

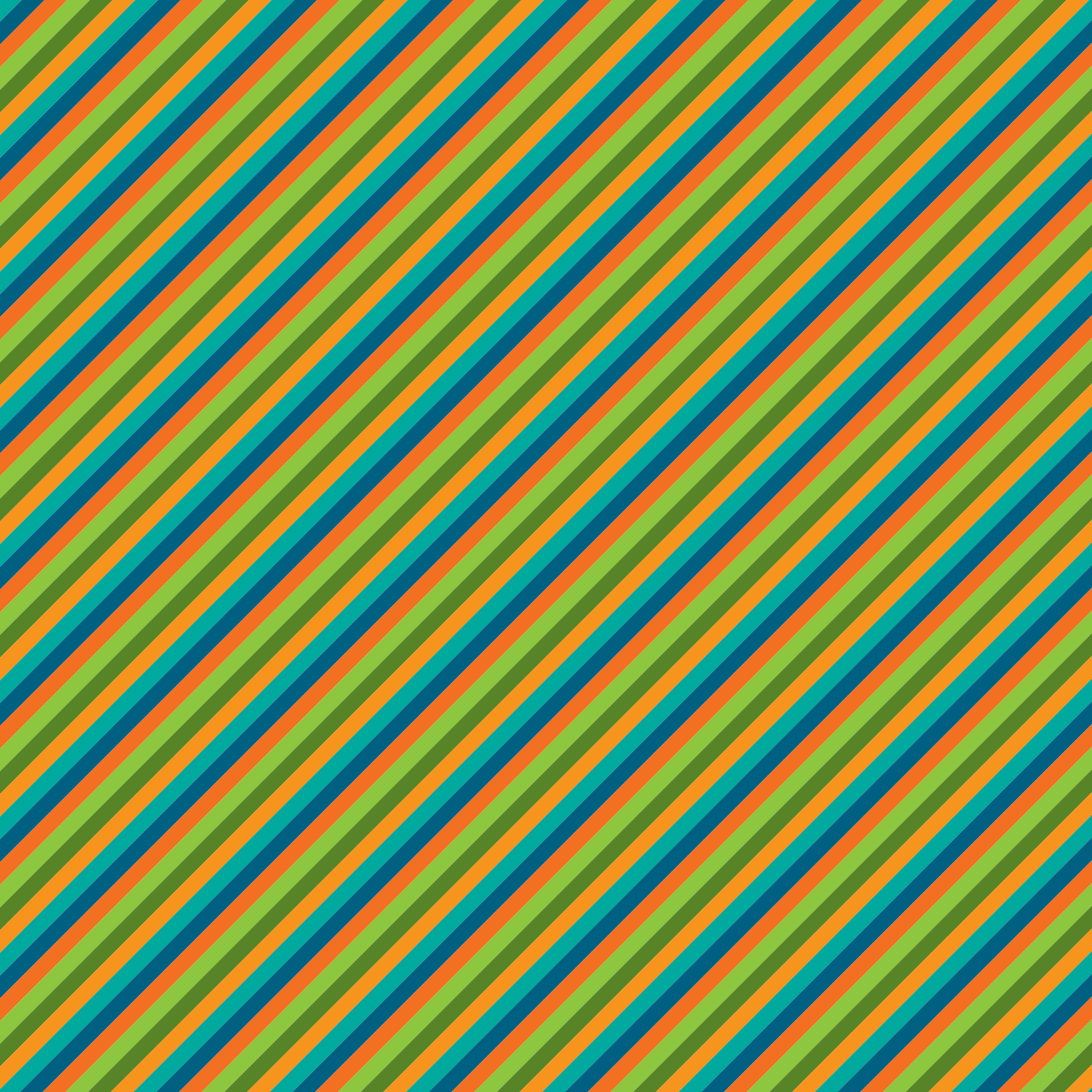


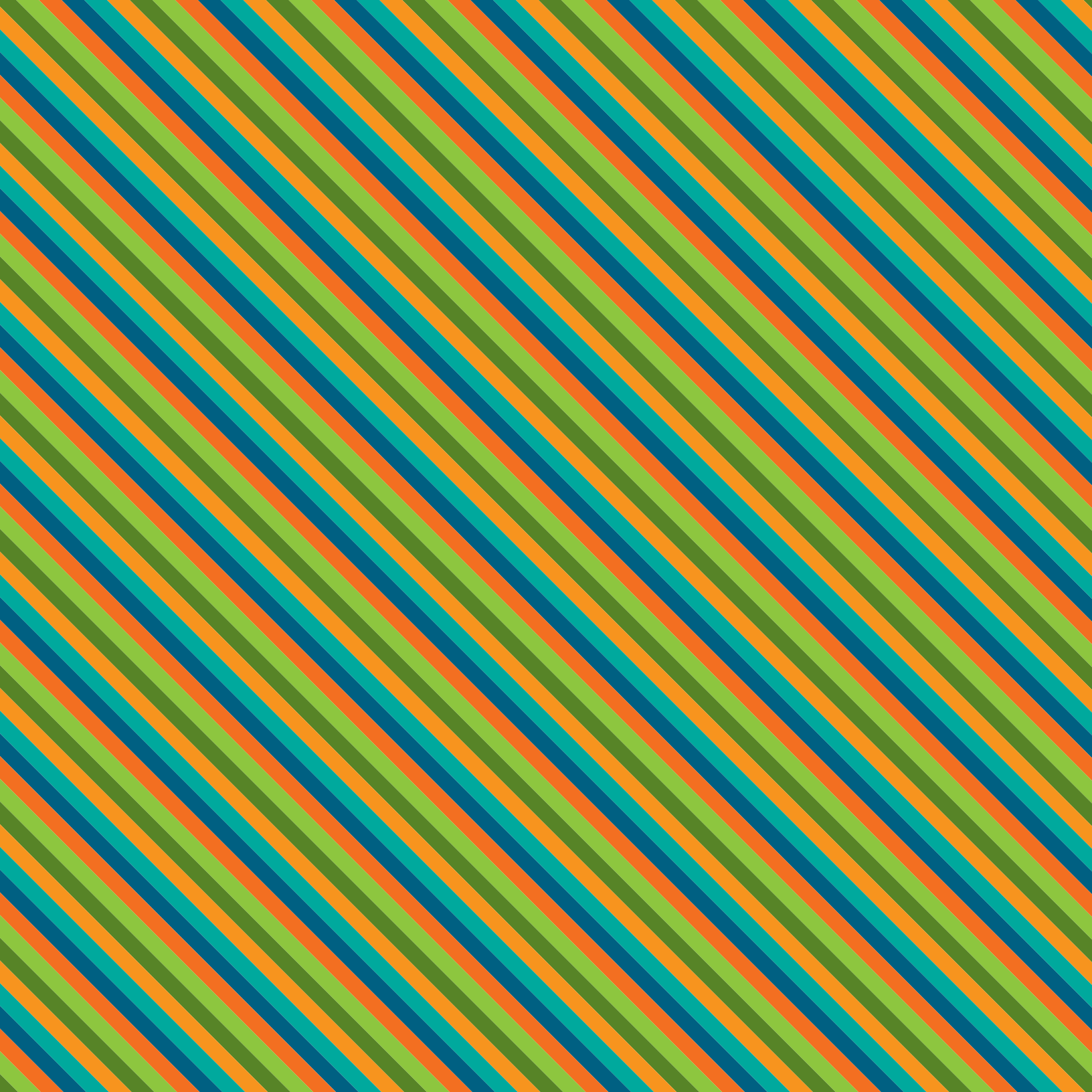
The  
Manitoba  
Teachers'  
Society



2009/2010

# Annual Report





Left to right, back row: Karen Wiebe, John Ehinger, Sherilyn Bambridge, Blaine Johnson, Richard Alarie, Norm Gould, Pam Stinson, Arlyn Filewich. Front row: Donna Johnston, Paul Olson, Pat Isaak, Pat Hamm, Kyle McKinstry



# Provincial Executive

*Nardella Photography*



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## Credits

**Contributors:** Judy Edmond, George Stephenson, and Matea Tuhtar

**Photography:** Matea Tuhtar

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*Message  
from the*

# President

**H**OW TIME FLIES! It's hard to believe that this marks my 12<sup>th</sup> year as a member of the MTS Provincial Executive and my fourth as President. There have been so many experiences over those years. And no shortage of hard work. Whether lobbying to ensure the stability of our pensions, bargaining for improved salaries and working conditions for teachers, holding back the global trend toward standardized testing, or supporting the ever increasing diversity of our public school classrooms, it's been an incredible journey.

What strikes me though, as my term comes to an end and I look back at a decade of tremendous success for our members, are the two most important lessons I've learned over the years.

The first is the importance of building connections. I've said many times that nothing happens by accident, nothing happens quickly and nothing is ever over. Building relationships is the key to gaining respect and credibility for teachers' issues. Those relationships take time—and that was something our Presidents didn't have when I began. Having four years in the job of President has given me the time and recognition that we needed to build support around the legislature where many of the most important decisions involving education are made.

And those personal connections make it possible for me to find support when our issues overlap with other labour groups, community organizations and our counterparts in other provinces.

The second thing that I've learned is the importance of remembering how hard we've had to work to accomplish what we have over the last decade. Governments, regardless of their political stripe, do not simply accede to the wishes of any group. Government didn't reorganize the school year simply because we asked. They didn't put \$2 Billion into our pension plan or allow for the first contribution increase 25 years because it made good financial sense. They didn't pull back on most of the standardized testing, or use teacher friendly language in the special education regulations, or provide significant increases in education funding because we mentioned in passing it might be a good idea.

This is an enviable list of accomplishments for any teacher organization. But once important victories have been achieved we sometimes forget all the effort that went into making it happen. The thousands of hours sitting in meetings or on the phone, gently twisting arms, strategizing which arguments might be most effective, mobilizing the support of our

members and building alliances is often unseen. Just like all the unseen work that teachers do to achieve great success with students, our work is so often behind the scenes. But building connections and learning how things really work in the political arena is the only way we've been able to accomplish what we have for teachers.

As my term comes to an end I hope the lessons I've learned will continue to benefit our organization and the teachers it serves. I hope we'll stay focused on the issues that are important to our members. I hope we'll continue to build the connections and relationships that will help ensure we are meeting their needs.

As I leave MTS I want to thank all those who have gone out of their way to support, encourage and help me. We've accomplished great things for our members over the last decade—and none of it would have been possible without those who kept their eyes clearly on the needs of our members and focused their efforts on supporting them. I wish the incoming President the very best in building the next list of accomplishments and I hope he or she knows my door is always open.

Teachers are the hardest working people I've ever met. Manitoba is a big and beautiful province and the 15,000 men and women who work in public schools every day do the most important work there is to build our communities and our province. It is incredibly humbling and exciting to have been elected by those teachers. There is no greater honour in our profession than to be able to walk into a room and say that "I'm here to represent teachers". To have had that privilege is a professional and personal experience that I will never forget.

Pat Isaak.



# *Message from the* **General Secretary**



**T****HIS HAS BEEN A YEAR OF CHANGE** within the Society's staff complement due to several retirements, consequent promotions and replacements. For those of you who have been familiar with our staff over the past several years the following information will be of interest.

The CFO/Director of Operations Lisa Douwes retired after 12 years with the Society and has been replaced by Dave Tate, the Society's former Controller. Responsibility for Operations has been taken over by the General Secretary and Assistant General Secretary, Kirsten Andersson. Judi Mason, Executive Assistant, Governance, retired in December after 25 years with the Society and Michael Krauss was the successful candidate to assume this position, leading to Judy Berard, former Professional Issues Coordinator, being promoted to Michael's former Executive Assistant position in Governance. Kelly Armstrong, former Information Management Coordinator left the Society to pursue business interests and former IM Assistant, Perry Little has been promoted to replace him. A maternity leave in French Language Services saw Julie McClintock being

replaced by Danielle Laxdal.

As I indicated in last year's report, the role of the teacher has become much broader over the history of The Manitoba Teachers' Society—now more than ever before, teachers are charged with the development of health, social and moral aspects of citizenship in addition to what has been termed 'traditional' learning. The Society has also created additional committees over the years to meet the ever expanding concerns faced by our members as schools continue to face social and moral issues in a culturally diverse social framework. Manitoba public school teachers have become actively engaged in these issues at the same time as they have embraced inclusive education for all. As a result of these factors and the growing pace of knowledge accumulation particularly through web based technologies, your staff has to strive constantly to stay abreast of issues. This creates an ongoing challenge to review how Society staff can provide service to members and ensure that we utilize our resources in the most effective manner. We need to not only continue providing supports but



also to anticipate and prepare for future challenges.

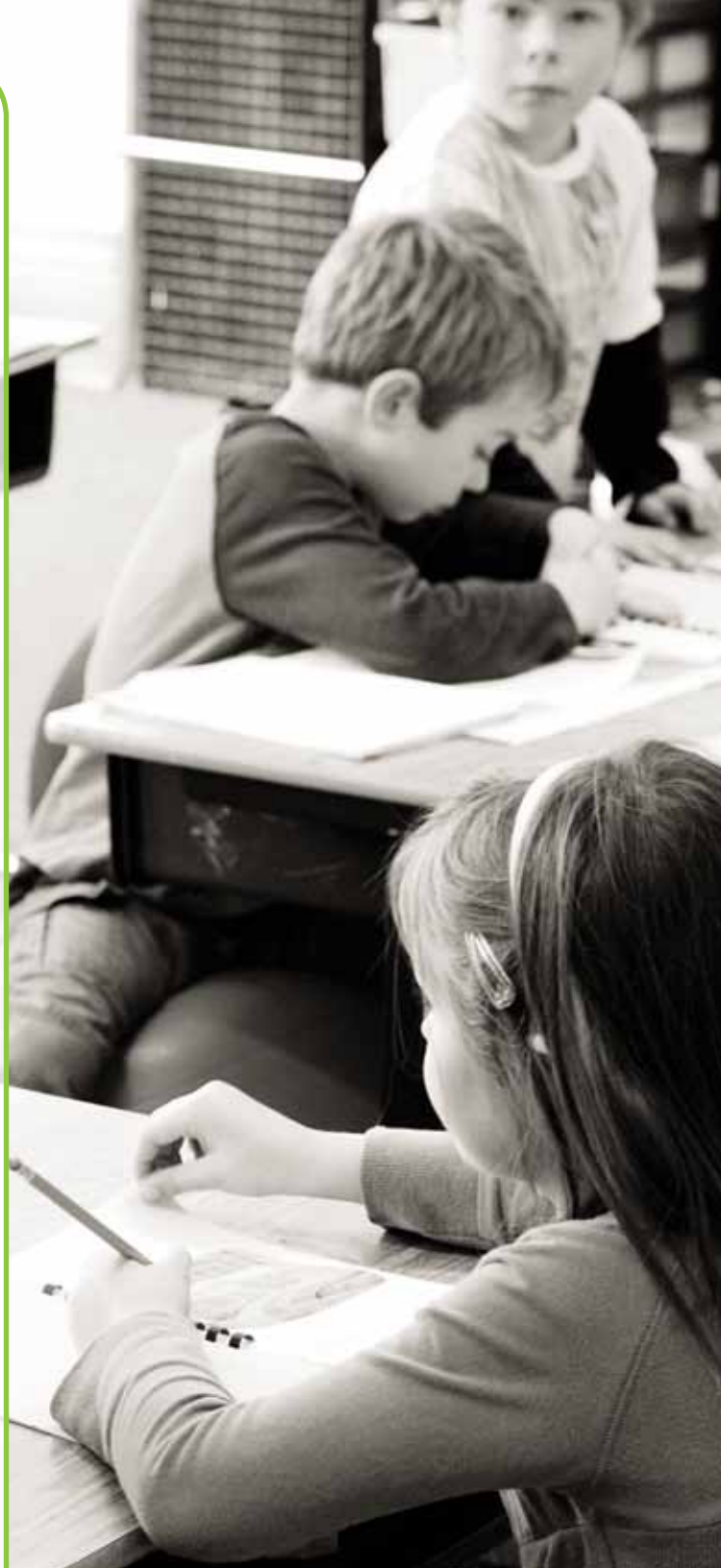
Under the three broad umbrellas of governance, welfare and professional areas, staff provides assistance and advice at the provincial and local levels as well as to our various committees and outside agencies. Assistance to local bargaining committees and to members in researching, negotiating and policing collective agreements as well as providing support and advice to individuals encountering challenges in the workplace forms the larger role in Welfare Services to members. Professional Issues includes the provision of a growing number of committee services and as well as protecting the integrity of the teaching certificate process. Staff members also provide a growing number of professional development workshops in leadership and classroom practice.

As you know, the Society provides a wide range of additional assistance to members apart from protective services: our Disability Plan; employee assistance counselling; life insurance plan; dental and health benefit plan; and advice on planning for an effective retirement. From the first days as Teacher Candidates through ongoing professional development throughout a teaching career to the healthy retirement with dignity, the Society will continue to strive to meet our member needs.

As the Society is seen as an organization with a very strong influence with other organized labour groups, local and provincial political structures and Canada-wide educational agencies and bodies, staff members require a wide range of abilities and skills in order to meet diverse needs. We will continue to seek ways to broaden the ability of the Society to meet the challenges of the present and upcoming years in this next decade.

It is a privilege to work on your behalf and I trust that you will let us know how we can continue to improve the quality of our service to you.

KPearce





# Services *to* Teachers



## **EAP**

The Educators' Assistance Program provided individual and couple counselling services to members throughout the province in both official languages. EAP has locations in Winnipeg and Brandon, and also travelled to the Western and Northern parts of the province during the year. The service is oriented to short-term intervention, with a limit of 10 sessions per year. Once again, 2009–2010 was a busy year. The program utilized a triage system, using a telephone intake interview to identify urgency. It was generally able to offer appointments to urgent callers within days and less urgent within weeks. As in other years, the program responded faster in summer and early fall to requests for service. As the stresses of the year built up for educators, the demand for our services became heavier. Members whose needs required more

frequent, long-term, or more specialized service were referred to appropriate services.

## **Professional Development**

The Professional Issues Department organized a variety of professional development activities throughout 2009–2010, including the Fab Five Conference for teachers in their first five years of teaching, and specific topic workshops ranging from English as an Additional Language (EAL), to Working with EAs for teachers and principals, and issues related to Diversity and Equity, Aboriginal Perspectives as well as the Appropriate Education Legislation. Also offered were a series of two-day workshops offering 10 contact hours towards Administration, Special Education, or School Counsellors' certificates.

The Professional Issues Team facilitated





training workshops for Professional Development Chairs and Equity and Social Justice Chairs, in addition to their liaison roles for the regions. Needs assessments were completed with staff meeting local committees to discuss the results and assist with planning. Professional Issues Team members carried out their various roles on department committees such as Inter-organizational Curriculum Advisory Committee (ICAC), the Minister's Teacher Education and Certification Committee (TECC), the Professional Development Standing Committee (PDSC), the Aboriginal Voice and Action Standing Committee (AVASC), and the Equity and Social Justice Standing Committee (ESJSC) as well as other Manitoba Education advisory sub-committees and MERN. Professional Issues Team members continue to liaise with Manitoba's six post secondary institutions that currently provide teacher training programs. Research on a number of topics is ongoing.

## **International Development**

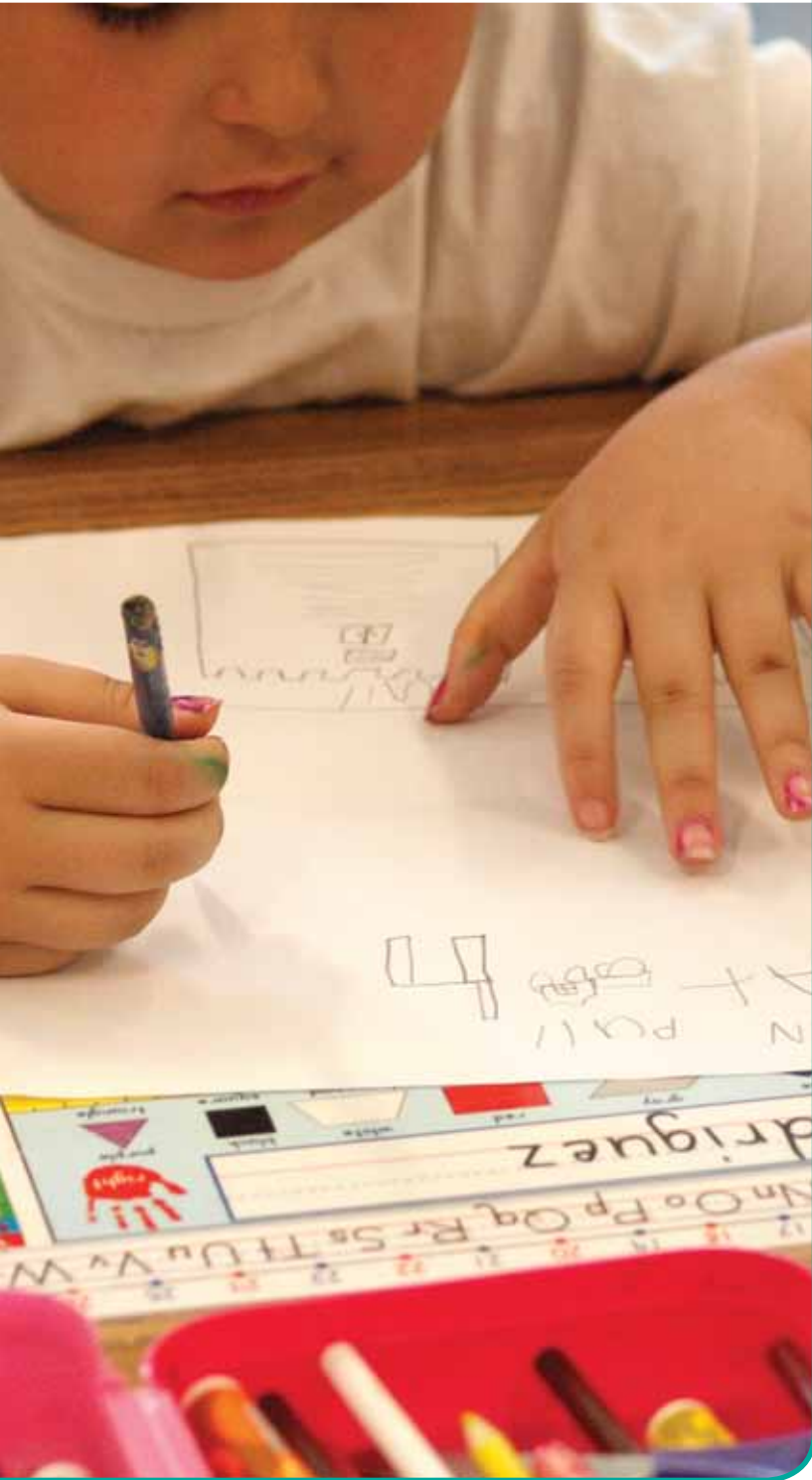
This past year, the MTS contributed \$115,300 to international educational development projects, in close co-operation with the Canadian Teachers' Federation and CODE.

As part of its commitment to international development, the Society once again sponsored three teachers who, as participants in the Canadian Teachers' Federation Project Overseas, worked with teachers in Burkina Faso, Ghana, and Sierra Leone. At the Annual General Meeting in May, 2010, approval was given to sponsor four participants starting with the Summer 2011 projects.

The Society also provided grants for a variety of projects in developing nations around the world. In approving projects, the Society has traditionally supported those that involve union capacity building and those that support the advancement of women in teacher organizations. This past year, funds were provided in support of projects to:

- The South Asian Association for Regional Co-operation (SAARC) Women's Network in India;





- Association of South East Asia Nations (ASEAN) Women's Network;
- Africa Women in Education Network (AWEN);
- Sierra Leone Teachers' Union (SLTU);
- Support Activities in Poverty Eradication and Health (SAIPEH); and
- Latin American Gender Project

Support was also given for a ninth year to CODE to fund the Children's Book Project in Tanzania.

The Society is also committed to an ongoing project in partnership with the Caribbean Union of Teachers and the Canadian Teachers' Federation. The focus of the project has now changed to training for young leaders, with a number of workshops in the planning stages.

## ÉFM

The Éducatrices et éducateurs francophones du Manitoba hosted the 2009 Canadian Association of Immersion Teachers' National Conference with the theme Engagement, Inclusion and Passion: At the Heart of Success. It included over 50 workshops and presentations. Over 1,000 teachers attended.

The Éducatrices et éducateurs francophones du Manitoba produced a DVD entitled : « *Une approche manitobaine pour réussir son année scolaire* ». This DVD is for new teachers and will give them practical ideas and suggestions of what to do on the week before the school year begins, on the first day of school and on the first week of school. Filming occurred all over the province so we could capture the experience of teachers on-site, in their classrooms. The DVD's release is scheduled for January 2011.

ÉFM also offered a number of workshops throughout the 2009–2010 year for its members, including workshop for beginning teachers and language instruction. The Annual General Meeting was held in April 2010 and some 170 delegates and observers heard and debated a number of issues, approved the budget and elected a new president for a two year term.





## Community Relations

The Society's Young Humanitarian Awards program celebrated 13 years of recognizing students for kind hearts and good works. Three individuals and a group of four students from Collège régional Notre-Dame's Alternative Program were honoured for a variety of projects.

Spencer Hassin, a Grade 5 student from École R. H. G. Bonnycastle School in Winnipeg, raised money for Siloam Mission, Winnipeg Harvest and the Christmas Cheer Board.

Motivated by compassion for her sister Stephanie, Destiny Guimond, a Grade 6 student at Stonewall Centennial School, developed many ways to help her sibling succeed.

Miriam Stobbe Reimer, a Grade 11 student at Steinbach Regional Secondary School wanted to raise money to build a sand dam to provide clean water for people of Kola, Kenya. When the funds reached \$15,000, Miriam was able to travel to Kenya with others to build not one, but two dams.

An inspiring candlelight ceremony for Remembrance Day was planned and conducted by Mélanie Dufault, Chad Cowper, Robert Clark and Patrick Dequier—all from Collège régional Notre-Dame's alternative program. Along with a touching program, the four created a moving photo display of soldiers killed in Afghanistan.

Stormy weather couldn't keep the little ones away from the MTS Teach Your Bear Tent at the Teddy



Bears' Picnic. About a thousand children and their parents visited. The Society also had a reading tent at the Winnipeg Folk Festival.

Support for a range of organizations and projects was given through the Society's grants and donations program. Among them were the Canadian Museum for Human Rights, the Canadian Centre for Policy Alternatives and a social justice documentary entitled *"Poor No More,"* the Manitoba Theatre for Young People, the Prairie Theatre Exchange and the Manitoba Theatre Centre.





## Disability Benefits Plan

The Disability Benefits Plan had another busy year. Over the course of the year, Plan staff worked with over 1,000 covered members providing services from early intervention, active claims management, assistance with returns to work, to relapse prevention. The Plan saw a continuation in the trend of an increasing number of members receiving services through the Early Intervention Program. There was a decrease in the number of open claims at the end of the year. This was due in part to an increase in members returning to work as well as an increase in the number of voluntary retirements. Premiums continued at 2.18 per cent of salary for teachers. During the year, the Investment Committee of the Disability Benefits Plan Committee, changed the Canadian equity manager from J. Zechner Associates Inc. to Jarislowsky Fraser Limited.

## Publications/Communications

The publications department created a record number of posters, brochures, handbooks and other material for events and member notifications during 2009–2010. As well, it continued its primary function of producing The Manitoba Teacher, the teachers' handbook, MTS annual report, program for Special Area Group conferences and dozens of SAG journals and newsletters.

The publications department is also responsible for the Society website, [mbteach.org](http://mbteach.org), the growth of which continued as a vehicle to inform members of MTS business specifically and of education issues in general.

A major addition was the creation of what is called My Profile, a secure area where members can update their membership information such as changes in work location and addresses or request new membership cards.



**We will continue to seek ways to broaden the ability of the Society to meet the challenges of the present and upcoming years in this next decade.**

**– Ken Pearce,  
General Secretary**







Special sections of the site were also created to keep members abreast of emerging issues, such as H1N1.

The publications department also recommended greater use of the Society's online presence, including a plan to create the Special Area Group's conferences program as an online-only publication. The provincial executive approved the change, to be implemented in 2011.

Changes were also made to the annual teachers' handbook (such as paper, ink and the coil binding) to decrease the amounts of greenhouse gases produced in its production. Fittingly, the theme of the handbook was environmental education.

Advertising in both the SAG program and The Manitoba Teacher showed slight declines during the recession, following a trend in all publications.







The communications and publications areas were also heavily involved through the year in events to promote education and the work of teachers.

MTS President Pat Isaak spent the morning at the beginning of the school year in a radio traffic cruiser to remind drivers it was the beginning of school and to ensure kids stayed safe.

Later in the year the Society did one week of media event events focusing on everything schools have to do these days. A highlight was a media tour to Thompson. The theme of the promotion was opening doors opening minds and also featured radio ads.

The Society also partnered with the Manitoba Association of School Superintendents to create the DVD Making a Difference: Manitoba Public Schools.

And MTS played a major role in promotion and events such as World Teachers' Day, I Love to Read Month and Operation Donation.

## Technology

A secure intranet service was created that provides research and analysis directly to association presidents, education finance chairs and professional development chairs. The site provides information collected by MTS on a myriad of issues and policies.

MTS decreased the amounts of physical mailings by sending some information via targeted email. Included have been SAG communications and some journals and COSL communications.

The Society also improved links with school divisions through creation of a secure web portal that is accessible to divisions. This portal allows the upload of electronic files and completion of online forms which are then routed to the appropriate departments. It has included forms such as return to work notifications and files to help with membership updates and remittance of MTS fees.





## Council of School Leaders

The Council of School Leaders of The Manitoba Teachers' Society was established at the Annual General Meeting of 2000. Since then, COSL has focused its attention on the interests and needs of approximately 1000+ school-based leaders in Manitoba public schools. COSL believes that one of the factors in student success lies in the creation and support of professional learning communities for the benefit of all members of The Manitoba Teachers' Society.

The Council of School Leaders plans its professional development opportunities to coincide with SAG day in October. As well, COSL provides a Winter Conference in February, and the Clear Lake Summer Institute. COSL also supports a number of regional initiatives and partners with stakeholder groups to achieve a concerted focus on the needs of principals and vice-principals currently in roles of school leadership. As well, the professional development requirements of members new to the field of school leadership, are renewed. This ensures these supports

are provided to aspiring and beginning principals and vice-principals.

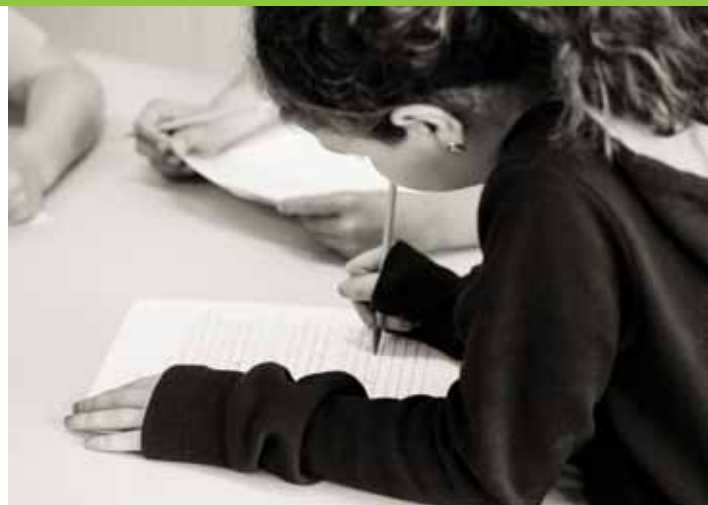
The Council of School Leaders firmly believes in a strong, vibrant and respectful affiliation with The Manitoba Teachers' Society for the purpose of speaking with one voice regarding public education. COSL and The Manitoba Teachers' Society together liaise with more than 25 agencies and organizations impacting education, schools, school based leaders, teachers, students, and their families and communities.

COSL communicates with its members through regular meetings of a Leadership Team, the regular gathering of the COSL affiliates at a Directors Table, and the COSL AGM. The secondment of a full time chairperson has afforded to COSL the ability to remain current with issues that affect society members in these leadership roles. The continued growth of COSL within the Society has strengthened the concept of collaborative inclusiveness in school leadership and is regarded by many Canadian Association of Principals affiliates as a positive model worth emulating.

**The 15,000 men and women who work in public schools every day do the most important work there is to build our communities and our province.**

**– Pat Isaak,  
President**

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# Protecting Teachers

## Collective Bargaining

Collective agreements expiry dates by number of local bargaining units (provincial jurisdiction):

- 38 out of 38 units settled to at least the end of 2009/10
- 1 out of 38 units settled to at least the end of 2010/11

All thirty-eight (38) local teachers' bargaining units achieved an annual salary scale increase (at annual end-rates), or in the case of those local associations where the salary scale has been restructured an annual payroll increase, of at least three per cent for each and every year between 2000/01 and 2009/10. Furthermore, all bargaining units achieved an annual salary increase, measured either as a percentage increase on the salary scale or a percentage increase in total salary payroll where the salary scale was restructured, of above three per cent for some of the years between 2000/01 and 2009/10 (excluding those increases arising from the blending of salary scales due to amalgamation). The majority of these units negotiated a flat dollar amount on to the salary scale in addition to the annual three per cent increase (ranging from \$250 to \$500). Some of these

units negotiated an annual salary scale increase greater than three per cent (ranging from 3.52 to four per cent) while others achieved a restructuring of the salary scale resulting in the total salary payroll ranging from 3.16 to 4.82 per cent.

Going into 2011, there is one (1) local association (Louis Riel) settled through to the end of 2010/11 with a salary increase of 1.5 per cent as of September, 2010 and a further 1.5 per cent increase as of March, 2011, yielding an annual end-rate increase of 3 per cent and an annual payroll increase of 2.1 per cent.

In addition to salary increases during the period from 2000/01 to 2009/10, local associations across the province continued to make significant gains at the bargaining table in the areas in rights, equity issues, working conditions and benefits.

At the end of the 2009-2010 year, 20 local teachers' associations had either commenced collective bargaining for 2010/11 or established dates with their school divisions to do so in the near future.

There is one bargaining unit (River East Transcona) that had reached an impasse at the bargaining table for 2010/11 and proceeded to arbitration.





## Workplace Safety and Health

New Workplace Safety and Health legislation was enacted on Feb. 1, 2007, and the first major update to this legislation becomes effective in February of 2011. Of special interest to teachers, there will be new legislation dealing with psychological harassment in the workplace. Manitoba is the fourth province in the country to enact this type of legislation.

Workshops have been ongoing to inform the membership of their rights and responsibilities under this legislation. Six workshops were done around the province along with numerous presentations to locals.







# Activity Based Costing

## **Governance (\$2,000,715 or 12.8%)**

A provincial council of about 300 teachers representing our local associations meets at our three-day Annual General Meeting to make decisions on policies and budget. A provincial executive of 13 elected teachers sets directions for the Society. A president and vice-president, who in addition to performing the duties of the Provincial Executive, deal with the government, media, and other parties in working towards advancing the teaching profession. A three-member management team is responsible for implementing decisions of the Provincial Council and Provincial Executive.

## **CTF, International Assistance (\$454,537 or 2.9%)**

The Canadian Teachers' Federation is a national federation of teacher organizations in Canada that operates internationally, providing services, research, and networking opportunities for teacher organizations across the country.

The Society provides grants and assistance for projects overseas. Grants are provided primarily through CTF to assist teachers in developing countries.

## **Local Associations, COSL, EFM (\$617,993 or 3.9%)**

The Society provides grants and financial assistance to associations for counseling programs, presidents' release-time, executive meetings, wellness projects, and hosting provincial sporting events.

The Council of School Leaders addresses issues of interest and concern to school administrators.

The COSL operates from a fee collected by the Society from school administrators. The Society also maintains a membership database for COSL and provides an annual grant to COSL.

The ÉFM is an agency of the Society that acts on all matters related to education in the French language. An executive of seven elected teachers deals with issues of interest and concern to French-speaking members.

## **Collective Bargaining (\$1,148,283 or 7.3%)**

A team of staff assists local associations requesting services and/or advice in preparing bargaining packages, bargaining meetings, mediation, arbitration and legal matters.

## **Personnel Cases (\$1,570,873 or 10.0%)**

A team of staff addresses personnel issues or problems that teachers face in their workplace. This includes meeting with teachers, representatives from local associations, representatives from school divisions, and other relevant parties. The Society provides legal representation to members as required.

## **Professional Issues (\$1,372,084 or 8.8%)**

A team of staff provides training to Professional Development and Equity and Social Justice Chairs of local associations. Staff organizes and delivers workshops on a variety of professional and pedagogical issues facing members. This team of staff also works with the Teacher Action Cohorts and the Primary Prevention Team, that deliver workshops to various local associations.



### **Special Area Groups (\$412,499 or 2.6%)**

The Society processes membership fees on behalf of Special Area Groups, maintains a membership database and provides printing and mailing services. In addition, Publications staff prepare, print, and mail many journals and newsletters and publish and distribute the SAG conference brochure.

### **French Language Services (\$257,424 or 1.6%)**

Services in the French language are provided to teachers and associations with the assistance of Les Éducatrices et éducateurs francophones du Manitoba, an agency of The Manitoba Teachers' Society, and by bilingual MTS staff.

### **Educators' Assistance Program (\$913,967 or 5.8%)**

A team of counsellors, three out of Winnipeg and one out of Brandon, provide individual and relationship counselling for the members.

### **Benefits (\$282,522 or 1.8%)**

The Society facilitates the implementation of employee benefit plans enjoyed under collective agreements negotiated under the auspices of MTS. With some differences between local associations, these benefits include a dental plan, deferred salary leave, health insurance and life insurance.

### **Disability Benefits Plan (\$3,918,138 or 25.0%)**

The Plan assists members through periods of disability to assure maximum rehabilitation both medically and vocationally. It assists members, when possible, to return to work, while providing the disabled member with financial security at a reasonable cost to the premium-paying member.

### **Communications/Publications (\$851,913 or 5.4%)**

A team of staff annually publishes the handbook and seven editions of The Manitoba Teacher, maintains the Society's website, and responds to members' queries. This staff also represents the Society at events such as the Summer Fair and the Teddy Bears' Picnic, assists the Young Humanitarian Awards Committee, administers the grants, donations, and bursary programs, prepares news releases, writes speeches, and takes media calls.

### **Education Finance (\$188,209 or 1.2%)**

Staff and the Education Finance Committee develop reports and positions on the funding of public schools in Manitoba and work with other groups, including the provincial government, to change funding policies.

### **Political Action (\$405,495 or 2.6%)**

Staff assist the Society in dealing with government issues, responding to correspondence, preparing presentations and speeches, and developing and implementing strategies for the Society. They also develop and implement advertising campaigns, radio announcements, billboards, and posters.

### **Finance (\$438,517 or 2.8%)**

A team of staff processes payments, deposits, and other financial transactions, performs bank reconciliations, prepares various reports, responds to queries, and assists with the audit of the financial affairs of the Society.

### **Facilities (\$841,816 or 5.4%)**

A team of staff is responsible to clean, repair and maintain the facilities and grounds for McMaster House and McMaster Square; ensure security of both buildings and its occupants, prepare rooms for meetings and events, and provide hospitality services.

## Summary of financial position

	General funds		Restricted funds		Disability Benefits Plan		2010 total	2009 total		
Assets										
Current assets	\$	2,271,434	\$	—	\$	1,387,616	\$	3,659,050	\$	2,001,035
Investments		1,793,624		1,000,000		80,032,866		82,826,490		77,232,687
Capital assets		4,735,148		—		55,912		4,791,060		4,951,669
	\$	8,800,206	\$	1,000,000	\$	81,476,394	\$	91,276,600	\$	84,185,391
Liabilities and net assets										
Current liabilities	\$	1,053,201	\$	—	\$	608,181	\$	1,661,382	\$	2,095,889
Accumulated plan benefits		—		—		70,043,000		70,043,000		77,076,000
		1,053,201		—		70,651,181		71,704,382		79,171,889
Net assets		7,747,005		1,000,000		55,912		8,802,917		7,736,615
Excess (deficiency) of net assets to accumulated plan benefits		—		—		10,769,301		10,769,301		(2,723,113)
		7,747,005		1,000,000		10,825,213		19,572,218		5,013,502
	\$	8,800,206	\$	1,000,000	\$	81,476,394	\$	91,276,600	\$	84,185,391

These highlights are a summary of the audited financial statements of the Society.

## Summary of general and reserve fund operations

	MTS programs & operations	Reserve fund	Disability Benefits Plan	2010 total	2009 total
<b>Revenue</b>					
Membership fees and premiums	\$ 12,230,191	–	\$22,278,296	\$34,508,487	\$30,377,958
Investment income	135,559	86,531	5,114,525	5,336,615	(3,941,961)
ÉFM–Excess revenue over expenditures	5,569			5,569	–
COSL–Excess revenue over expenditures	15,881	–	–	15,881	39,614
Other revenue	246,337	–	–	246,337	261,262
	12,633,537	86,531	27,392,821	40,112,889	26,736,873
<b>Expenditures</b>					
Governance	1,798,681	–	55,894	1,854,575	1,711,741
Programs	1,420,994	–	2,172,869	3,593,863	3,650,890
Income replacement	–	–	16,912,188	16,912,188	16,709,735
Service	765,720	–	48,587	814,307	798,027
Personnel	6,390,663	–	1,436,375	7,827,038	7,819,797
General operating	1,265,789	–	319,413	1,585,202	1,621,235
ÉFM–Deficiency of revenue over expenditures	–		–	–	16,408
	11,641,847	–	20,945,326	32,587,173	32,327,833
Excess (deficiency of revenue over expenditures for the year before (increase) decrease in accumulated plan benefits	991,690	86,531	6,447,495	7,525,716	(5,590,960)
(Increase) decrease in accumulated plan benefits	–	–	7,033,000	7,033,000	(6,239,000)
Excess of revenue over expenditures for the year	\$ 991,690	\$ 86,531	13,480,495	14,558,716	(11,829,960)

These highlights are a summary of the audited financial statements of the Society.



## Activity Based Costing (Corporate Entity): 2009/2010

**\$15.675 million**

Not including \$16.912 million of payments to members for  
Income Replacement and Retirement Incentive Options

