

THS Board Meeting

Minutes - Nov 30th 2021, 6pm

By Teleconference

Present: Yussef Hafez, Nicholas Kanhai, Angela Young, David Bronskill, Bronwen Morgan, Damian Creber, Jacques Messier, Josh Shanahan, Krista Bulmer, Charissa Lai, Mark Dilworth, Martin Buckle, Kathy McDonald, Nabila Tisha

Guest: Stephen Steele

Regrets: Malcolm, Peter

Staff: Carol Boulding, Shubham Maini, Linda Jacobson, Kyrsten Jade Janke

1. Regular business

- Request to accept members attending the meeting. Everyone approved.
- New Members were approved, Martin moved, Josh seconded. Martin volunteered to call the new members.
- Board minutes from the previous month moved to be approved, Martin moved, Nicholas Seconded.

2. Dr. Linda Jacobson, Krysten Jade Janke - Development Update

- Presentation highlighted
 - Who we are (team)
 - Focus areas of 2021 (goals)
 - 2021 highlights
 - Heartworm treatment
 - published guidelines review
 - Article has had more than 6k views, and 83% more views than any other studies in the journal
 - Feline Panleukopenia
 - Clinical questions that needed to be investigated
 - Creation of useful infographics
 - Medical Metrics
 - 'How much URI (upper respiratory infection) do we have in the shelter'
 - Data Analytics contractors hired to take advantage of the data in a way that can be used to show useful information
 - Accessible Veterinary Care
 - External Facing Medical Care document for sharing feedback, ideas and stories.

- Welfare of Marginalized Animals
 - Chapter written by Dr. Jacobson, in Greene's 'Infectious Diseases of the Dog and Cat'
 - Currently in proof stage, will be published next year
- Covid measures
 - Gave examples of how THS has managed the pandemic
 - Measures shared with other shelters through OSMA
- The Board thanked Dr Jacobson and her team for their work and this presentation

3. Carol Boulding, Shubham Maini - DEI Update

- Land Acknowledgement statement
 - Considered integral part of DEI program
 - No other land acknowledgement relates it back to animals, so the team was treading new grounds
 - First step was to reach out to Indigenous community, who gave suggestion to read certain materials
 - Shubham was able to find an Indigenous elder to work with the team, a person who works with Seneca college. They reviewed the statement and provided feedback.
 - This is an ongoing process with an Action Plan to come in 2022

Motion to approve Land Acknowledgement statement

- Moved for approval by Krista Bulmer
- Seconded by David Bronskill

Carried

4. Budget 2022 (Stephen Steele present as member of the Audit Committee)

- Is in line with strategic plan
- It is balanced
- Assumptions for the upcoming year are reasonable
 - Covid will continue to have an impact going into 2022
- Entering 2022 in excellent financial position

Motion to approve 2022 budget

- Motioned by Charissa
- Seconded by Martin

Carried

5. CEO Report

- Covid variant has not impacted operations, although the leadership team is paying attention to what is happening
- Government refund is expected in the coming months

- City of Toronto has sent out a survey about updating animal bylaws in the City. THS has responded to the survey, sent a letter directly to the Mayor and provided guidance to our Members to complete the survey

6. Position Statement - Animal Welfare Committee

- Important pieces to note: outline and structure of the position statement will be the backbone of any future position statements moving forward
- Committee looked at how other organizations structured their positions as comparison points
- AWC as a committee will be looking at a shortlist of position statements that will be drafted over the next few months. Feb to be the timeline for showing those items.
- Looking for final approval from the board.
- Release plan involves waiting on all of the other various position statements before publishing them on the website.

Motion to adopting the position statement

- Angela moved
- Josh seconded

Carried

7. Committee Reports

Governance Committee

- Need to update committees, if outdated, members asked to let Martin know
- Need to update bylaw on the website
- AGM prep must start soon, particularly question around whether we do virtual AGM, or in person

AWC

- On Position Statements, some involve broader social issues, will be more complicated
- AWC metrics are currently in the works
- Working on the risk register

Audit & Finance

- Will be meeting development committee later this month, purpose to discuss various aspects on the revenue model

Development Committee

- Staff presented roadmap from fundraising perspective to reduce reliance on bequests
- Fundraising targets will be reviewed twice a year, to monitor progress against the strategic plan
- Will work with Audit and Finance team to have good sense of tracking additional funds outlined in the strategic plan
- Tegan provided an update to the committee with a fundraising consultant who provided high level help with regards to coming out of the pandemic.

- Josh has taken on the role of chair.

8. In-camera

The board moved in-camera at 8:05pm and rose at 8.20pm

9. Adjournment

The meeting adjourned at 8.20pm

Martin Buckle, Chair

Nicholas Kanhai

Date

Date