



## ***2. Financial Reporting Discussion***

Jeff Bernstein provided an update on the Society's financial position. Expense reductions continue to be effective, and the overall financial position is improving. Revenue is below budget, largely due to a veterinary resource shortage in the Public Veterinary Service (PVS) program. Fundraising is on target and legacy income is doing quite well.

A new boiler will be installed in January. Meanwhile, the shelter will continue to be heated and the animals kept comfortable.

The 2024 budget will be presented to the Audit & Finance Committee later this week and then to the Board for approval at the next meeting. The Board thanked Jeff and Phil for their timely work on the budget.

## ***3. Interim CEO Update***

Phil Nichols reviewed the Interim Strategy Scorecard and reported on the status of union negotiations. A one-year agreement has been reached, pending ratification.

Phil advised that the PVS dental program is doing well.

The Society has received a Grade A rating from Charity Intelligence Canada, reflecting its financial transparency, strong results reporting, and effective utilization of resources. The Board congratulated Phil and his team for this significant achievement.

Phil responded to the Board's questions.

## ***4. Board Retreat***

Krista Bulmer advised that the Board Retreat would be held on November 11, 2023. David Bronskill has once again kindly offered to host the event at his office. A draft agenda for the retreat will be circulated in the days ahead.

## ***5. Committee Reports***

**Audit & Finance** – Committee matters were deferred for discussion in camera.

**Animal Welfare** – Adrienne Macdonald will chair the AWC.

**Development** – Nabila Tisha reviewed the Society’s Fall Fundraising programs. The recent crisis appeal has reached more than 80 million people. Nabila reported on the Committee’s initiatives, including a major gift donation training program for the Committee and any other interested Board members. Giving Tuesday, one of the strongest fundraising days of the year will be held on November 16. Nabila noted that the holiday campaign would soon be under way. She advised that higher-end donors whose contributions have lapsed, would be contacted in an effort to re-engage them. The Board appreciates the opportunity to amplify their impact on donations with information that can be easily shared. The Board commended Nabila, the Development Committee and staff for their tireless work on the Society’s behalf.

**Governance** – Committee matters were deferred for discussion in camera.

**Human Resources** – Yussef Hafez outlined a proposed Board recruiting process for 2024. The Spring AnimalTalk will feature Board recruitment. Yussef reviewed the terms of current Board members, a competency matrix for recruitment, and a process for Board applications. Nomination forms will be reviewed. Yussef advised that the competency matrix will be distributed to the Board next week and the results shared at the next Board meeting. He noted that a Nominations Committee will need to be established. The Board thanked Yussef for his comprehensive presentation.

## ***6. Other Business***

There was no other business.

## ***7. Next Meeting***

Tuesday, December 12, 2023, 6:00 pm

## ***8. In Camera***

The Board moved in camera at 7: 00 pm and rose at 7:35 pm.

## ***9. Adjournment***

The meeting adjourned at 7:35 pm.

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**Krista Bulmer, Chair**

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**Gary Milakovic, Secretary**

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**Date**

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**Date**