



Farm Products Council  
of Canada

Conseil des produits agricoles  
du Canada

Central Experimental Farm  
Building 59  
960 Carling Avenue  
Ottawa, Ontario K1A 0C6

Ferme expérimentale centrale  
Édifice 59  
960, avenue Carling  
Ottawa, Ontario K1A 0C6

February 13, 2023

Mr. Darren Ference  
Chairman  
Turkey Farmers of Canada  
7145 West Credit Avenue  
Building 1, Suite 202  
Mississauga, Ontario L5N 6J7

**Subject: Amendments to Turkey Farmers of Canada's By-Law No. 4**

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Dear Mr. Ference:

The Farm Products Council of Canada (Council) met on February 13, 2023, and considered Turkey Farmers of Canada's (TFC) request for amending TFC's By-Law No. 4. Council considered the proposed amendments to the Executive Committee and director stipends as well as the virtual meetings fees and approved the changes as requested in your letter of January 30, 2023.

Should you have any questions, please do not hesitate to contact me or the Council Secretariat, by email at [fpcc.secretariat.cpac@fpcc-cpac.gc.ca](mailto:fpcc.secretariat.cpac@fpcc-cpac.gc.ca).

Sincerely,

Brian Douglas  
Chairman

January 30, 2023

Mr. Brian Douglas  
Chairman  
Farm Products Council of Canada  
Central Experimental Farm  
960 Carling Avenue  
Building 59  
Ottawa, ON K1A 0C6

Dear Mr. Douglas

Please find enclosed, for your information, a copy of TFC's By-Law No. 4, as amended by the Turkey Farmers of Canada board at their 272<sup>nd</sup> General Meeting held November 30-December 1, 2022. The By-Law deals with certain expenses and fees for attendance to the business of the Agency.

Bi-annually, the Audit & Finance Committee reviews comparable organizations' stipend, fee, and expense schedules. The Director's stipend was discussed at the annual joint meeting of the TFC Executive and Audit & Finance Committees and left to the Audit & Finance Committee to develop a recommendation, if any, after their analysis.

The Audit & Finance Committee agreed that the Directors' time and responsibilities warranted recognition beyond daily meeting fees. In advance of the preparation of a proposed preliminary budget for 2023, such a comparison was undertaken and resulted in recommendations for change to the TFC Board:

- appropriate increases to the stipends for the Executive Committee; and
- the introduction of a modest stipend to the Directors to recognize their time and responsibilities.

The following amendments address the changes to the Executive Committee stipends and the stipend for Directors.

**Schedule 1 Expenses and Fees Section K Executive Committee Annual Stipend:**

- Chair \$23,000 per year, up from \$20,000.00 per year in 2022
- Vice-Chair \$8,000 per year, up from \$6,600 per year
- Executive Member \$8,000 per year, up from \$6,600 per year
- Ex-Officio Observer \$8,000 per year, up from \$6,600.00 per year (when instituted)

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**Schedule 1 Expenses and Fees Section N was added:**

A new section has been inserted into the By-Law to accommodate the payment of a monthly stipend to Directors.

The Director's stipend will be included under Section L to respect the By-Law order and flow. The meeting fees, previously Section L, will be moved to Section M, and the teleconference/web conference fees will be addressed under the new Section N.

- Director's Annual Stipend of \$6,000

Regarding the stipend adjustments for members of the Executive Committee and Directors, the additional budget required will be \$59,800 in 2023, subject to whether or not an ex-officio Executive Member is in place, which would add \$1,400.00 to the budget. The absolute impact on the budget is quite easily accommodated.

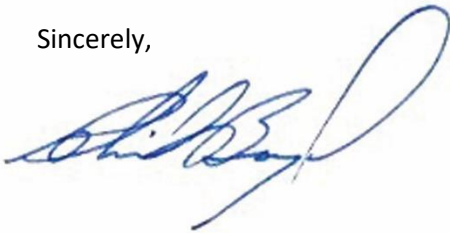
**Schedule 1 Expenses and Fees Section N Teleconference/Web Conference Fees**

This section was amended to clarify the By-Law and the linkage to Sections K and L and, to provide administrative guidance for the office and the members. The amendments are shown in the draft amended By-Law and are straightforward and self-explanatory.

We would appreciate the Council's review of the attached and approval at its soonest convenience so that the amendments can be enacted.

Please feel free to contact us if there are any questions.

Sincerely,



Phil Boyd  
Executive Director

Encl.

Cc: M. Kotipelto , FPCC  
Cc: C. Gendron, FPCC