

THS Board Meeting (#2)

Minutes

Tuesday, July 24, 2018, 6:30 pm
11 River Street, Toronto, Ontario

Present: Malcolm Bernstein, Krista Bulmer, Amanda Frank, Cathy Kinloch, Bronwen Morgan, Peter Newell, Andy Robling, Dominique Rousselle, Stephen Steele, Elaine Wong, Angela Young

By teleconference: Kathy McDonald, Emily Pang

Staff: Jacques Messier, Phil Nichols, Claudette Turner (Recording Secretary)

Regrets: Shelley Austin, Martin Buckle, Chris Wood

1. Regular Business

Malcolm Bernstein called the meeting to order at 6:30 pm. He extended the Board's congratulations to Shelley Austin on the birth of her grandchild.

1.1 THAT the agenda be approved as amended.

Moved: Bronwen Morgan Seconded: Peter Newell **Carried.**

1.2 THAT the minutes of the June 26th, 2018 Board meeting be approved.

Moved: Krista Bulmer Seconded: Stephen Steele **Carried.**

1.3 THAT the memberships dated June 27, 2018 to July 24, 2018, and all timely renewals be approved.

Moved: Peter Newell Seconded: Elaine Wong **Carried.**

Elaine Wong kindly offered to call the new member(s) to welcome them to the THS.

2. Strategic Focus

Malcolm reviewed an annual Board calendar that will act as a reference for recurring events. The Board thanked Malcolm for preparing this valuable tool which will assist the Board in its work plan.

Emily Pang commented that the calendar is currently a mix of required duties and strategic items; and that work plans are needed for the latter at the Board and Committee levels.

Stephen Steele suggested limiting the calendar to major items and also treating it as a living document.

3. CEO Report

Jacques reviewed the financial position of the Society, noting that revenues are higher than budgeted, largely due to bequests, and expenses are lower than budgeted. Jacques also noted it will be challenging to meet the \$1.2MM budgeted Corporate donations item which is based on a one-time corporate donation in 2017.

He reviewed the fundraising, shelter and educational programs, as well as infrastructure items. In particular, Jacques referenced a \$140,000 grant for a new dental suite which will serve the community and be especially helpful to those who can't afford pet dental services.

The Board discussed Paws in the Park, and Jacques was requested to provide a post-event cost/benefit analysis on Paws and other upcoming events.

Jacques responded to questions from the Board regarding the status of the women's shelter program and the homeless program. The women's shelter is another significant step from a social enterprise perspective, and it is estimated that approximately 24 pets a year will go to foster care while at-risk women are in the shelter. Additional community services are being considered including expanded school programming and a transport program beyond the GTA.

4. Committee Reports

Facilities Committee/Animal Welfare Committee – Dominique reported that renovations to the special species rooms are in progress. Almost every dog pen now has a glass door. New safety doors have been installed, and a safety study is in progress. An animal stress study is also underway, and Jacques will prepare a report on the cost to implement the recommendations. The parking lot has just been repaved.

Volunteer Committee - Kathy reported that the Committee will be working on a job description for its members and for those representing special species. Maddie Kingston, the Volunteer Manager may be invited to attend a Board meeting to provide further input.

Governance Committee is compiling a comparative analysis on CEO compensation. The Committee is also reviewing the Society's mission statement. It was recommended that there be a repository for Board policies. The CEO will report back on employee engagement in August, and the HR Manager, Carol Boulding, will be invited to attend. Directors were reminded to disclose any potential conflicts.

Andy Robling reported that an **Issues and Oversight Committee** was discussed and that, with the Executive Committee and Animal Welfare Committee as the first lines, they did not feel it necessary to establish an Issues and Oversight Committee.

5. *Strategic Plan Overview and Update*

Jacques and Operations Director Phil Nichols reviewed key strategic priorities: to lead and to inspire humane action; to improve and save lives; to leverage our core strengths to enhance performance and achieve strategic priorities; and to build a sustainable financial foundation to meet current and future requirements. They reviewed progress under the plan in fundraising, animal welfare, education programs, shelter programs, infrastructure, public animal outreach programs and community services projects. Future community service concepts and potential sources of funding for them were reviewed as well.

The Board discussed specific retrofitting costs related to sprinkler systems and will discuss further at Committee.

The Board expressed its appreciation for an excellent presentation.

6. *Other Business*

The Board discussed adding photos to their biographies on the website and agreed it was a good idea. Board members were requested to email their photo to Claudette.

Board members were encouraged to attend Society events.

Malcolm introduced a proposal for a Board retreat to be held in the fall to examine the big questions and generate ideas which can then be assessed for sustainable and viable opportunities. It was agreed that a facilitator would be helpful and the Board approved incurring a limited fee for same as required.

7. *Next Meetings*

Tuesday, August 28, 6:30 pm

Tuesday, September 25, 6:30 pm

Tuesday, October 30, 6:30 pm

Tuesday, November 27, 6:30 pm

Wednesday, December 12, 6:30 pm (short Board meeting followed by holiday dinner)

Tuesday, January 22, 6:30 pm

Tuesday, February 26, 6:30 pm

Tuesday, March 26, 6:30 pm

Tuesday, April 30, 6:30 pm

Tuesday, May 28, 6:30 pm

8. In-Camera

The Board moved in-camera at 8:20 pm and rose at 8:35 pm.

9. Adjournment

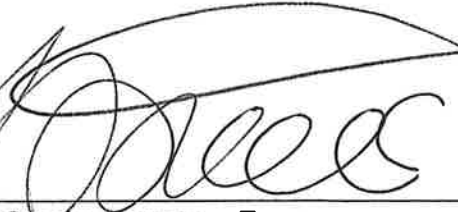
The meeting adjourned at 8:35 pm.



Malcolm Bernstein, Chair

10/3/18

Date



Stephen Steele, Secretary-Treasurer

10/30/18

Date