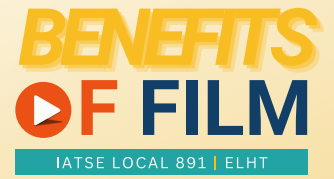


8th September, 2024



THE TRUSTEES' PERSPECTIVE

Benefits of Film

On September 8, 2024, *Benefits of Film* hosted the seminar "So You Want to Be a Benefits of Film Trustee."

This event provided an overview of the Trust, discussed the responsibilities of trustees, and explored how members can become more involved by considering a trustee role.

Attendees actively participated in discussions about the Trust's governance and the role trustees play in supporting its mission.

Seminar Introduction

On September 8, 2024, *Benefits of Film* hosted a seminar titled "So You Want to Be a Benefits of Film Trustee." This event featured two sessions led by **Bob Romphf**, an experienced trustee with over 35 years of expertise, and saw active participation from trustees and curious members.

Seminar Objectives

The seminar was designed to:

Advance the Trust's Vision

To be the leaders in delivering the most comprehensive benefits package with a utilization and approval rating of over 90%.

Strengthen the Trust's Mission

To provide comprehensive health care benefits that improve the quality of life for members and their families, meeting their unique and evolving needs.

Provide an Overview of the Trust and Trustee Responsibilities

Members gained insights into the Trust's structure, governance, and the critical responsibilities trustees hold.

Becoming a Trustee

One of the seminar's key topics was the process of becoming a trustee or board member. Discussions centred around the following key points:

Commitment to the Members

Trustees need a personal connection to plan members and dedication to delivering comprehensive benefits.

Key Responsibilities

Trustees manage the plan in the best interest of members, make key decisions about benefits, and ensure the Trust's long-term stability.

Essential Qualities

Trustees must listen, learn, recognize the importance of benefits for the future, hold stakeholders accountable, and collaborate effectively.

Governance Structure

The Trust is governed by a board of **six elected trustees**, each serving a six-year term, and the **IATSE Local 891 Business Representative**, who serves as a trustee by virtue of their office.

Together, these trustees are responsible for managing the Trust in the best interests of its members, ensuring the delivery of comprehensive health care benefits that meet the evolving needs of the membership.

The Trust operates independently of the union and is regulated by both the **Income Tax Act** and the **B.C. Trustees Act**. Additionally, the Trust maintains a formal **Trust Agreement with IATSE Local 891**, ensuring alignment between the Trust's goals and the needs of union members while preserving the Trust's autonomy in benefit decisions.

Workshop Discussions

A key component of the seminar was the breakout workshops, where

attendees and trustees discussed the question: *Why are you interested in becoming a Board Member/Trustee?*

Participants shared several motivations, including:

Service & Giving Back

Helping people, making a difference, and serving the membership were top reasons.

Policy & Strategy Development

Participants were interested in shaping policy, ensuring stability, and making strategic decisions.

Communication & Engagement

Trustees play a key role in benefits literacy, transparency, and improving member engagement.



Word cloud created by gathering key themes and phrases from the breakout workshops.

Attendee Feedback & Experience

Of the 7 current trustees, 5 were present, alongside members who participated in both the morning and afternoon sessions.

Feedback from attendees was overwhelmingly positive:

Event Rating

Both the morning and afternoon sessions were rated an average of 9+/10.

Interest in Becoming a Trustee

All but one attendee expressed interest in becoming a trustee. About 50% indicated "Yes," while the remaining attendees were leaning towards "Maybe."



Morning session: Bob Romphf, instructor, educator (back row far left).

Attendees: James Fantin, Jeane Andrews, Valeria Bayona-Otero, Koto KS Chan, Andrea Levesque, Jaimie Ochrey, Michael Billings, Marion Waterston.

Trustees: Tom Adair, Thomas Kaczmariski, Kay Kearley, Crystal Braunwarth, Mark Aviss



Afternoon session: Bob Romphf, instructor, educator (back row far left).

Attendees: Julia Neville (not in photo), Linda Vipond, Amandine Dufraise, Cheri Trewin, Ingrid Kenning, Jan Kiyooka

Trustees: Tom Adair, Thomas Kaczmarek, Kay Kearley, Crystal Braunwarth, Mark Aviss

Key Insights

Participants gained valuable insights into what it takes to be a trustee. The following key points were noted:

The Size of the Commitment

Attendees recognized that becoming a trustee requires significant time and dedication.

The Importance of Integrity

Trustees must act with integrity and always prioritize the best interests of the membership.

The Independence of the Trust

Members appreciated learning about the Trust's independent governance, which allows it to focus solely on the well-being of members without union influence.

Rewarding Nature of the Role

While demanding, being a trustee was described as highly rewarding, as trustees contribute to the health and well-being of their fellow members.

Conclusion

Benefits of Film remains dedicated to transparency, engagement, and delivering top-tier health care benefits. The seminar showcased the importance of trustees and inspired many to step up and contribute.

With more members eager to take on leadership roles, the future of the Trust is brighter than ever. Together, we'll continue building a stronger, more resilient Trust that serves all its members.

