



23 March 2017

## CCR membership dues - explanation of policy

Dear member,

I am writing to explain CCR policy on membership dues and to request the support of all members.

We recently adjusted the policy on membership dues, but perhaps we didn't do a good job of explaining clearly the change.

In November 2015, the CCR membership voted in favour of an important change to annual CCR membership fees and how they are calculated after more than 10 years without change. In addition to a fee increase, the policy was changed to clarify that CCR membership dues are calculated based on an organization's total budget.

Previously, the fees could be calculated based on the "budget of organization or department with refugees and/or settlement services." Some interpreted this to mean that a settlement organization could pay according the budget of their refugee department only, even though the CCR offers services that are relevant to the organization as a whole.

According to the new policy, fees are calculated **based on the organization's budget as a whole. Any requests to pay less than the fee scale (including to pay according to the budget for only part of the organization) must be submitted to the Membership Committee.**

Membership dues form a crucial part of the CCR's revenues. They allow the organization to keep us informed of important developments, to help us network with each other, to offer us webinars and other practical resources, to bring forward to the government the impacts of policies on the people we serve, to support newcomer youth leadership, and to connect us internationally.

I hope that you will support the CCR and make every effort to pay your dues in line with your organization's budget.

If this is not possible, please make a formal request to the CCR's Membership Committee to vary the amount you pay. Any request to pay less than the fee scale must be renewed yearly.

The strength of the CCR's work depends on our members' full participation. Thank you for your contributions.

Yours sincerely,

Loly Rico  
President