

Proposed changes to the PLAYERS Constitution

Please find below a comprehensive list of the 16 proposed Constitutional changes, listed in order of appearance. Each should be reviewed and voted on individually in the 48 hours prior to the AGM.

Note that all changes come at the recommendation of the PLAYERS Board of Directors. Green indicates additions, red indicates subtractions.

1. Revision to **Part I. Name** to update the legal name of PLAYERS*:

Current:

I. Name:

The official name of the association shall be the “Queen’s Players Toronto Theatre Group”, referred to herein as “PLAYERS.”

Proposed:

I. Name:

The official name of the association shall be the “Players Theatre Group Toronto”, referred to herein as “PLAYERS.”

*Or a similar variant – some questions re legally changing the name are not yet answered.

2. Revision to **Part II. Purpose, Section 1. b)**, to update the second guiding principal of PLAYERS’s philosophy:

Current:

II. Purpose:

1.

- b) That PLAYERS create a safe & fun space by embracing the diversity & equality of all involved, and by recognizing their efforts

Proposed:

II. Purpose:

1.

- b) That PLAYERS foster a fun & safe environment by welcoming and advocating for the presence and contributions of all people and recognizing them for their effort.

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3. Revision to **Part II. Purpose, Section 1. c)**, to update the third guiding principal of PLAYERS's philosophy:

Current:

II. Purpose:

1.

- c) That PLAYERS donate **a portion of its proceeds** to charity

Proposed:

II. Purpose:

1.

- c) That PLAYERS donate **all of our profits** to charity

4. Addition to **Part VII. Finances, Section 2**, to allow for outstanding charitable contributions to be made after the year-end:

Current:

VII. Finances:

2. All transactions must be concurrent with the Board year and completed by year-end. There shall be no retroactive expenditures.

Proposed:

VII. Finances:

2. All transactions must be concurrent with the Board year and completed by year-end. There shall be no retroactive expenditures, **except for any outstanding charitable contributions**.

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5. Addition to **Part X. Show and Production Team Submission Procedure, Section 6**, to remove a barrier to joining the Board of Directors relating to being involved in shows:

Current:

X. Show and Production Team Submission Procedure:

6. It is suggested, but not compulsory, that members of the Board avoid applying for any of the Board appointed Production Team positions, and/or submitting a script. In the event where a Board Member chooses to apply and/or submit, that person will not be permitted to view, comment, or vote upon the particular area in which they have applied/submitted.

Proposed:

X. Show and Production Team Submission Procedure:

6. In the event where a Board Member chooses to apply and/or submit, that person will not be permitted to view, comment, or vote upon the particular area in which they have applied/submitted.

6. Revision to **Part XI. Amending the Constitution, Section 1. a)**, to update the end of our running year with regard to Temporary Amendments:

Current:

XI. Amending the Constitution:

- 1.
- a) Temporary Amendments, valid for up to one year, and ending at the company's next year end. These amendments shall be made for exceptional cases only: when and if, PLAYERS is unable to adhere to this Constitution. These amendments shall be recorded as "Temporary Amendment to the Constitution, for the year ending July 31, 20__."

Proposed:

XI. Amending the Constitution:

- 1.
- a) Temporary Amendments, valid for up to one year, and ending at the company's next year end. These amendments shall be made for exceptional cases only: when and if, PLAYERS is unable to adhere to this Constitution. These amendments shall be recorded as "Temporary Amendment to the Constitution, for the year ending August 31, 20__."

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7. Revision to **Part XI. Amending the Constitution, Section 2. c)**, to make immediate the enforcement date of newly ratified amendments:

Current:

XI. Amending the Constitution:

2.

- c) Constitutional Amendments shall be enforced the year **after** they were passed and thenceforward.

Proposed:

XI. Amending the Constitution:

2.

- c) Constitutional Amendments shall be enforced the year they were passed and thenceforward.

8. Revision to **Bylaw I. Roles and Duties of the Board of Directors, Section 6**, to correct a spelling error created by the previous constitutional change:

Current:

I. Roles and Duties of the Board of Directors:

6. A non-appointed Board position vacated at any point during the year shall be filled by **an** Voting Member at the discretion of the Board.

Proposed:

I. Roles and Duties of the Board of Directors:

6. A non-appointed Board position vacated at any point during the year shall be filled by a Voting Member at the discretion of the Board.

9. New Bylaw added to **Bylaw I. Roles and Duties of the Board of Directors**, to ensure that each new Board takes appropriate action to accommodate the needs of each Board member so that they can most fully participate.

Proposed:

I. Roles and Duties of the Board of Directors:

- 11.** As each new Board forms, a poll will be conducted to determine, to the extent possible, the best days, times and modes to meet as a Board such that all members are able to participate to their fullest capacity.

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10. Revision to **Bylaw III. Show profits and charitable donations, Section 1**, to reflect the proposed revision to the 3rd guiding principal:

Current:

III. Show profits and charitable donations:

1. The profits of each show will be divided up in accordance with the following formula:

$$a - b = c$$

$$c - y = z$$

Where:

a = Total Income

b = Total Expenditures

c = Total Proceeds

y = Replenish PLAYERS operating and strategic reserves

z = **Net Proceeds** – given to charity

Proposed:

III. Show profits and charitable donations:

1. The profits of each show will be divided up in accordance with the following formula:

$$a - b = c$$

$$c - y = z$$

Where:

a = Total Income

b = Total Expenditures

c = Total Proceeds

y = Replenish PLAYERS operating and strategic reserves

z = **Profits** – given to charity

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11. Revision to **Bylaw III. Show profits and charitable donations, Section 3**, to reflect the new season-based structure of our year, and add clarification as to number of charities:

Current:

III. Show profits and charitable donations:

3. The PLAYERS Board of Directors will determine which charities will share the charitable donation from each **show**.

Proposed:

III. Show profits and charitable donations:

3. The PLAYERS Board of Directors will determine which charities will share the charitable donation from each **season**. **The Board will also determine how many charities to support, with a preference towards a small number so as to facilitate meaningful donations to each.**

12. New Bylaw added to **Bylaw III. Show profits and charitable donations**, to add some guidance for how charities should be chosen by the Board.

Proposed:

III. Show profits and charitable donations:

5. **In deciding which charities to support each season, the Board will seek out and consider the suggestions and priorities of the Players community. The Board will consider strongly charities that focus on advocating for, and supporting, members of our community and the community at large.**

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13. Revision to **Bylaw IV. Outside and outreach ventures, Section 2**, to remove problematic language and add new Bylaw with much improved language.

Current:

IV. Outside and outreach ventures:

2. It is suggested that PLAYERS to attempt to bring in roughly 25% new members for each production. **This, however, should never be done at the expense of the quality of the show.**

Proposed:

IV. Outside and outreach ventures:

2. It is suggested that PLAYERS to attempt to bring in roughly 25% new members for each production.
3. The board will strive to get input from BIPOC individuals on key matters that affect our community where those voices are not represented on the Board, and to the extent possible, encourage BIPOC members to run for the Board.

14. Revision to **Bylaw V. Reservation of seats, Section 1**, to allow for the producer to choose to reserve seats for large groups – this is something we already do.

Current:

V. Reservation of seats:

1. Other than sponsors and immediate production team individuals, there shall be no seats reserved for any reason.

Proposed:

V. Reservation of seats:

1. Other than sponsors, **large groups** and immediate production team individuals, there shall be no seats reserved for any reason.

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15. Revision to **Bylaw VII. Artistic Director, Section 3**, to clarify when they can and cannot vote as a Voting Member of Players.

Current:

VII. Artistic Director:

3. The Artistic Director is not a member of the Board, and is required to relinquish **all** rights as a Voting Member of Players for the duration of their term **so as to avoid** conflict of interest.

Proposed:

VII. Artistic Director:

3. The Artistic Director is not a member of the Board and is required to relinquish **any** rights as a Voting Member of Players for the duration of their term **that might cause** conflict of interest, **including voting for the Board and any constitutional changes that directly affect the Artistic Director.**

16. Revision to the footnotes of the Constitution to update the last time the Constitution was revised, amended and ratified:

Proposed:

Revised, Amended & Ratified
Peter Higgins & Megan MacKeigan – 2020