



Bulletin to Branches 2008-05

May 23, 2008

FSNA boasts new tag line, new logo, new colours

FSNA's new look will be introduced to members at the beginning of June, with the distribution of the summer edition of ON GUARD. Our letterhead, brochures, and business cards, as well as our Web site are being updated to show our new logo and corporate colour scheme. While the new design contains links to our past (e.g. the maple leaf remains the basis of the logo and we have retained the FSNA/ANRF acronyms), there are some new elements that are intended to better depict the Association's role. See the attached sheet for more background on this topic.

New FSNA recruitment brochure

By the end of the month of June, all branches will receive an automatic distribution of the new FSNA recruitment brochure. This new brochure will replace the old "yellow" brochure and has been totally revamped not only to show our new logo and colours, but also to allow members to more easily apply for membership. All yellow brochures **are to be recycled** upon receipt of the new 2008 version.



Congress '08

Moving ahead

8-9 July 2008

Congress '08 registration

Action The May 15 deadline for congress registration has passed. For those congress participants or observers who have not yet registered, it is **imperative** that registration be completed **as soon as possible**. We are not able to hold hotel rooms much longer and we must make arrangements with our suppliers for a range of services. Thus, it is critical that we immediately be in a position to confirm who and how many individuals will be attending congress.

Please telephone Paula Gilmore or Kim Sabourin at the earliest opportunity (613-745-2559).

Congress document package for delegates

A package of congress-related documents is to be mailed to delegates and other attendees near the end of May. As some recipients of the resolutions binder have already noted, there are a few issues (primarily editing) with some of the already-distributed copies of the resolutions. "Corrected" copies of the subject resolutions will be provided as part of the end-of-May package. Other materials in the package will include an updated Congress '08 program, a list of branch "voting weights", Congress '08 rules of order, FSNA year 2007 audited financial statement, minutes of AGM 2007, and agenda AGM 2008.

Congress '08 related meetings

The following meetings have been scheduled before and after Congress '08:

Sunday, July 6

8:00 p.m. to 9:30 p.m. Executive Committee

Monday, July 7

9:00 a.m. to 12:00 p.m. NBOD Committees

9:00 a.m. to 5:00 p.m. Provincial advocacy officers

1:30 p.m. to 5:00 p.m. NBOD (current Board)

Thursday, July 10

9:00 a.m. to 12:00 p.m. NBOD (new Board)

9:00 a.m. to 3:00 p.m. Regional services officers

1:00 p.m. to 3:00 p.m. Orientation for new national directors

Public Service Health Care Plan (PSHCP)

Over the past six to eight months, there has been a lot of activity in relation to the PSHCP. The focus for several meetings of the PSHCP Partners' Committee, the Partners' Technical Committee and the Administrative Authority (FSNA has representation on each of these bodies.) has been the renewal of the contract under which the administrative services (primarily processing of members' claims for reimbursement of expenses covered by the PSHCP) are provided.

Sun Life has been the long-time provider of these services and the intent is to seek bids from a number of companies (including Sun Life, if they choose to bid for the contract to provide these services). The activity over the past months has been focused on the development of a request for proposals (RFP) that would be sponsored by Treasury Board and released through the Public Works and Government Services Canada (PWGSC) contracting-out process.

PWGSC has just issued a request for information (RFI) inviting interested parties in the industry to comment on a draft RFP. Requests for information must be received by PWGSC by June 2, 2008. PWGSC and the Secretariat of the Treasury Board of Canada (TBS) will then respond to any requests from the industry and, then, proceed to issue a formal Request for Proposals.

Once bids have been received, they will be evaluated by representatives of the PWGSC, TBS, bargaining agents for the Public Service, and FSNA. It is not possible at this time to predict when exactly this process will be finalized, but it is expected to be completed by the end of this year.

Public Service Pension Advisory Committee (PSPAC) retreat

The PSPAC held its annual retreat from May 7 to May 9 in Perth.

Jean-Guy Soulière attended this retreat in his capacity as the appointed pensioners' representative on the PSPAC. He was accompanied by his technical assistant Bernard Dussault.

The discussions taking place at PSPAC meetings are confidential because the PSPAC is a committee of the Treasury Board President. However, the identification of the matters discussed by the PSPAC may generally be made public. In this vein, the main matters addressed at the 2008 retreat were the review of disability benefits, recourse mechanisms, and phased-retirement approaches. Progress on these matters may be disclosed only by the Treasury Board President once he makes a final decision on the PSPAC recommendations.

Regional services officers

Congratulations to each of the newly-elected regional services officers, all of whom have now taken up their positions. For a list of the RSOs please see the attachment to this bulletin.

FSNA Audited Financial Statements

Please find attached FSNA's year 2007 Audited Financial Statements. These statements are posted on FSNA's Web site, under the "National Office" button located at the "About FSNA" page. Individual members may also contact the National Office to receive a copy of these statements

ON GUARD fall 2008 deadlines

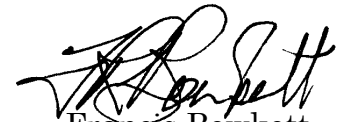
Action The deadlines for the fall 2008 branch report information to arrive at the National Office are:

Friday 22 August	Membership changes
Friday 29 August	Branch Reports

The expected delivery period to members is 29 September -10 October 2008.

Reports can be sent by e-mail to Françoise Gauthier (gauthier@fsna.com). Please include the **branch code** (i.e. NB64) as well as the **branch name** (i.e. Moncton) in the message **subject** window.

If you have not received an acknowledgement reply within two working days, call her or send her another e-mail.



Francis Bowkett
Executive Director

Attachments:

- FSNA new tag line, new logo, new colours
- List of regional services officers
- FSNA 2007 Audited Financial Statements (one copy per branch)

DOC: 11785

ON GUARD

NATIONAL ASSOCIATION OF FEDERAL RETIREES NEWSLETTER



SUMMER 2008 VOL. 46 No. 2

FSNA boasts new tag line, new logo, new colours

This issue of ON GUARD introduces the new tag line, new logo, and new colours that are now part of the Association's revised branding, the latest of the many changes FSNA has undergone since its establishment in 1963.

The 1,600-member organization that was run for some 20 years from the basement of its founder Fred Whitehouse's residence in Victoria has grown in size to more than 160,000 members.

Apart from the new governance model that was recently described in ON GUARD, the last ten years alone have brought about a stream of substantial changes, such as the purchase of a building to host the national office in Ottawa, the creation of a bilingual Web site for the Association, the establishment of an all branch e-mail network, and even the changing of branch newsletters from photocopied legal-size sheets to digitally reproduced letter-size branch reports.

There was, however, one small irritant that kept surfacing now and again: the use of the word **superannuate** in FSNA's English tag line, Federal Superannuates National Association. Given that the definition of superannuate

- which is a verb, not a noun - is: "to make, declare, or prove obsolete or out-of-date", many members felt that perhaps it was time to... superannuate the word superannuate.

To give only a few examples, some of the 1999 Branch Presidents' Conference participants felt that the word "superannuate" did not project what FSNA was all about and whom it represents and proposed to change it to "retirees".

At Convention 2001, again, some delegates felt that the term "superannuate" is confusing to many prospective members and the general public and suggested it be changed to "pensioners".

No action was taken then because it was feared that the new acronym that would stem from the use of the word retirees (FRNA) or pensioners (FPNA) would be counterproductive, with the FSNA acronym being so readily recognized and used by both government officials and members.

The usage of the word superannuate was last challenged at Convention 07 with a proposal to change the tag line to "Federal Retirees National Association".

Delegates asked FSNA's Executive Director to evaluate the feasibility of making the Association's branding more effective by emphasizing our status as "retirees".

This exercise resulted in the following solution: the new English tag line will be "National Association of Federal Retirees" (which works well with the current French version "Association nationale des retraités fédéraux") and "FSNA", the acronym, will be kept in the new logo.

This new logo still incorporates a stylized maple leaf, but it better reflects that FSNA is a "people" association: it exists to serve FSNA members and seniors in general, and it is constantly in communication with FSNA members, its stakeholders, and external groups.

As part of its branding rejuvenation process, FSNA not only adopted a new colour palette for its printed publications, but it also undertook to revamp its Web site to make it easier and more pleasant to navigate. Although this work is still in progress, members are invited to peek at what has already been accomplished by visiting www.fsna.com. ■

Regional Service Officers Agents des services régionaux

Region Région	Representative Représentant	Address Adresse	Telephone and E-mail Téléphone et courriel
Western BC & Yukon	Anita den Dikken	1226 – 53A St Delta, BC V4M 3E6	604-948-0139 adendikken@shaw.ca
BC Coastal Islands	John Finn	1437 Valby View Dr Courtenay, BC V9N 8T3	250-338-7419 johnfinnandassociates@yahoo.ca
Eastern BC	Kathy McArthur	4 – 137 McGill Rd Kamloops, BC V2C 1L9	250-828-1467 kathymc3@telus.net
Alberta/ Northwest Territories	Larry Neis	5436 – 47th Ave Sylvan Lake, AB T4S 1H1	403-887-4921 lneis@telusplanet.net
Saskatchewan	Les Lye	3261 Montague St Regina, SK S4S 1Z8	306-584-0565 llye822849@aol.com
Manitoba/ Northwest Ontario	N. Peter Cliche	Box 221 Pinawa, MB R0E 1L0	204-753-2212 clichenp@granite.mb.ca
Western Ontario	Graham Weber	28 McCabe Crt Kitchener, ON N2E 2W9	519-745-7014 Fax & Phone helen.graham@rogers.com
Central/ Northern Ontario	John Schneider	49 Trillium Dr Aurora, ON L4G 5Y4	905-727-2418 johns49@aci.on.ca
Eastern Ontario	Anne Clapperton	496 Taunton Rd W Ajax, ON L1T 4S9	905-683-2635 anneclapperton@aol.com
Ottawa/St. Lawrence/ Nunavut	Jules Arbour	102 – 7th St W Cornwall, ON K6J 2Y2	613-938-6222 jncarbour@aol.com
Québec	Jean-Louis Lavoie	2975 – 13e Ave Shawinigan Sud, QC, G9P 2C1	819-537-1637 jean-louis.lavoie@cgocable.ca
New Brunswick	Ron Dow	111 McBurney Rd Rockland, NB E7P 2R8	506-375-6737 rcdow@nbnet.nb.ca
Nova Scotia	Peter Kerr	127 Elizabeth Dr. RR 2 Kentville, NS B4N 3V8	902-678-3393 peter.kerr@ns.sympatico.ca
Prince Edward Island	Stan Warwick	PO Box 506 Cornwall, PE C0A 1H0	902-675-3514 ewarwick@pei.sympatico.ca
Newfoundland and Labrador	Gerry March	8 Wickham Pl St John's, NL A1B 3L5	709-726-9323 gmarch@nfld.com

15-05-2008

FEDERAL SUPERANNUATES NATIONAL ASSOCIATION

FINANCIAL STATEMENTS

DECEMBER 31, 2007



AUDITOR'S REPORT

To the Members of Federal Superannuates National Association:

I have audited the statement of financial position of the Federal Superannuates National Association as at December 31, 2007 and the statements of fund operations and changes in net assets and cash flow for the year then ended. These financial statements are the responsibility of the Association's management. My responsibility is to express an opinion on these financial statements based on my audit.

Except as explained in the following paragraph, I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

The Association receives a portion of its revenue from its branches, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, my verification of these revenues was limited to the amounts recorded in the records of the Association and I was not able to determine whether any adjustments might be necessary to per capita fees, deferred revenue, excess of revenue over expenses for the year and unappropriated surplus.

In my opinion, except for the effect of adjustments, if any, which I might have determined to be necessary had I been able to satisfy myself concerning the completeness of revenues from per capita fees from the branches, as described in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2007 and the results of its operations and cash flow for the year then ended in accordance with Canadian generally accepted accounting principles.

Thomas Foran

Thomas Foran FCA, Licensed Public Accountant

Ottawa, Ontario
March 13, 2008

FEDERAL SUPERANNUATES NATIONAL ASSOCIATION

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2007

	2007		2006	
	Operating Fund \$	Other Funds \$	Total \$	Total \$
Assets				
Current				
Cash	198,881	-	198,881	350,684
Accounts receivable	497,893	-	497,893	382,015
Prepaid expenses	107,947	-	107,947	160,414
Interfund loans	802,592	(802,592)	-	-
	1,607,313	(802,592)	804,721	893,113
Investments (note 3)	-	1,255,475	1,255,475	1,265,815
Capital assets (note 4)	-	781,841	781,841	776,836
	1,607,313	1,234,724	2,842,037	2,935,764
Liabilities				
Accounts payable and accrued liabilities	445,336	-	445,336	357,728
Deferred revenue	17,453	-	17,453	10,193
	462,789	-	462,789	367,921
Net Assets	1,144,524	1,234,724	2,379,248	2,567,843
Represented by				
Building fund	-	40,319	40,319	27,319
Operating reserve	-	250,000	250,000	250,000
Defence of benefits	-	150,000	150,000	150,000
Triennial convention	-	12,564	12,564	281,568
Invested in capital assets	-	781,841	781,841	776,836
Unappropriated surplus	1,144,524	-	1,144,524	1,082,120
	1,144,524	1,234,724	2,379,248	2,567,843

Approved by the Board:

(See accompanying notes to the financial statements)

FEDERAL SUPERANNUATES NATIONAL ASSOCIATION

STATEMENT OF FUND OPERATIONS AND CHANGES IN NET ASSETS

FOR THE YEAR ENDED DECEMBER 31, 2007

	2007			2006	
	Operating Fund		Other Funds	Total	Total
	budget	actual	actual	actual	actual
	\$	\$	\$	\$	\$
Revenue					
Per capita fees	2,282,790	2,626,910	-	2,626,910	2,429,058
Investment & other income	43,434	97,254	-	97,254	55,978
Convention	-	-	70,224	70,224	-
Administration	301,000	473,629	-	473,629	351,916
	2,627,224	3,197,793	70,224	3,268,017	2,836,952
Expenses					
Wages, benefits & staff travel	1,094,568	1,316,783	24,401	1,341,184	1,121,247
Executive & directors' expenses	160,975	182,494	-	182,494	215,963
Branch organization & related expenses	129,400	139,149	-	139,149	155,721
Amortization of capital assets	58,000	-	74,311	74,311	84,359
Building operating costs	63,200	56,356	-	56,356	63,689
Computer expenses	63,814	140,194	-	140,194	147,849
Convention and conference expenses	-	-	434,827	434,827	183,369
DDS and other service fees	121,325	134,773	-	134,773	123,516
Memberships	4,000	3,120	-	3,120	1,008
Office expenses	86,032	105,835	-	105,835	91,968
Postage & courier	69,500	72,224	-	72,224	65,830
Telephone	10,733	6,149	-	6,149	6,973
Professional fees	20,000	47,744	-	47,744	32,598
Marketing and advertising	294,447	287,711	-	287,711	30,732
Publications	355,060	426,948	-	426,948	400,933
Subscriptions	3,539	3,593	-	3,593	2,497
	2,534,593	2,923,073	533,539	3,456,612	2,728,252
Excess (deficiency) of revenue over expenses for the year	92,631	274,720	(463,315)	(188,595)	108,700
Net assets, beginning of the year	-	1,082,120	1,485,723	2,567,843	2,459,143
Interfund transfers - capital assets	-	(79,316)	79,316	-	-
Interfund transfers	(133,000)	(133,000)	133,000	-	-
Net assets, end of the year	(40,369)	1,144,524	1,234,724	2,379,248	2,567,843

(See accompanying notes to the financial statements)

FEDERAL SUPERANNUATES NATIONAL ASSOCIATION

STATEMENT OF CASH FLOW**FOR THE YEAR ENDING DECEMBER 31, 2007**

	2007	2006
	\$	\$
Cash provided by (used in) operating activities:		
Excess (deficiency) of revenue over expenses for the year	(188,595)	108,700
Add: Item not affecting cash		
Amortization of capital assets	74,311	84,359
	(114,284)	193,059
Changes in non-cash working capital amounts (note 5)	31,457	34,648
	(82,827)	227,707
Cash provided by (used in) investing activities:		
Redemption (purchase) of investments	10,340	100,225
Purchase of capital assets	(79,316)	(72,153)
	(68,976)	28,072
Increase (decrease) in cash during the year	(151,803)	255,779
Cash, beginning of the year	350,684	94,905
Cash, end of the year	198,881	350,684

(See accompanying notes to the financial statements)

**FEDERAL SUPERANNUATES NATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2007

1. Nature of operations

The objectives of the Association are to advance, promote and protect the pension benefits of federal retirees. The Association is a national, non-profit, volunteer-driven organization incorporated in 1988 under The Canada Corporations Act. As such, the Association is exempt from income taxes under the Income Tax Act.

2. Significant accounting principles

The Association adheres to the following accounting policies:

(a) Branch organizations

These financial statements do not include the assets, liabilities and activities of any of the branch organizations which make up the local network of service providers to the Association's membership.

(b) Investments

The investments are held to fund future major expenditures and to provide for future working capital requirements. As the timing and amount of these expenditures and/or working capital requirements cannot be determined with great certainty, the investments are classified as available for sale. As such, they are recorded on the statement of financial position at fair value. Fair value is determined by a reference to published price quotations at the year end.

(c) Revenue

Per capita fees, being membership dues, are recognized as revenue in the period to which the membership applies. Funds received in advance of that period are reported as deferred revenue.

(d) Capital Assets

Capital assets are initially recorded at cost less any applicable contributions. Amortization is calculated using the straight-line method over the expected useful life of the asset. Furniture and computer equipment is amortized over five years and the building and building improvements are amortized over 20 and 10 years.

(e) Donated Services

The activities of the Association are dependent upon the voluntary services of many individuals. Because of the difficulties in determining their fair value, volunteer services are not recognized in these financial statements.

(f) Appropriated surplus

Transfers to appropriated surplus are approved by the National Board of Directors. These transfers are made directly from the unappropriated surplus rather than being shown as expense in the statement of fund operations. These internally restricted amounts are not available for unrestricted purposes without approval of the National Board of Directors.

3. Financial instruments

The Association's financial instruments consist of cash, investments, accounts receivable, and accounts payable. Unless otherwise noted, it is management's opinion that the Association is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximates their carrying values, unless otherwise noted.

**FEDERAL SUPERANNUATES NATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2007

3. Financial instruments (cont'd)

The Accounting Standards Board issued new Handbook sections on financial instruments, Section 3855 and Section 3861. Section 3855 Financial Instruments - Recognition and Measurement addresses when financial instruments should be recognized and how they should be measured. Section 3861 Financial Instruments - Disclosure and Presentation provides standards for how financial instruments should be classified on financial statements and the disclosure requirements.

The Association has prospectively adopted these accounting principles for the year ended December 31, 2007. No adjustment was required to the net assets as at January 1, 2007 as a result of this change in accounting.

4. Capital Assets

Capital assets consist of the following:

	Cost \$	2007 Accumulated Amortization \$	Net Carrying Amount \$	2006 Net Carrying Amount \$
Building	780,811	260,742	520,069	562,545
Computers	153,931	102,570	51,361	35,034
Furniture	238,157	177,746	60,411	29,257
Land	150,000	-	150,000	150,000
	<u>1,322,899</u>	<u>541,058</u>	<u>781,841</u>	<u>776,836</u>

5. Change in non-cash working capital items

The change in non-cash working capital items consists of the following:

	2007 \$	2006 \$
Accounts receivable	(115,877)	(103,015)
Prepaid expenses	52,467	(8,016)
Accounts payable and accrued liabilities	87,608	145,910
Deferred revenue	7,259	(231)
	<u>31,457</u>	<u>34,648</u>

6. Comparative amounts

Certain of the comparative amounts have been reclassified to conform to the presentation adopted for the current year.