

# THS Board Meeting (#8)

## Minutes

Tuesday, January 22, 2019, 6:30 pm  
11 River Street, Toronto, Ontario

**Present:** Shelley Austin, Malcolm Bernstein, Martin Buckle, Krista Bulmer, Amanda Frank, Cathy Kinloch, Kathy McDonald, Peter Newell, Emily Pang, Andy Robling, Dominique Rousselle, Stephen Steele, Angela Young

**By Teleconference:** Bronwen Morgan, Elaine Wong

**Staff:** Jacques Messier, CEO, Carol Boulding, Director of HR, Claudette Turner, Manager, Executive Department (Recording Secretary)

**Regrets:** Chris Wood

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### **1. Regular Business**

Malcolm Bernstein called the meeting to order at 6:30 pm.

1.1 THAT the agenda be approved.

Moved: Peter Newell

Seconded: Krista Bulmer

**Carried.**

1.2 THAT the minutes of the December 12, 2018 Board meeting be approved.

Moved: Shelley Austin

Seconded: Andy Robling

**Carried.**

1.3 THAT the memberships dated December 13, 2018 to January 22, 2019 and all timely renewals be approved.

Moved: Kathy McDonald

Seconded: Cathy Kinloch

**Carried.**

Kathy McDonald and Andy Robling kindly offered to call the new members to welcome them to the Society.

### **2. Employee Survey**

Carol Boulding, HR Director reviewed the 2018 Staff Engagement Survey results from the second survey which was sent to staff in November 2018.

There was a vast improvement in the positive responses and a corresponding reduction in the negative responses. Work will continue to address outstanding concerns.

The Board discussed the need to action previously agreed to measures to inform staff of the Board's role and function, stemming from feedback in the 2017 staff survey.

The Board thanked Carol for her excellent presentation and congratulated Jacques and his team for their strong efforts over the past year to accomplish these favourable results.

### **3. *CEO Report***

Jacques Messier advised the Board that approval has been obtained for the Society to open a dental clinic, and this will now be installed.

With regard to the OSPCA, in a recent court decision, the judge found some of the enforcement powers held by the OSPCA to be unconstitutional, and provided twelve months for rewriting the laws to remedy the situation. Jacques noted that the deadline for appeal is February 8, 2019.

The Board moved in camera at 7:25 pm to discuss development opportunities, and rose at 8:12 pm.

### **4. *Committee Reports***

**Governance Committee** - Malcolm reported that there will be at least three Board vacancies at the upcoming AGM. He noted that Committee members felt that continued veterinary expertise would be beneficial; and that all candidates being recruited should reflect good judgment, a collaborative disposition, and alignment with the Society's vision, mission statement and values.

Peter Newell and Krista Bulmer are working on the legal aspects of membership for the February Board meeting.

Between now and April, the Committee will review the list of policies, which Claudette Turner was asked to provide, and prioritize those requiring review.

**Animal Welfare Committee** – Bronwen Morgan reported that the Committee will be reviewing the Behaviour and Intake policies in light of the existing strategic plan.

The Unsocial Cats Working Group is making great progress. Dr. Ellis is preparing a report and Phil Nichols is trying to remove barriers to access TNR services.

**Advocacy Committee** – Martin Buckle advised that breed-specific legislation has been discussed at caucus, but that no decision was made.

**5. Next Meetings**

Tuesday, February 26, 6:30 pm

Tuesday, March 26, 6:30 pm

Tuesday, April 30, 6:30 pm

Tuesday, May 28, 6:30 pm

**6. Adjournment**

6.1 THAT the meeting be adjourned (8:45 pm).

Moved: Bronwen Morgan

Seconded: Andy Robling

Carried.



Malcolm Bernstein, Chair



Stephen Steele, Secretary-Treasurer

2/26/19

Date

3/26/19

Date