

The APB in Transition

A Strategy for Moving Forward to Financial Independence

A transition planning document prepared by the Board of Directors

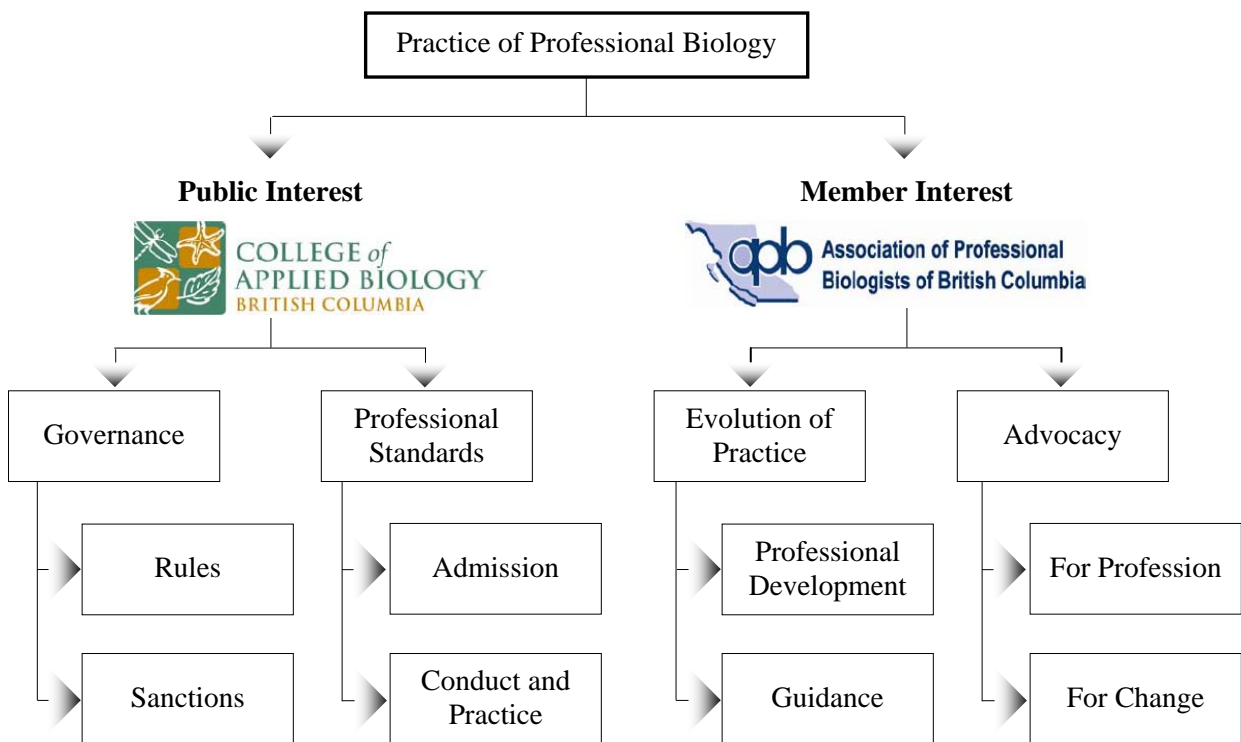


April 14, 2008

The Transition Imperative

On November 21, 2002, the *College of Applied Biology Act* was passed by the Legislature and given Royal Assent.

The enactment of this legislation, which undoubtedly was the most significant milestone in the Association's history, meant that a number of governance changes were necessary to meet the requirements of the new Act. One significant change resulting from the new Act, was the College assuming legal responsibility for protecting the public's interest while the Association continued in its role in serving the members' interests (see flowchart below which illustrates the specific roles and functions of the College and Association).



As part of the transition planning between the Association and the College, it was deemed necessary to secure operational funding so that the College could fulfil its legislative and governance obligations under the new Act. Through a referendum conducted in August 2003, Members of the Association voted overwhelmingly (97%) to transfer all Association funds to the College of Applied Biology.

Since 2004, the Association has not had a membership fee. Prior to examining such a membership fee, the Board of Directors felt it necessary to involve the Membership in a strategic planning process to ensure that the work of the Association met the expectations of the Membership. In the interim, the Association has entered into an MOU with the College to receive operational funding in the form of a grant. Each year, the Association prepares a detailed budget and submits the funding request to the College for their consideration.

The current member dues charged by the College (225.00/annum for RPBio status) do not provide sufficient financial resources to enable the College to meet its operational needs and provide an indefinite funding grant to the Association. Although the MOU between the College and the Association has been extended beyond its' original termination date, the College expects that the MOU will terminate in 2010.

At the Association's 2007 Annual General Meeting (AGM), the Membership voted in support of a motion to investigate a membership fee structure with emphasis on linking the fee structure to the services provided by the APB (see Bio News 17-2¹). Upon further consideration, the Board of Directors felt that all Members of the Association would be better served by investigating a fee structure within the context of an overall transition planning process.

This transition planning document is a critical opportunity for the Membership to decide the future of the Association of Professional Biologists. There is no denying that an annual membership fee will be required if the Association is to continue providing important services to the Membership - services that have been requested by our Members to assist them in achieving the highest possible standard of professional practice.

The Association of Professional Biologists – 28 Years of Service to the Profession

- ✓ Proudly representing the interests of Professional Biologists, Biologists in Training and Student Biologists for over 28 years.
- ✓ Successfully lobbied the provincial Government to ensure passage of the *College of Applied Biology Act*, the only legislation in North America that establishes applied biology as a self governing profession.
- ✓ Advocates for and on behalf of our Members' interests.
- ✓ Monitored the development of provincial/federal regulatory initiatives affecting our Members, including the *Riparian Areas Regulation*, the *Forest and Range Practices Act*, the *Wildlife Act*, and contaminated sites provisions of the *Waste Management Act*,
- ✓ Provides guidance to our Members through practice advisories and interpretive guidelines for College Rules, such as the Code of Ethics.
- ✓ Organizes, in various forms, an annual conference for Members of the Association.
- ✓ Develops and maintains communication tools for Members, including bioserve, a web-based portal, and print materials such as Bio-News and Bio-Line.
- ✓ Recognizes, the valuable contribution of leading resource professionals and promising students seeking careers in applied biology by presenting awards and issuing scholarships
- ✓ Obtains discounts on services utilized by our Members, including professional liability insurance and extended health care.

¹ <http://apbbc.bc.ca/files/BioNews17-2.pdf>

The Mission and Services of the Association of Professional Biologists

Mission

The Association of Professional Biologists will serve the interests of its Members by: 1) providing assistance and guidance to maintain the necessary competence and high professional standards as required by the *College of Applied Biology Act*; and, 2) advancing the development and application of sound biological principles in the management and conservation of natural resources in BC.

Service to Members

- ▶ Provide guidance and advice to members on ethics and practice issues.
 - ✓ Advocating on behalf of Members.
 - ✓ Providing Member access to a Practice Advisory Committee.
 - ✓ Preparing and publishing Advisory Practice Bulletins on issues brought forward by the Members.
 - ✓ Working with the College to initiate and deliver a program on professional ethics.
- ▶ Provide critical analysis and timely responses to government regarding natural resource legislation and policy initiatives.
- ▶ Promote public education regarding standards of practice for Professional Biologists.
- ▶ Communicate the role and value of Professional Biologists to government, the public and members.
- ▶ Communicate and provide opportunities for continuing professional development.
 - ✓ Enhancing the professional development component of the Association's Annual Applied Biology Conference.
 - ✓ Providing information and tools, such as the CPD reporting form, to support Members in the College in fulfilling their continuing professional development requirements.
 - ✓ Working with other natural resource professions and professionals to develop and deliver programs and workshops that are accessible to members.
- ▶ Provide forums for Member recognition, communication and advertising.
 - ✓ Awards – recognizing members who have achieved an exceptionally high standard of practice.
 - ✓ Bioserve – the web based applied biology communication portal.
 - ✓ Bionews – a joint Association and College publication.
 - ✓ APB website including advertised career opportunities for members.
- ▶ Secure member-only discounts for services such as extended health care and professional practice insurance.

The Transition Plan

Over the next two years, the Association of Professional Biologists will be transformed into a financially solvent organization (i.e. the organization is capable of meeting its financial obligations).

The key to this successful transformation process, however, will depend on two factors:

- 1) That services provided by the Association are deemed by the Membership to be relevant, timely and important; and,
- 2) The Membership is willing to financially support the Association in order to receive those services.

During 2003 and 2004, the Association undertook a strategic planning process to identify and prioritise strategic initiatives. As part of this process, the Association conducted “Road Shows” across the province to ensure that Members had a reasonable opportunity to voice their opinions.

Many of the initiatives identified by the Membership in this planning process were directly related to providing assistance and guidance around complying with the *College of Applied Biology Act*. While some of the identified priorities have been completed or, are in process of completion, there is a need to take a fresh look at the work of the Association to ensure that the services are relevant, timely and important to the Members.

A New Strategic Planning Opportunity (November 2008-May 2009)

As many Members are aware, the Association has entered into an agreement with Domenico Iannidinaro, RPBio, to prepare a strategic business plan, as part of his fulfilment of a Master of Business Administration at Royal Roads University.

The business planning process is scheduled to commence in November, 2008 and will be presented to the Membership by May 2009 with implementation targeted at September, 2009. During preparation of the business plan members will be asked to provide input through surveys, focus groups, written submissions and verbally at ‘Road Shows’.

The business plan will document the services that are deemed by the Membership to be relevant, timely and important, and will also set out an annual budget for implementing the business plan. In particular, the business plan will establish the annual membership dues that will be required to support the work of the Association.

A Roadmap to Financial Independence

The following diagram lays out the significant milestones that must be achieved if the Association is to be financially solvent by January 1, 2010. As previously stated, Members will have many opportunities to provide input into this transition planning document as well as the forthcoming business plan.

Although annual membership dues will be collected by the Association commencing on January 1, 2010, all services provided by the Association will be restricted to declared Members effective January 1, 2009 (no membership fee will be charged, however, you must formally agree to be a Member of the Association).

Association of Professional Biologists - Roadmap to Financial Independence

