

THS Board Meeting (#5)

Minutes

Tuesday, 27 Jan 2026, 6:00 pm

By Teleconference

Present: Julie Barac, Alexandra Bratton, Emily Cornelius, Damian Creber, Liz Everett, Rodney Gill, Vivien Glencross, Adrienne Macdonald, Gary Milakovic, Alexandre Rochtchine, Josh Shanahan, Roxanne Yanofsky, Nabila Tisha

Staff: Phil Nichols, CEO; Melissa Shupak- Director, Animal Sheltering; Claudette Turner, Recording Secretary; Alice Murray, Coordinator, Planned Giving

Regrets: Marcie Somers

Adrienne Macdonald called the meeting to order at 6:03 pm.

1. Regular Business

1.1 THAT the Agenda be approved.

MOVED: Emily Cornelius Seconded: Alexandra Bratton ... **Carried.**

1.2 THAT the Minutes of the November 25, 2025, Board meeting be approved.

MOVED: Rodney Gill Seconded: Vivien Glencross ... **Carried**

1.3 THAT the New Memberships be approved.

MOVED: Roxanne Yanofsky Seconded: Vivien Glencross ... **Carried.**

Roxanne Yanofsky will continue to call and thank new members.

2. Conflicts of Interest

No conflicts were declared.

3. Financial Update

Financials - Interim December 2025 Report -2026-01-14 – Phil Nichols indicated that 2025 closed in a strong financial position and noted that there should be a surplus for the 2025 year.

Final Year End Financial Report should be ready by Feb 2026 Board Meeting.

The board congratulated Phil and his team for getting the finance stuff ready for this meeting.

Estates and Grants and Foundations performed well above expectations.

Audited financials should hopefully be ready by end of Mar/Apr 2026

4. CEO Update

Phil reported that THS is off to a good start this year.

The Queen St location will soon have its branding done.

THS has started working with the Provincial Animal Welfare Service (PAWS) for adoption support.

THS continues to work on academic and training/teaching relationships.

Dillon Dodson continues to create new partnerships in the community.

5. General Business

Board Retreat

Adrienne reviewed the agenda for the upcoming board retreat, in particular the 2025-2030 Strategic Plan and discussions on how the board self-governs.

As well, global terms of reference will be developed into one broader document focusing on how committees are run.

Josh mentioned that the retreat is a good time to reflect on the direction THS is going.

CEO Succession Plan & Job Description

Motion: That the CEO Succession Plan & CEO Job Description be approved.

MOVED: Josh Shanahan Seconded: Rodney Gill ...Carried

6. Committee Reports

Animal Welfare – Liz Everett reviewed the new Foster Policy which has been endorsed by the committee and will be brought to the board for approval at the February board meeting. Their next topic will be Medical Research and Cosmetic Testing, and they have a framework for which they hope to bring forward at the next board meeting.

Development Committee – Nabila Tisha reported that the year-end results were excellent. Online donations performed well. Monthly donations were down slightly.

Save the date (to be confirmed): 15 Aug 2026 Paws in the Park

Save the date (to be confirmed): 24 Sep 2026 Humane Open

High level volunteers will be recruited to form the basis of a Campaign Cabinet to attract Major Donors.

Jennifer Gray is now permanent Chief, Development Officer.

Facilities – Josh Shanahan advised that committee matters were covered earlier in the meeting.

Finance and Audit – Alexandre Rochtchine advised that committee matters were covered earlier in the meeting. Additional budget with regards to Queen St location is forthcoming.

Governance – Adrienne Macdonald advised that committee matters were covered earlier in the meeting.

7. Next Meeting

Saturday, 7 Feb 2026, 9am.

8. In Camera

The board moved in camera at 6:44pm and rose at 7:02pm.

9. Adjournment

The meeting adjourned at 7:02pm.