

***JHeffern Consulting***

**Questions & Answers**

**Date: November 29, 2021**

**RE: Governance Status Update from November 23, 2021**

1. **Question**:

* Can Inclusion Clare staff be members of the Inclusion Claire society and can they vote?

 **Answer**:

* The new bylaws will create two membership categories – voting and non-voting.
* Employees of the Society and participants and residents of one of the Society’s Small Options Homes (SOH) can be non-voting members.

2. **Question**:

* Where can I find the communication document on the Inclusion Clare Website?

 **Answer**:

* There were some technical problems with accessing it on the <https://www.inclusionclare.ca/ressources>. It can be found on the Website under the ‘Communications’ tab at <https://www.inclusionclare.ca/communications>.

3. **Question:**

* Is there a timeline for next steps?

 **Answer**:

* Timelines for the next steps is dependent on how quickly we hear back from the RJSC with verification that the new bylaws meet the requirements of the Societies Act. The bylaws have been submitted to RJSC and we are hoping this won’t take long, but we can’t put a timeframe on it.  We will post a notice as soon as RJSC verifies that the bylaws meet the requirements of the Societies Act.

4. **Question:**

* What happens to all the policies, manuals, contracts and evictions in the last few years? Are they legal?

 **Answer:**

* Once we have a new board it will be up to those directors to pass a resolution which accepts past decisions.