



## Retirement Policy

**Purpose:** To recognize a member who retires.

**Scope:** This policy applies to all general members who retire on or after November 1, 2016.

**Objectives:** When members retire, Survivors Abreast wishes to recognize their dedication and support of the teams' Mission Statement and Core Values

### Procedures:

#### General:

Each year in November, the membership committee will provide the President and Treasurer with a list of members who are eligible for a retirement award. The President will share this information with the Social Committee Chair and the Kindness Committee Chair.

Awards will be presented at the annual Social Event in December, organized by the Social Committee. Efforts will be made to accommodate the availability of award recipients.

Notwithstanding the provision in this policy, the Board of Directors may recognize any member at any time during the year where they deem such recognition to be warranted.

#### Specific:

A member who retires after 1 to 9 years of membership will receive a certificate of thanks prepared by the Kindness Committee and fees for Alumni Membership will be waived for the year immediately following retirement.

A member who retires after 10+ years of membership will receive a certificate of thanks prepared by the Kindness Committee and fees for Alumni Membership will be waived for the 2 years immediately following retirement. In addition, they will be given the option to purchase their paddle at replacement cost and a special retirement label will be provided.

### Budget Provisions:

The Treasurer will include an annual budget amount under the Kindness Committee to cover certificates of thanks.

**Related Documents:**

- SA Values and Mission Statement
- Annual Budget
- Membership list
- Committee Descriptions – ( Social, Kindness and Membership Committees)
- SA Election of Survivors Abreast Board of Directors – (President’s job description)
- Annual Timeline

<b>History:</b>	<b>Date:</b>	<b>Comments:</b>
<b>Original Policy:</b>	January 31, 2016	Approved by the team at the January 31, 2017 meeting
<b>Amendment:</b>	May 2, 2017	Board of Directors clarified the wording stating the timing for offering free membership to alumni.
<b>Amendment:</b>	Nov 21, 2017	Team voted at the Oct 17, 2017 team meeting to eliminate the Recognition portion of the policy and rename it to Retirement Policy. Modifications made accordingly and approved by the team on Nov 21/17