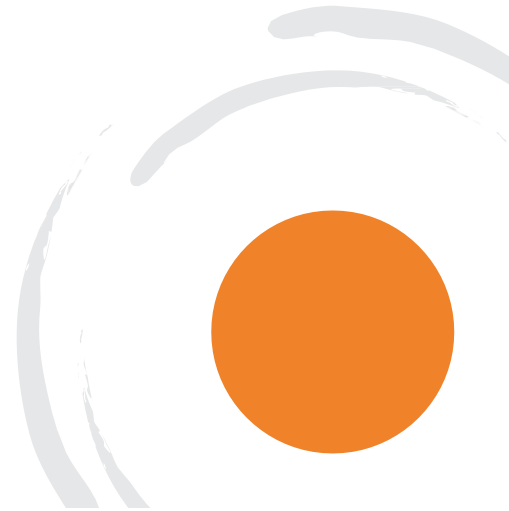


Amalgamation

Implementation Plan

| Presentation to Members

June 6, 2024





Defining **Amalgamation**

Amalgamation = Legal Definition

bring their memberships, assets, and liabilities into the emerging entity.
No dissolution of “legacy” organizations.

Yukon Societies Act -application

Financial process

Amalgamation = Strategic Partnership

between allied organizations to further their shared cause. Amalgamation is an agreement between organizations working strategically moving forward.



Defining **Legacy**

Legacy Organizations

Elderactive Recreation Association
Golden Age Society
Yukon Council on Aging

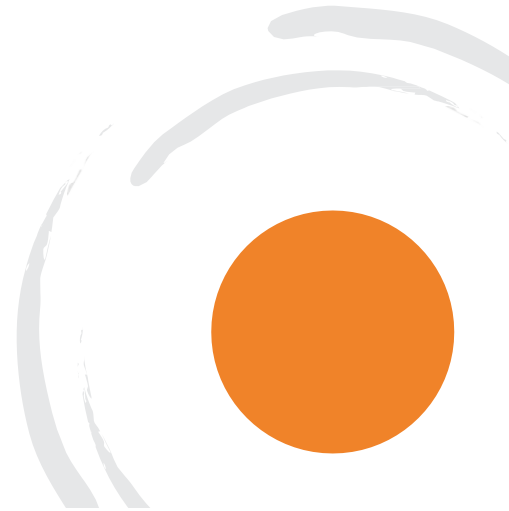
Legacy Board of Directors

Boards of ERA/ GAS/ YCOA

also...

legacy of history, culture, contributions and
achievements over many decades
combined 112 years of community engagement,
programs, services and resources

The Process



Amalgamation History

Discussions for years

Feasibility Study (spring 2023)

- Board discussions
- Forming Amalgamation Committee
 - Mitigate member concerns

Implementation Plan Project (spring 2024)

Amalgamation Implementation Plan Team

Wendy Morrison, YZED Projects

Linda Casson, Linda Casson Ltd.

Ryan van der Marel, Nomad Mind

The Osborne Group

Implementation Plan

Work to date



**Strategic
sessions
with Boards
and Staff**



**Review
documents
from 3
organizations**



**Meetings with
Funders & PLRA**

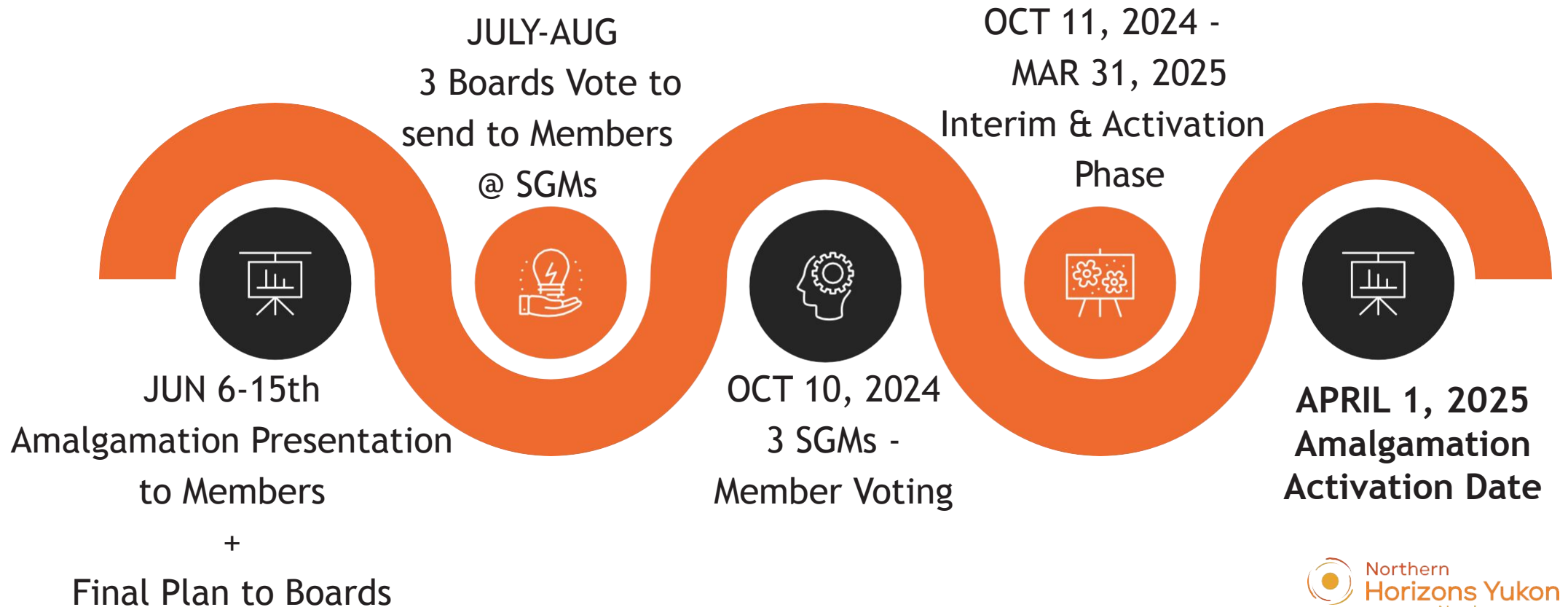


**Mapping new
organization
+
amalgamation
process/
timeline
(Mar-Jun)**



**Naming
and
branding
process**

Next Steps



PROCESS/ FLOW



**VOTING
AT SGMs**

OCT 2024



**INTERIM
PHASE**

**OCT 2024 -
APR 2025**



**ACTIVATION
PHASE**

**April 1, 2025
AGM - JUNE 2025**



**STABILIZE
PHASE**

JUN-DEC 2025



**GROWTH
OPPORTUNITIES**

2026 & beyond

Member Voting

- 3 Special General Meetings - October 10, 2024
- 1 Date - 3 Staggered Meetings
- Amalgamation package sent out in Aug/Sep for review (motion, draft bylaws, draft amalgamation agreement)

Interim Phase Timeline

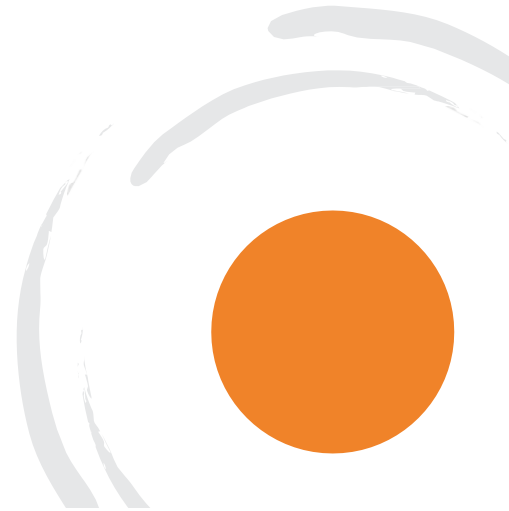
Vote Oct 2024

Application to Amalgamate Yukon Societies (PLRA)

Oct - Nov 2024 (latest Jan 2025)

Approval of Amalgamation (approx 2-4 weeks)

The Organization



The Amalgamated Organization



Northern
Horizons Yukon
Nord

For/ pour Yukoners 55+

Our Vision

To enhance the quality of life of Yukoners 55+ with a welcoming space and people that provide:

- Opportunities for learning, playing and growing together,
- Information and resources that support active and engaged lives;
- And to be an effective and respected voice in our communities.





Our Mission

A united organization of Yukoners 55+ that provides diverse opportunities and resources to enjoy lives of connection and purpose as we age.

- Opportunities for learning, playing and growing together,
- Information and resources that support active and engaged lives;
- And to be an effective and respected voice in our communities.



Our Values

- Integrity - we act with honesty and high standards.
- Welcoming - we want people to feel safe, welcome and comfortable.
- Inclusiveness - we invite and accept everyone.
- Respect - we encourage understanding and mutual respect.

Our

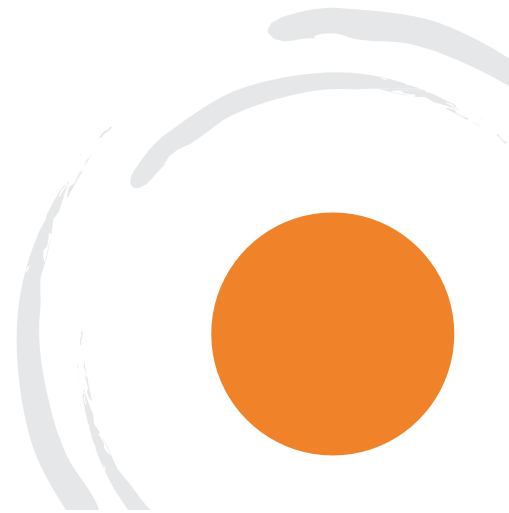
Principles

- We offer and maintain safe and welcoming space.
- We provide a range/variety of social and recreational activities.
- We provide information and communication specific to Yukoners 55+.
- We facilitate access to services and lifelong learning opportunities.
- We work with governments and partners on issues related to aging.
- We engage our communities and actively seek new opportunities for Yukoners 55+.
- We maintain a high standard of organizational governance.



The Legal Entity

Yukon Registered Society



Society Name

Northern Horizons Yukon Society

Purpose

To provide diverse opportunities and resources for Yukoners aged 55+ to enjoy lives of connection and purpose.

Registered Office

4061 4th Avenue Whitehorse, YT Y1A 1H1

Amalgamation Date

April 1, 2025



Bylaws

Drafted. Reviewed by 3 Boards.

Will be included as part of the Voting package.

Amalgamation Terms & Conditions/ Agreement

Drafted.

Will be included as part of the Voting package.

Board of Directors

TBD.

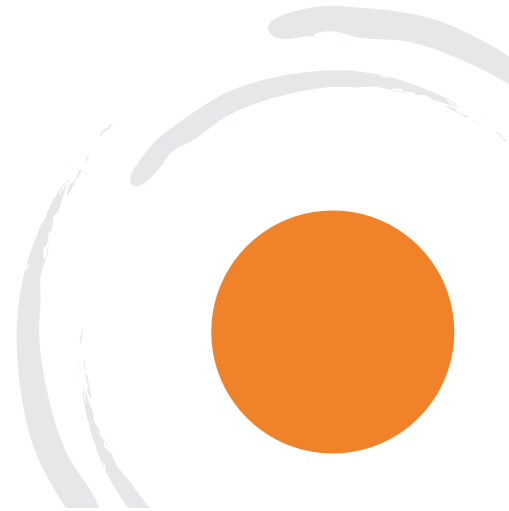
First Directors - they do not need to be elected.

NHY First Board will be interim Board until June 2025 (first AGM of the organization)

**Identify Member Interest



Governance + The Team



Members

- Approach: “Become a member of any org between now and March 31, 2025 and have your membership carry over to September 30, 2025.”
- Approach: Honour lifetime memberships. Keep fees low.
- Jan - Mar 2025 - merge member database - opt in for communications (email or phone/mailing)
- Fall 2025 - roll out new membership (notice of any increases) 2025 and 2026 - active recruitment for new members

Board of Directors

4 BOARDS - JAN to JUN 2025 (6 month interim period)

3 LEGACY BOARDS - will be asked to extend their commitment to JUN 2025

GAS/ ERA/ YCOA

- Active until June 2025
- ERA & YCOA FYE align with amalgamation date
- GAS - can extend AGM to April 1st (when it becomes null)
- Priorities: member vote; interim transition; accountability and financial wrap-up of organizations

Board of Directors

INTERIM NHY

- First Board Director & Officers
- Becomes official following amalgamation application approval
- Priorities: setting up new systems; prepping for the first AGM in June 2025

Annual General Meeting

AGM June 2025

- Not required by Societies/PLRA (first required by July 2026)
- Recommending AGM in June 2025 to:
 - Approve final financials for all 3 legacy Boards
 - Review the budget for NHY for 2025-26
 - Board elections (Directors & Officers)
 - Appoint an accountant (if required)

AGM June 2026

- review and approve Bylaw changes (if required)

Staff

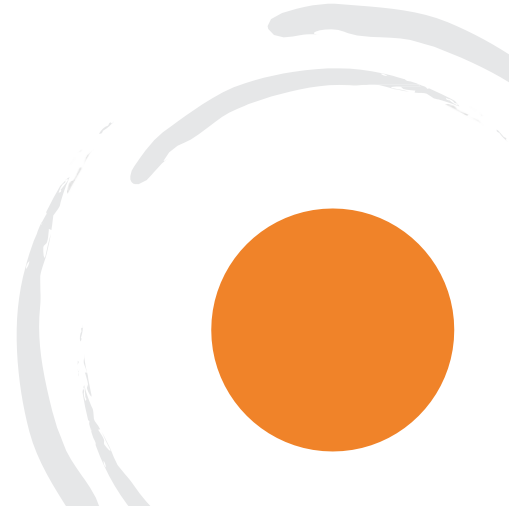
Good team make-up now.

FT Executive Director + FT/PT Program Coordinators

Look at team building opportunities

- eg. Staff session in April 2025
- Monthly or bi-monthly meetings in 2025
- Discussions about programming and funding needs
- Review office hours and drop-in schedule

Programs & Services



Programs & Services

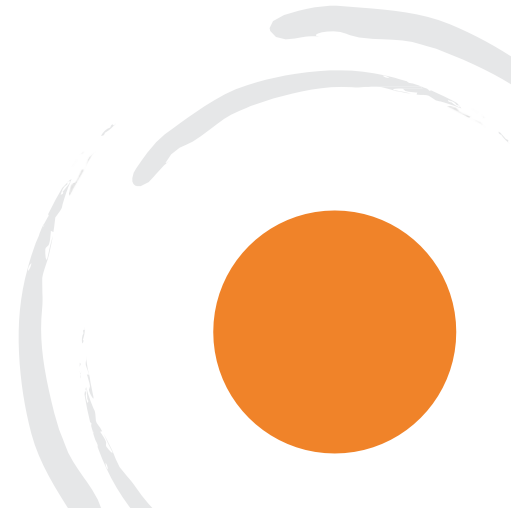
PHYSICAL ACTIVITIES (incl. sports & recreation)	SOCIAL ACTIVITIES (incl. meals, card games, pool)	SERVICES & RESOURCES (incl. advocacy, information sharing)
<p>Weekly and regular active living programs (sport, recreation)</p> <p>Canada 55+ Games Yukon Team 55+ (every 2 years)</p>	<p>Weekly activities & programs (recreation, crafts, cards)</p> <p>Social gatherings (coffee & chat, monthly luncheons)</p> <p>Annual Dawson City Bus Tour</p> <p>Special events</p>	<p>Learning for Life Program</p> <p>Publications: Information Please Booklet Crime & Safety Senior Discount List</p> <p>Seniors Info Centre</p> <p>Home & Yard Maintenance Program</p>

Programs & Services

MON	TUES	WED	THUR	FRI	SAT/ SUN
Pilates Tai Chi Whist Men's Pool Ladies' Pool training Ukelele Group Whitehorse Slow Jam	Kicksledding Intermediate hiking Yoga Bingo Bridge Ladies Pool	Beginner Hiking Pilates Cross Country Skiing CGC walking group Line Dancing (Beginner, Experienced)	Bridge classes Tai Chi Bingo	Arts and Crafts Eg Watercolour painting, Felting Bowling TYOC Crib Pioneer Women of the Yukon Ladies Pool Coffee and Chat	Bingo Last Sat of month, Foot clinics

*Seasonal **Year Round

Accountability & Compliance



Yukon Registered Society

Met with PLRA reps

- NHY will be the first to amalgamate under the Societies Act
- clear and simple process to:
 - name registration extension
 - report obligations of Legacy organizations
 - apply to amalgamate
- confirmation that the societies are not dissolving*

Legal

In terms of complexities, the move for NHY amalgamation is simple

- no federal registration as corporation or registered charity

Legal services would be used to revise ownership documentation of the building and the Strata Agreement with Sport Yukon (led by Golden Age Society)

CRA/ WCB

In terms of complexities, the move for NHY amalgamation is simple

- no federal registration as corporation or registered charity
- Process- open new accounts for NHY
 - include Amalgamation approval from PLRA
 - finalize remittances and reporting for legacy organizations

Insurance

Limited insurance complexities

- One package
 - Property building and contents
 - General liability for programs
 - Directors and Officers
 - Cyber liability
 - Crime coverage
- Process
 - starting in January 2025, set up new policies for NHY effective April 1, 2025
 - cancel Legacy policies - request credit be applied to NHY or reimbursed to Legacy accounts

Policies

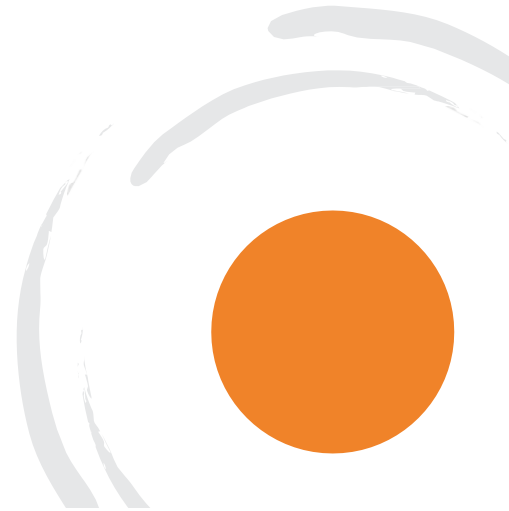
Mapping of policies (Benefit of existing policies for each Legacy organization)

Focus on priority policies

Form Policy Committee

Set policy workplan for 2025-26

Financial



NHY Budget

NHY Budget

- working on balanced budget for 2025-26
- will be reviewed and approved by members at the first NHY AGM June 2025

Highlights include:

- Conservative revenues
- Costs savings for bookkeeping, accounting, insurance, communications
- Review of salary levels
- Expanded expenses to cover expected cost increases
- Increase of program spending
- Funds for contingency/ emergency
- Surplus for savings towards a new or expanded space

Current Funding

Current Funding

- meet with funders of current funder agreements
 - no major concerns, lots of support
 - requires notification letter (or request for split before/after amalgamation date)
 - for all reporting, new applications and agreements during the interim phase

Funding Opportunities

Funding opportunities

- part of Implementation Plan, a series of funding opportunities were identified for consideration that are possibilities for future organization and programming needs.

Accounting/ Bookkeeping

- NHY will engage professionals
- NHY will set up accounting software (Quickbooks online) as a new company.
- wrap up of legacy financial statements for fiscal year-ends

Banking/ Assets

- NHY will set up bank accounts; signing authorities; have cheques ready
- Legacy organizations will transfer bulk of funds to new organization effective April 1, 2025 (keep sufficient funds for financial wrap-up)
- Legacy organizations will keep GIC investments flexibility and track maturity dates - funds transferred to NHY for reinvestment

Building - Asset

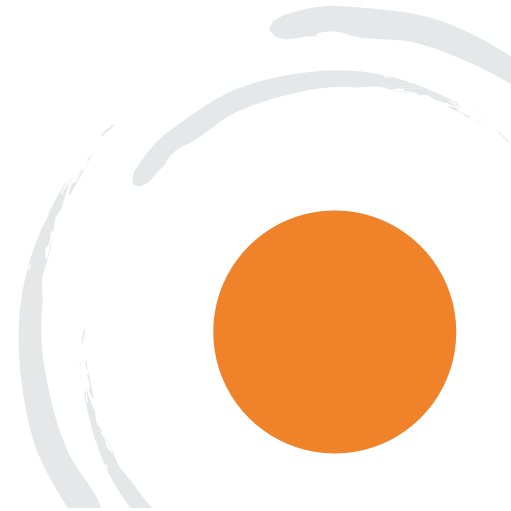
- As identified, GAS will have ownership documentation and Strata Agreement updated with NHY effective April 1, 2025 (through Yukon lawyer)
- NHY will explore market and appraisal valuations of building (for future planning) in 2025.

Still Finalizing for Plan

- Office hours
- Use of space
- Financial - Budget/ Assets
- Communications/ Technology

Will be finalized after a session with the Staff on Friday

Operations



Office Space & Hours

- No major changes to space and hours
 - Seniors' Complex at Sport Yukon building and Lease of 309 Strickland will remain as is through interim phase
- Drop-in/open hours will not be reduced
- Working with staff on discussions of
 - possible expansion of hours
 - reworking of spaces for 2025 and beyond

Technology & Equipment

Review of technology, equipment & supplies:

- mapping of technology for member and volunteer databases; payment process; accounting; e-news; email; phone; information management etc...
- during interim phase, develop detailed inventory of all equipment and supplies (share with all staff and NHY Board)

Communications

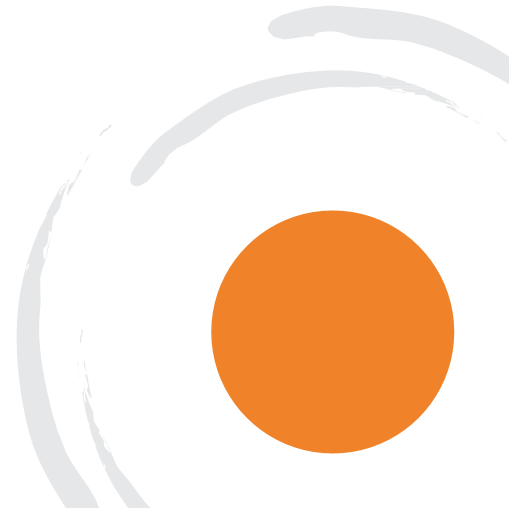
During the interim phase:

- Develop combined member list
- Merge communications with Members
- Members will opt-in to email communications OR printed/calls (including newsletters)
- Website - all 3 websites will include NHY info page and link to other 2 websites
- Apply for project funds to develop new NHY website and E-newsletter in 2025

Volunteers

- mapped volunteer roles from all legacy organizations
- no major changes for volunteer roles
- during interim process
 - merge volunteer lists
 - merge communications to Volunteers
 - based on Program & Service mapping, look at volunteer needs

Amalgamation Roles



Board Tasks

- Implementation Plan completion by June 15th
- June - August
 - Each Board to review Implementation Plan
 - Each Board to vote on whether to recommend amalgamation to Members and call SGMs for October 10, 2024
- September
 - Boards to call SGM and send Amalgamation Package to Members

Member Tasks

- Review Amalgamation Implementation Plan when it is distributed mid to end of June
- Review Amalgamation Voting Package when it is distributed by ERA/GAS/YCOA
- Attend SGM(s) on October 10th and vote on Amalgamation
- Consider participation on the interim Board of NHY (until June 2025)

SGM Amalgamation Package

Included in the Amalgamation Voting Package (time to review will be:

- SGM meeting agenda (date, location, times)
- Motion
- Draft Bylaws*
- Draft Amalgamation Agreement terms & conditions
 - membership, assets, liabilities
- List of first Board of Directors

Special General Meetings

- Thursday, October 10, 2024
- One item on the agenda - keep it short and sweet
- Staggered SGMs to accommodate members of multiple orgs
- Online (zoom) option for members work during the day

What if?

What if... only two organizations say yes?

The next steps would be for each of the three Boards to meet.

The Board of the “No vote” would determine:

- Collect feedback - reasons for “no”
- Possibility of mitigating and hosting another vote?

The Boards of the “Yes vote” would determine:

- Consider continuing amalgamation with 2 organizations?
- Would they delay the process for a potential mitigation phase by the “No vote” organization before proceeding?

Recommendations

- Cooperative and positive approach
 - Willingness, Excitement, Focus on opportunities, Trust
- Stay on Track
 - meet timeline or plan for any delays
- Communications
 - share decisions, rationale and progress
 - for members, Boards, Committees, Staff etc..
- Celebrate

The Amalgamated Organization



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