



INTERNATIONAL COUNCIL REPORT

Meeting date of April 29, 2022
Virtual Meeting

DATE:

TO: ISASI International Council

FROM: CANADIAN SOCIETY

National Societies/Regional Chapter Name:

Committee/Working Group Name:

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Activities Since the last International Council Meeting or Future Events

This is the second report to the ISASI meeting of the current CSASI Executive. In our 2021 report we made the commitment to re-energize, re-vitalize and seek a greater level of membership involvement and inclusiveness to CSASI.

In order to fulfill that commitment, we did a Constitutional comparison between; CSASI, ISASI, ASASI, and one external Flight Safety organization. This document was shared among the membership with the attached request for feedback, comments, and recommendations.

Of the numerous comments received it was obvious that the membership wants to be engaged to a higher degree by the Executive. To answer this particular item, we have been trying to plan two separate CSASI Regional meeting. One in either Calgary Alberta or Vancouver B.C. The other in the Ottawa – Montreal area. Arranging meeting space has been until most recently with COVID restrictions proven difficult. The difficulty comes from finding cost effective venues to hold the meetings.

Another recommendation of the Constitutional Comparisons is the "Terms or length of time in office".

There are several articles written on the topic of Governance within nonprofit organizations. Under our current Constitution; CSASI has no limits to which a person can serve consecutive terms in a given position.

According to Roger Raber of the NACD and Judith O'Connor of the National Center for Nonprofit Boards (NCNB), both [for-profit and nonprofit boards face the same fundamental challenges:](#)

- Managing the pace of constant change brought on by technological advancement.
- Guiding the organization toward sustainable, long-term growth in a hypercompetitive environment.

- Developing board talent with an increased emphasis on core personal and professional competencies

There are 5 key benefits board term limits provide.

1. Making it easier to bring in new ideas and new perspectives to a board and its decision-making process.
2. Providing a systematic planning timeline and process for replacing needed board skills.
3. Giving a board member a chance to step down gracefully if they are burned out, have family commitments, or are ready to move on.
4. Provide a respectful and efficient mechanism for the exit of passive, ineffective, or troublesome board members.
5. Avoiding the perpetual concentration of power within a small group of people and the intimidation of new members by this dominant group.

Executive term limits provide a mechanism for bringing in new members with fresh ideas to tackle the challenges that we face now and in the future. Based on the readings and articles on Management and Governance if we are to look forward within our own organization, letting the Executive teams continue to govern for what seems like forever will not serve us well.

The Constitution of our Society provides little or no guidance on “Length of Term in Office”. Ultimately, Executive term limits will help ensure that CSASI’s composition reflects its current and forward-looking leadership needs.

Using “Best Practices” and “accepted norms” in the governance of several organization. And based on several comments and recommendations received from the CSAI Membership, the CSASI Executive put forward a CSASI Constitutional change to the Membership.

In that;

Amending the Constitution (Article 1 section 4 of the CSASI Constitution)

The Constitution may be amended, repealed or altered in whole or in part by two-thirds of the members voting. Votes shall be by electronic ballot to all eligible voting members. A minimum of thirty days shall expire between emailing and closing of the ballots.

The purposed amendment is;

"CSASI Executive may be elected for three consecutive, two-year terms and be eligible for further re-election after a two-year absence. The maximum amount of time served as an executive cannot exceed six consecutive years regardless of the position held"

A ballot was sent to the CSASI Membership with a voting deadline of no later than 23:00 Eastern Daylight Savings Time, May 15, 2022.

The CSASI Secretary Treasure, Steve Roberts has secured a domain name with csasi.aero.

The following is from <https://information.aero/registration>

Only members of the civil aviation community, incorporating airlines, airports, companies, organizations, associations, government agencies and qualified individuals, may register a domain name in .aero.

For the avoidance of doubt, the .aero Top-Level Domain (TLD) is for use by organizations involved and primarily supporting the civil aviation industry. Companies or organizations wishing to register a TLD with .aero must be able to demonstrate that they are exclusively or substantially focused on and/or active in the civil aviation industry. The Registry operator will decide whether an applicant meets these requirements.

The obvious advantage of this domain is that it is not controlled by a third party and is transferable to the future Executives of CSASI. The website is currently under development.

The CSASI Members group on LinkedIn presently sits at 58 members. There have not been a lot of new posts added as it appears that Canadian aviation is not experiencing any serious mishaps over the last few months. We will continue to keep an eye out for any interesting events.

CSASI is operating financially with a negative cash flow of approximately \$6.00 per month current bank balance is \$21,979.50^{CAD}. The No-Split policy of the 2021 Safety Seminar held virtually did not favour our Society. When one of the Canadian Sponsors of the recent Safety Seminar asked how their generous donation was used. It was delicately relayed that very little of their monetary gift actually went to the Canadian Society. This sets a somewhat difficult precedent when either ISASI or CSASI goes looking for sponsorship in the future. Organizations that contribute to a seminar have some expectation that they are helping the local Society with their generosity.

Currently there are 17 CSASI members who have not utilized Wild Apricot to pay their dues, all have been sent a reminder email and a second reminder and online call is in progress. The only large expenditure other than the two national meet and greets will be the new CSASI Website which is anticipated to cost approximately \$3500.00-\$5000.00 to build host and maintain in the first year with minimal annual costs downstream. The design is complete and the content is being gathered. The web builder is still to be selected. All taxes were filled and new accountants in Ottawa selected and CSASI is current with no outstanding reporting issues at present.

Council action items/recommendation:

As part of any proactive management plan of successful organizations, succession planning is vital to ensure the seamless transfer and continuation of the organization. ISASI is no different. I believe that the Society should look at how central some of the knowledge base has become. One example, not to single out any individual and without prejudice, would be how the Society relies on a HQ rather than the Regional Societies to organize the Safety Seminars. Without allowing the expertise to be developed with other members of the Society, ISASI is basically stepping backwards in CRM. Whether it be Cockpit Resource Management, Crew Resource Management or Corporate Resource Management. The management team has an obligation to plan for the next ten to twenty years. Decentralizing the knowledge base from a few members will only promote positive and constructive succession planning.

Signed/Print:

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(Please use additional sheets as needed)

Revised: 3/1/22