

P.O. Box 466, Lantzville, BC, V0R 2H0

Regular Meetings: 4th Thursday of every month at 9:30 am. At Costin Hall, Lantzville.



## *PROBUS CLUB OF LANTZVILLE*

# NEWSLETTER

Chartered October 25, 2001 with 80 charter members

[www.probus.org](http://www.probus.org)

November 2013

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### **MEMBERSHIP**

As of the 12<sup>th</sup>.Of November our membership stands at 219

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### **MANAGEMENT COMMITTEE**

<b>President:</b>	<b>Lia Van Wassenaar</b>	250-751-1801	<a href="mailto:lvw1944@gmail.com">lvw1944@gmail.com</a>
<b>Vice-President:</b>	<b>Keith McGregor</b>	250-758-6384	<a href="mailto:hikerliker@shaw.ca">hikerliker@shaw.ca</a>
<b>Past President:</b>	<b>Carole Bullock</b>	250-751-3709	<a href="mailto:cbullock2@shaw.ca">cbullock2@shaw.ca</a>
<b>Treasurer:</b>	<b>George Norris</b>	250-585-3601	<a href="mailto:grnorris@shaw.ca">grnorris@shaw.ca</a>
<b>Secretary:</b>	<b>Doreen Schaefer</b>	250-729-8007	<a href="mailto:dwschaefer@shaw.ca">dwschaefer@shaw.ca</a>
<b>Membership:</b>	<b>Dan &amp; Sharon Tettamanti</b>	250-729-9668	<a href="mailto:dstettamanti@hotmail.com">dstettamanti@hotmail.com</a>
<b>Social Activities:</b>	<b>Vacant!!!</b>		
<b>Sunshine Person:</b>	<b>Lia Van Wassenaar</b>	250-751-1801	<a href="mailto:lvw1944@gmail.com">lvw1944@gmail.com</a>
<b>Newsletter:</b>	<b>Peter Barker</b>	250-756-9643	<a href="mailto:liznpeterbarker@telus.net">liznpeterbarker@telus.net</a>

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**Web Page Links** (press and hold 'Ctrl' key and 'left Click' to access the link)

**Minutes of the last General Meeting** [click here](#) –

<http://lantzvilleprobus.org/policy-and-procedures-manual/general-meeting-minutes/>

## President's Message



November is now fully upon us and our clocks have been set back. The time to relax and read a good book is here before the mad rush of Christmas gets started. So enjoy this time and enjoy the fabulous weather that we are having compared to how the rest of Canada is doing. We are so fortunate to be living here in our retirement years.

The Management Committee would like to personally thank Gary Brothers, Dave Hammons and Margaret Pierce for all the extensive investigative hard work and time that they have spent in getting our Probus By-laws updated. The revised By-laws will be posted in our newsletter and on our website and will be discussed with a view to ratification at our General Meeting in February.

Have a great month, and stay healthy.

**IF ANYONE HAS ANY SUGGESTIONS FOR SPEAKERS OR TOPICS, PLEASE CONTACT Keith McGregor at 250-758-6384 or [hikerliker@shaw.ca](mailto:hikerliker@shaw.ca)**

**PROBUS CANADA GROUP TRAVEL INSURANCE - website [www.johnson.ca/probus](http://www.johnson.ca/probus)**

**Don't forget, **BYOCM** to the General Meetings, please.** *Peter*

**NO PROMOTION, ADVERTISEMENTS OR SOLICITATION FOR NON-PROBUS RELATED CAUSES IS PERMITTED AT OUR GENERAL MEETINGS OR OUR ACTIVITIES**

## A Message from our Past-President

**Carole Bullock**  
**President 2012-13**

This being the last of my three year commitment I want everyone to know how much I learned and came to appreciate how hard a Management Committee works.

I am sure our membership has no idea of the work that goes into our Newsletter by Peter and the club's web site by Trevor. Having been Vice-President a couple of years ago I have a new appreciation of what it takes to find a speaker that everyone will enjoy each month. Thank you, Lia, for the work you did to make that happen over the past twelve months. Sharon and Dan, between the two of them, not only do a pile of work at home keeping our membership records but also do numerous jobs at our General Meetings when they sell tickets to functions etc. Our Treasurer George does a job few of us could only wish they knew how to do. And then there is Doreen – where on earth would we be without such a proficient Secretary and record keeper.

Lia, I wish you the very best on your year as President. Given how relaxed you were at your first meeting I know you will do a great job.

I will now sit back, do very little, and simply enjoy.

## November Speaker



### **Home Safety for Seniors**

Our speaker at the General Meeting on November 28th will be Herman Maldonado who will speak on the subject of **Home Safety for Seniors**.

Herman is a member of our club and states that we usually learn to live with hazards around us and

soon we don't see them anymore... until something happens. The purpose of his talk is to bring some of those hazards back to a conscientious level and apply some strategies to control them, to which each member of the audience will have an opportunity to volunteer ideas and experiences.

## Interest Groups and Conveners 2013

- BRIDGE, MIXED** - Conveners, Mervyn & Marlene Jones 250-751-1785 or call Gary & Suzanne Brothers (when the Jones are away) 250-758-0877 the location is St. Philips-by-the-Sea Anglican Church on Lantzville Road; meets **every other** Thursday at 7:00 p.m. starting **September** 12th.
- BOWLING** Convener, **Vacant**  
The North Nanaimo Probus Club has invited the Lantzville Club to bowl with them the Last Tuesday of each month at 3:30pm at BRECHIN LANES. This is two games of mixed bowling and everyone is welcome.
- CHAIR SET UP-** Al Whitcomb (250 729 0378) and Wayne Schaefer (250 729 8007) Helpers welcome. Contact Al or Wayne
- COFFEE SET UP-** Joan Sawicki 756 4679, (joansaw@shaw) Helpers wanted, contact Joan.  
Shirley Jones & Gaye Culpepper signed up for November 2013.
- CRAFTS** - Convener (Group 1), Arlene McCulloch 250-751-8898.  
Convener (Group 2), Margaret Carmichael 250-758-4729.  
Convener (Group 3), Lia VanWassenaar 250-751-1801
- CURLING** - Convener, Doreen Schaefer 250-729-8007
- CYCLING GROUP** - Convener – Anita White, 250-816-4668 or anita8white@hotmail.com
- DINING OUT** Conveners, Helen Lemmon 250-753-6681 & Suzanne Brothers 250-758-0877  
Meets the 4th Friday of every month at 6:00pm at a restaurant to be selected.

## Dining Out

Please call Suzanne Brothers 250-758-0877 or send an e-mail to [Suzanne-at-Brothers.ca](mailto:Suzanne-at-Brothers.ca) to indicate if you will attend. I need a specific number to make a reservation. Please let me know asap

Friday, November 22, 2013



The Probus Dining Out will be held on the 4<sup>th</sup> Friday of the month of November:  
6:00 PM at Le Café Français, 153 Commercial Street. - [MAP](#)

## Interest Groups and Conveners 2013

**DRINKS and APPIES NIGHT** - Convener, Carole Bullock 250-751-3709. [cbullock2@shaw.ca](mailto:cbullock2@shaw.ca).

If you are new to Drinks & Appies and would like to join: Functions are held the third weekend of each month with two homes participating. It is a reciprocal agreement where, if you join, you are expected to "Host" a function. Small or large homes, it's always fun. Call Carole at 250-751-3709 or email. Info for where and when to be on a sign-up sheet at each General Meeting

**EXCURSIONS** Ad hoc organization by interested parties

**Conveners:** Carol Halliwell 390-3443 [halliwellfour@shaw.ca](mailto:halliwellfour@shaw.ca) or Mary McCafferty 729-0560  
[larrymccafferty@shaw.ca](mailto:larrymccafferty@shaw.ca)

EVENT: Yellowpoint Christmas Spectacular

**GOLF, MIXED** - Convener, Mervyn Jones 250-751-1785 or [mandmjones@shaw.ca](mailto:mandmjones@shaw.ca).

**HELPING HANDS** - A list of members who have volunteered to help anyone needing assistance. Call **Dianne Tucker**, at 250-758-8042 or **Berta Trail** at 250-751-1055.  
Back up-Janet McGregor at 250-758-6384, Claire Martens 250-751-0930,  
Carmen Aziz at 250-758-4258

**HIKING GROUP** -- Convener, **Any hiker** who wishes to lead the group at any week.  
Meets Every Thursday but *not* the 4<sup>th</sup> Thursday.  
*"The established policy of the 'Hiking Group' is that "NO DOGS are allowed on the hikes". It would be appreciated by the members if this policy is observed.*

## Interest Groups and Conveners 2013

**iPAD 'APPY GANG** - Convener, Trevor Craddock, 250-468-9489. Meeting third Thursday of each month at 4:00 pm at The Buzz Coffee Shop, Dufferin Crescent. (opposite Country Grocers)..

**LADIES BOOK CLUB** – Group 1 Convener Adele Klatt, [len-adele@shaw.ca](mailto:len-adele@shaw.ca), 250 758 0906  
Group 2 Convener Janet McGregor, [hikerliker@shaw.ca](mailto:hikerliker@shaw.ca) 250 758 6384. This group has space for some new members and meets on the first Wednesday of each month from 1:30 to 3:30 P.M. at members' homes.

**LADIES BRIDGE** – Convener, Barb Myden, [bmyden@shaw.ca](mailto:bmyden@shaw.ca), phone 250-756-0804. Ladies Monday Afternoon Bridge Group, Dates -: alternate Monday afternoons. Time: 1:00 – 4:00 p.m.

**LADIES COFFEE 'N CHAT** - Convener Barb Norris @ 250-585-3601 or e-mail at [gnorris@shaw.ca](mailto:gnorris@shaw.ca) 2:00PM, 2nd Tuesday at Serious Coffee, beside Piper's Pub at 4700 Hammond Bay Rd, Nanaimo, BC.

**LADIES LUNCH GROUP** -- Convener is Barb Samarin at 250-390-2805. Meets the 2<sup>nd</sup> Thursday of each month.

## Ladies Lunch – November



### **Tuesday November 14th**

Ladies Lunch in November will be held in the new club house of the Nanaimo Golf Club commencing at 12:00 on **Tuesday November 14th**

## Interest Groups and Conveners 2013

**MEN'S BRIDGE** -- Convener, Lawrence Johnson 250-760-0113, there are two groups who meet on alternating Wednesdays September thru April, with a 4 week break around Christmas. Each player takes a turn hosting in their home at 6:30 p.m. We are always looking for new players as regulars or those who are willing to substitute on an "as needed" basis.

**MEN'S COFFEE** -- Convener, Ron Walker 250-756-1949. The group meets, every **Tuesday at 10:00am** at the Windward Pub, Beaufort Centre, Boundary Crescent, across from the hospital.

**MEN'S POKER** -- **Convener, REQUIRED!!**. Two groups. Call??? The groups meet on alternate Monday nights at 6:30-10: PM in player's homes.

**MIXED BRIDGE** **Conveners** - Merv and Marlene Jones, Gary and Suzanne Brothers



Mixed Bridge will be held Thursday October 10th and meeting alternate Thursdays thereafter.

The group meets at 7:00 p.m. at St Philips by the Sea Anglican Church on Lantzville Rd, Lantzville [MAP](#).

**NIGHT AT THE MOVIES** - Convener is Barb Samarin at 250-390-2805, [bjsamarin@shaw.ca](mailto:bjsamarin@shaw.ca). This group meets on Tuesday evenings to enjoy a movie of their selection. The date each month depends on which movie is chosen.

**PUB NIGHT** -- Conveners, Carolyn Fyfe 250-756-1307 or Alan Whittall 250-758-7965. Meets the 3<sup>rd</sup> Tuesday of each month.

## Pub Night – November

**Tuesday November 19th**



The November Pub Night will be held at the Longwood Brew Pub commencing at 6:00 p.m. - [MAP](#)

**PHOTO CLUB --** Convener Lia Van Wassenaar [lvw1944@gmail.com](mailto:lvw1944@gmail.com) , 250-751-1801, Back up Margaret Pierce, [marmar@island.net](mailto:marmar@island.net), 250-390-4893. Every 1<sup>st</sup> and 3<sup>rd</sup> Tuesday, 8:30A.M-12:30pm including on location shoot and 'show and tell' with lunch to follow. Meeting location to be determined monthly.

**PROBUS RAMBLERS -** Convener, John Halliwell [halliwellfour@shaw.ca](mailto:halliwellfour@shaw.ca)

Meets Thursdays but *not* the 4th Thursday

“The established policy of the Rambling Group is that “NO DOGS are allowed on the rambles”.

Ramblers will be notified by e-mail if a ramble is planned.

**SKIING/SNOW SPORTS --** Convener Anita White, [anita8white@hotmail.com](mailto:anita8white@hotmail.com) Hope to see you on the slopes NEXT Season.

**SOUND MAN –** Gary Brothers at 250-758-0877, [garyw@brothers.ca](mailto:garyw@brothers.ca) 250-816-4668 Back-up, Keith Trail at 250-751-1055 or Don Carmichael at 250-758-4729.

**SUNSHINE --** If anyone has a special event in their life, such as a significant birthday, anniversary, new grand/great grandchild you would like to share with us, or if you know of any member who is unwell or in need of a little “sunshine” in their life, please contact Lia Van Wassenaar, [lvw1944@gmail.com](mailto:lvw1944@gmail.com) or 250-751. Please notify Lia if you know of anyone who would appreciate a card.



## November BIRTHDAYS

Brenda Savage, Carmen Aziz, Don Carmichael, Hazel Whittaker, Ken Keenan, Laura Wende, Lorraine Coumont, Pat Wimmer, Roy Farrell, Sharon Tettamanti.

**THEATRE GROUP:** Convener, Marie Rickwood 250-758-0121 Meeting as required for rehearsals.

### WALKING GROUP –

Unless otherwise stated all walks start at 10:00 a.m. and last for about an hour and a half usually finishing at a coffee shop to discuss current events and set the world to rights.

## November Walks

All walks begin at 10:00 A.M., are on well established trails and take approximately one to one and one half hours.



**Nov. 6** – Morrell Sanctuary – meet at the Morrell parking lot off Nanaimo Lakes Rd. - [MAP](#)

**Nov 13** – Colliery Dam Park – meet at the Colliery Dam parking lot at the end of Wakesiah Ave. - [MAP](#)

**Nov 20** – Bowen Park/Buttertubs Marsh – meet in the parking lot behind the Bowen Park tennis courts. - [MAP](#)

**Nov. 27** – Moorecroft Regional Park – meet at the Moorecroft parking lot off Stewart Rd. (Nanoose Bay) - [MAP](#)

Conveners - Phil Wilson and Doreen Schaefer

**WEBMASTER** – Trevor Craddock at 250-468-9489 ([craddock@shaw.ca](mailto:craddock@shaw.ca)) assisted by Brendan Rogers at 250-585-6684 o ([annabel.rogers@gmail.com](mailto:annabel.rogers@gmail.com)).

## Advance Notice – Spring Lunch – CORRECTION



### **April 15th - Bayshore Inn, Parksville**

Please note that the date was inadvertently quoted on a previous post.

This will serve as advance notice that the Spring Lunch has been booked at the Bayshore Inn, Parksville on April 15th, 2014.

Snowbirds - it is time to come home to meet and greet your fellow Probus Members and discover what you have been missing over the winter months!

## Membership Dues – URGENT

**Past the Deadline!**



September marked our Annual General Meeting and means that the **Annual Membership Fees for 2013-14** are now overdue. **The closing date for payment of 2013-14 membership dues was the October General Meeting on October 24th. If you do not intend to renew your membership PLEASE let the Tettamantis know immediately.**

The Management Committee has approved a budget that sets the Annual Membership Fee to be \$20.00 per person. To ensure your continued membership please remit your payment as soon as possible to Dan and Sharon Tettamanti.



***Hear Ye! Hear Ye! Come One, Come All!***

*Celebrate the Christmas Season at the Mistletoe Buffet*

*The Lantzville Probus Club Christmas Banquet*

*Tuesday, December 17, 2013*

*Coast Bastion Inn, Main Meeting Room*

*11 Bastion Street, Nanaimo, B.C.*

*11:30 A.M. Cash Bar, 12:30 P.M. Dinner*

*Entertainment*

*Parking on the Street or Port pay park*

*To avoid leaving during the entertainment,*

*Please allow 5 hours on your parking meter*

***Mistletoe Buffet***

*Classical Caesar Salad, Greek Salad*

*Marinated Mushroom and Artichoke Salad and Italian Dressing*

*Rotini and Asparagus Salad with Sun Dried Tomato Dressing*

*Roast Baron of Beef, Au Jus, carved at the serving table*

*Stuffed Filet of Sole with Crab and Shrimp-Dill dressing*

*Cauliflower, Glazed Carrots and Breen Beans*

*Garlic whipped Potatoes*

*Rolls and Butter*

*\$32.00 for Members, \$37.00 for Guests, No Refunds.*

*Tickets go on Sale at the Probus Meetings*

*October 24<sup>th</sup> and November 28<sup>th</sup>, 2013*

*By Dan and Sharon Tettamanti, Membership Chairpersons*

*All Ticket Reservations paid for in advance will be honoured*



## **PROPOSED BY-LAWS OF THE PROBUS CLUB OF LANTZVILLE**

### **PREAMBLE**

The Probud name, trademarks, rights, and emblem(s) are registered with Industry Canada as the property of Probud Centre-Canada Inc. These shall not be used for commercial purposes without the written approval of Probud Centre-Canada Inc. Rights to the use of the name and emblems, except on saleable articles, shall be given automatically to each Probud Club upon its accreditation.

Accreditation of a Probud Club shall be effective upon acceptance by Probud Centre - Canada, Inc. of an application with the prescribed fee from a sponsoring Rotary Club or a recognized Probud Club. Rights to the use of the name and emblems, except on saleable articles, shall be given automatically to each Probud Club upon its accreditation.

The Probud Club of Lantzville is hereinafter referred to as "the Club" unless otherwise stated.

All references to gender shall include both male and female.

### **I. AIMS & OBJECTIVES**

1. The aims and objectives of the Club shall be:
  - (a) to provide regular meetings for retired and semi-retired professional and business persons, and others with like backgrounds, who appreciate and value increased opportunities for social contacts, addresses on and discussion of topical subjects.
  - (b) to arrange visits by members to places and organizations of interest for members.
  - (c) to arrange social activities of interest to members.
2. Because many of the members may already be active in service to the community, the activities of the Club shall be directed solely towards acquaintance and fellowship.
3. The Club shall not be competitive with any other organization.
4. The Club shall be non-political and non-sectarian.
5. The Club shall not be, nor appear to be, a fund raising or service club.
6. No promotion, advertisements or solicitation for non-Probud related causes is permitted at the general meetings or activities.
7. The Club shall encourage volunteer participation.

### **II. MEMBERSHIP**

1. The Club shall be for both men and women with professional or business backgrounds, and others who have had some measure of responsibility or achievement in any field of worthy endeavour.
2. Applications for membership shall be sponsored by at least one member in good standing and approved by the Management Committee.
3. Regular attendance at Club meetings is not mandatory.
4. Membership may be held in more than one Probud Club.
5. Where it is deemed necessary for the good and welfare of the Club, the Management Committee shall have authority to revoke, for cause, any existing membership.
6. When a waiting list exists and an opening occurs, priority shall be given to an applicant who is not a member of any Probud Club.
7. Membership caps shall be determined by a vote of the Management Committee.
8. Honorary membership may be conferred on a person by a majority of members voting at a General meeting. An Honorary member shall not be required to pay the annual membership fee and shall enjoy all privileges of membership except voting and election of office. No more than 2% of the membership may be Honorary members at any given time.
9. Life membership may be conferred, by a majority of members voting at a General meeting, upon a member who has rendered outstanding service to the Club. A Life member shall not be required to pay the annual membership fee, and shall enjoy all privileges of membership. No more than 2% of the membership may be Life members at any given time.

### **III. MANAGEMENT**

1. The Club shall be managed by a Management Committee consisting of a President, a Vice President, a Secretary, a Treasurer, the immediate Past President, the Membership Chairperson, the Social Chairperson, the Sunshine Chairperson and the Newsletter Editor.
2. The *quorum* at a Management Committee meeting shall be 50% **plus one** of the Committee.
3. All members of the Management Committee shall have equal voting privileges.
4. [In the event of a tie vote, the President shall poll the votes of any missing, reasonably-available Management Committee members.](#)
5. ~~[A motion that receives an equal number of affirmative and negative votes shall be considered lost.]~~
6. The Management Committee shall meet monthly, or as the need arises.
7. The Management Committee shall have authority to appoint sub-committees.
8. The Club President shall normally serve for 1 (one) year, but may not serve for more than 2 (two) years.
9. The Management Committee shall have authority to fill vacancies, other than that of President, that may arise between elections
10. The Membership Chairperson shall be responsible for the list of members' names, addresses, phone numbers, and such other information required by Club bylaw. This list must not be used for commercial purposes.
11. If an executive member/officer, other than the President, is unable to fulfill their duties, the Management Committee shall appoint an acting replacement for the remainder of the term of said executive member/officer.
12. If the President is unable to fulfill his/her duties, the Vice-President shall assume the duties of the President and a bi-election shall be held by the general membership for a new Vice-President. The new President and Vice-President shall continue their term into the following fiscal year.
13. The Club shall co-operate with Rotary and other Probus Clubs in the formation of new Probus Clubs.
14. [The Past President shall review the Standard Constitution for Clubs, and the Lantzville Probus Club By-Laws with all members of the Management Committee prior to, or at, the first Management Committee meeting following the establishment of a new Management Committee.](#)
15. [All new Management Committee members shall review the "Management Committee Duties" part of the Procedures/Policy Manual prior to the first Management Committee meeting.](#)

#### **IV. GENERAL MEETINGS**

1. General meetings of the Club shall be held monthly, or as determined by the Club.
2. The Annual General Meeting shall be held in the month of September. In advance of the meeting, members shall be provided with a financial statement for the twelve months prior to the Annual General Meeting.
3. At each Annual General Meeting, the presiding officer shall present nominations from the Nominating Committee for positions on the Management Committee. Elections, when necessary, shall be by ballot.
4. The *quorum* at all General meetings shall be 25% of the total membership.
5. **Meetings shall be conducted according to commonly accepted rules of parliamentary procedure in keeping with Roberts Rules of Order.** A motion that receives an equal number of affirmative and negative votes shall be considered lost.
6. [Any notice of motions shall be submitted in writing to the Secretary, the Newsletter Editor and the Webmaster for posting on-line one month prior to the meeting at which it is to be considered.](#)

#### **V. ANNUAL RETURNS**

1. The financial year of the Club shall be October 1<sup>st</sup> to September 30<sup>th</sup>, which will appropriately coincide with the Annual General Meeting.
2. The Secretary shall advise Probus Centre-Canada Inc. by December 31<sup>st</sup> each year, of the Club's regular meeting place, day and time, the number of its members as of the previous September 30<sup>th</sup> and the names, addresses and telephone numbers of its President and Secretary.
3. The Treasurer shall remit to Probus Centre-Canada Inc. the annual assessment levied by Probus Centre-Canada Inc.

#### **VI. MEMBERSHIP FEES**

1. Each member of the Club shall pay the annual membership fee in an amount determined by the Club Management Committee.
2. The annual membership fee shall be paid to the Membership Chairperson by September 30<sup>th</sup> of each year and no later than the General Meeting in October. Failure to do so will leave a member "not in good standing".

**VII. NON-PROFITABILITY**

1. The income and property of the Club shall be applied solely towards the objectives of Probus and no portion thereof transferred directly or indirectly to the members. Nothing herein shall prevent the advancement of funds approved for remuneration for goods and/or services actually rendered to the Club.
2. The financial resources of the Club shall be utilized solely for the benefit of the Club unless prior approval has been granted by a simple majority at a General meeting.

**VIII. DISSOLUTION**

In recognition of Rotary clubs' service contribution towards the expansion of Probus, any funds remaining on the dissolution of the Club shall be donated to The Rotary Foundation (Canada), or to another registered charitable organization **as approved by a majority of the Club members present and voting at a General Meeting.**

**IX. ACTIVITIES**

1. Activities of the Club shall be primarily for the benefit of Lantzville Probus Club members in good standing, or as otherwise directed by the Management Committee.
2. **An individual member of the Club shall not gain from a discount, commission, gratuity or other benefit arising from any Club activity.**

**X. BY-LAWS**

1. These By-laws and their amendments shall be consistent with the Probus Canada Standard Constitution.
2. Amendments to these By-laws shall be considered at a General Meeting of the Club, shall require 60 days prior notice to be transmitted to all Club members, and shall require a **two-thirds** majority of the members present and voting. The amendments shall be effective when it has been communicated to and approved by Probus Centre - Canada, Inc.
3. The name or gender composition of the Club may be changed at any General Meeting of the Club, the *quorum* required by Club bylaw being present, by a **two-thirds** majority of the members present and voting. The amendment shall be effective when it has been communicated to Probus Centre - Canada, Inc.

Revised: 2013 xx xx

Ratified: 2013 xx xx