

3. CEO Update

Phil Nichols reported that the Society's performance in the third quarter of 2024 reflects both steady progress and targeted efforts to address challenges, reinforcing the Society's commitment to advancing animal welfare and strengthening community impact. He provided a comprehensive review of the Society's successes and ongoing initiatives. Phil responded to the Board's questions.

4. Euthanasia Policy

Phil Nichols reviewed the updated Euthanasia policy. Proposed changes focus on the safety of staff and animals, internal controls and systems, and added decision-making clarity. After discussion, the following motion was proposed:

4.1 THAT the updated Euthanasia Policy be approved as amended.

Moved: David Bronskill Seconded: Adrienne Macdonald ... **Carried.**

The Board thanked the Animal Welfare Committee for its excellent work on the Euthanasia policy.

5. Whistleblower Policy

Julie Barac reviewed the updated Whistleblower Policy, which reflects enhanced confidentiality, extended scope of procedures for reportable issues, and more straightforward language. After discussion, Julie requested the following motion:

5.1 THAT the updated Whistleblower Policy be approved as amended to reflect that contact information can be changed as required without further Board approval.

Moved: Julie Barac Seconded: Nabila Tisha ... **Carried.**

6. 2025 Budget

Phil Nichols reviewed the proposed budget for the 2025 fiscal year which emphasizes financial sustainability, strategic growth, and program impact. He noted that this break-even budget represents a balanced and ambitious approach to navigating financial challenges while investing in growth areas critical to the Society's success. By prioritizing sustainability, mission alignment, and operational efficiency, the proposal aims to secure the organization's future while delivering impactful programs and services to the community. After discussion, the following motion was proposed:

6.1 THAT the 2025 Budget be approved.

Moved: Damian Creber

Seconded: Alex Rohtchine

... **Carried.**

7. Committee Reports

Animal Welfare – Adrienne Macdonald reported that the Committee had been discussing the Dog Owners Liability Act (DOLA) and breed-specific legislation (BSL) and will be developing a position statement.

Audit & Finance – Damian Creber reported that proposals for the Society's insurance and banking requirements were being considered. Other Committee matters were discussed earlier in the meeting.

Development – Nabila Tisha advised that most items were covered earlier in the meeting. She explained the various fundraising programs, and the challenges being faced during prime fundraising season. With the current Canada Post strike, follow-up with donors will be by phone. She requested the Board's assistance with these calls. Phil will provide follow-up information.

Human Resources – Julie Barac noted that in addition to the updated Whistleblower Policy, the Committee has been working on its terms of reference. The Committee will also be working on assessing Board competency requirements for upcoming recruitment.

Governance – Committee matters were discussed earlier in the meeting.

8. Other Business

There was no other business.

9. Next Meeting

Tuesday, January 28, 2025, 6:00 pm

10. In Camera

The Board moved in camera at 7: 38 pm and rose at 8:36 pm.

11. Adjournment

The meeting adjourned at 8:36 pm.