

THS Board Meeting (#5) Minutes

Tuesday, January 30, 2024, 6:00 pm
By Teleconference

Present: Malcolm Bernstein, David Bronskill, Krista Bulmer, Damian Creber,
Jennifer Dernek, Mark Dilworth, Yussef Hafez, Adrienne Macdonald,
Gary Milakovic, Peter Newell, Alexander Rochtchine, Josh Shanahan,
Nabila Tisha

Staff: Phil Nichols, CEO; Jeff Bernstein, Interim CFO; Dr. Karen Ward,
Chief Veterinary Officer; Abu Nana, Director of Finance;
Claudette Turner, Recording Secretary

Regrets: Julie Barak, Charissa Lai

Krista Bulmer called the meeting to order at 6:05 pm.

1. Regular Business

1.1 THAT the Agenda be approved.

MOVED: Krista Bulmer Seconded: Damian Creber ... **Carried.**

1.2 THAT the Minutes of the December 12, 2023 Board meeting be approved.

MOVED: Krista Bulmer Seconded: Adrienne Macdonald ... **Carried.**

1.3 THAT the new memberships and all timely renewals be approved.

MOVED: Josh Shanahan Seconded: Jennifer Dernek ... **Carried.**

Nabila Tisha kindly offered to call the new members.

2. Financial Reporting Discussion

Phil Nichols advised that the Society's cash position continues to improve, and that legacy income has surpassed budget. Year-end results will follow.

Jeff Bernstein reported on the outcomes from a leadership course for management. As a new Director of Finance has been hired, he will wind down his work as Interim Finance Director.

3. CEO Update

Phil reviewed the Quarterly Strategy Update and organizational update documents that had been distributed in advance of the meeting. He responded to the Board's questions.

Phil invited Dr. Karen Ward to present a proposal to update the policy language from "Five Freedoms" to "Five Domains".

4. Animal Welfare Policy Language

Dr. Ward proposed an update to the animal welfare policy language from "Five Freedoms" to "Five Domains". This change reflects a focus on every living being's right to have positive experiences. Under the "Five Freedoms", the absence or minimization of negative experiences does not necessarily result in positive welfare, but may only provide, at best, a neutral state. Dr. Ward reviewed the proposed changes to the policy wording and requested that the "Five Freedoms" language be adjusted to focus instead on the "Five Domains". The Board endorsed the updated policy language, as recommended by the Animal Welfare Committee.

The Board thanked Dr. Ward for attending to present the requested policy language change.

5. Board Competency Matrix Results

Yussef Hafez reported that the Board Recruiting Task Force consists of Damian Creber, Malcolm Bernstein, Julie Barac and himself. He described the process to identify key competencies that will be required in the future. Potential target areas for recruitment include animal welfare, community engagement, finance, fundraising, human resources, information technology, leadership/governance, legal, marketing, non-profit, operations and strategy. The task force will be placing strategic advertisements in the weeks ahead.

The Board endorsed the Board Competency matrix and thanked Yussef and his team for their excellent work on this comprehensive presentation.

6. Committee Reports

Audit & Finance – Damian Creber advised that Committee matters were discussed earlier in the meeting.

Animal Welfare – Adrienne Macdonald reported that the Committee has been discussing their stance on free-roaming cats and are fine-tuning the language to reflect a holistic approach with policy guidelines. A subcommittee will discuss policies overall.

Governance – Krista Bulmer advised that Committee matters were discussed earlier in the meeting.

Development – Nabila Tisha reported that the Development team had a successful year. Fundraising surpassed budget, excluding legacies. Nabila congratulated Tegan Buckingham and the Fundraising team on their hard work to accomplish this positive result.

Human Resources – Yusef Hafez noted that Committee matters were discussed earlier in the meeting.

7. Other Business

There was no other business.

8. Next Meeting

Board Meeting – Tuesday, February 27, 2024, 6:00 pm

9. In Camera

The Board moved in camera at 7:15 pm and rose at 7:45 pm.

10. Adjournment

The meeting adjourned at 7:45 pm.

Krista Bulmer, Chair

Gary Milakovic, Secretary

Date

Date