

Board Meeting 2019/03/12

12 March, 2019 8:00 PM / Children First Society

ATTENDEES

- Patricia Davison, Deirdre Dagar, Adam Wright, Deserine Grimes, Nicole Lindsay, Nadia Salvaterra
- Regrets: Mike Harlow, Stephanie Parkes, Lenora McLeod, Erika Hille

AGENDA

Current Business

1. Call to Order
 - Time: 8:12PM
2. Adoption of Agenda
 - Motion 190312-1 to Adopt Agenda: Nicole Lyndsay
 - Second: Deserine Grimes
 - Motion passed
3. Approval of Minutes - December 11th, 2018
 - Motion 190312-2 to Accept Minutes: Nadia made a motion to accept the minutes after the fundraising budget is reflected in the minutes (\$24, 000)
 - Second: Deserine Grimes
 - Motion passed
4. Delegates and Correspondence:
 - i. None
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5. Reports:
 - i. Executive Director's Report
 - a. Patricia discussed the report. Updated the board regarding a new hire for the infant room.
 - b. Discussion around the recent media coverage regarding the measles outbreak. Public Health has been working with Patricia to ensure that are children are safe regarding their vaccinations. A question was raised regarding release of information from Public Health directly to CFS, rather than relying families to provide immunization records.
 - ii. Chair Report
 - a.
 - Motion 190312-3 to Accept Chair Report: Nicole Lindsay
 - Second: Nadia Salvaterra
 - Motion passed
 - iii. Treasurer's Report
 - a. We have a larger surplus than our budget, due to a very conservative budget.
 - b. Cash management and online FOBs - Patricia, Deirdre, Lenora and Martin's all have access. They need to activate the FOBs.
 - c. Credit cards are in the mail.
 - d. Budget - revenue is pretty much accounted for, and we have a projected loss of 5,441.99.
 - a. We have an increase in our infant registration.
 - b. Motion 190312-4 to accept the budget as proposed through email - Desrine Grimes
 - Second: Nicole Lindsay
 - Motion Passed.
 - Motion 190312-5 to Accept Treasurer's Report: Nicole Lindsay
 - Second: Desrine Grimes
 - iv. Fundraising Report
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6. Strategic Plan/Action Items
 - i. Tabled for next meeting

New Business

- GTC/IRC board members
 - ICC would like an Elder represented on the Board. Bertha Joe has put her name forward. Patricia has sent Bertha a Board Package.
- Marketing strategy
 - SEED funds to hire consultant for a marketing/PR strategy.
 - Presentation for public.
 - Signage on building.
 - Media and social media presence.
 - Discussion around the rationale for applying for the SEED funds: Showcase programming, better PR
 - Board supports the application for SEED funds to hire a marketing firm.
- Incentive plan for long term staff.
 - After 5 years we add 1 week of vacation.
 - There are no perks after 5 years.
 - Could we consider another week of vacation at 10 years, RRSP, etc?
 - Suggestion of every five years get an extra week of vacation up to six weeks
 - Another suggestion of adding one day per year after 5 years
 - Another suggestion of adding another week after 3 years
 - Other incentives were suggested - fixed costs like education money or flights
 - Motion 190312-6: Nadia motions to amend the vacation policy. Staff vacation will reach 3 weeks of vacation after 3 years of continued service based on their first day of employment. They will then gain one additional day of vacation for every continued year of employment up to a maximum of 25 vacation days.
 - Second: Deirdre
 - All in favour. Motion Passed.

Other Business

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In Camera

Next Board Meeting, April 9, 8:00 pm
Motion 190312-7 to Adjourn: Deirdre

Meeting end at: 9:37PM

NOTES