

THS Board Meeting (#8) Minutes

Tuesday, February 27, 2018, 7:00 pm

11 River Street, Toronto, Ontario

Present: Shelley Austin, Martin Buckle, Amanda Frank, Cathy Kinloch, Kathy McDonald, Bronwen Morgan, Andy Robling, Keren Troyna, Christopher Wood

By Teleconference: Gillian Armstrong, Dominique Rousselle, Monika Sudds

Non-voting: Angela Young, Assistant Treasurer, Jacques Messier, CEO, Barbara Steinhoff, Executive Director, Dr. Karen Ward, Director, Shelter Medicine, Dr. Linda Jacobson, Deputy Director, Shelter Medicine, Carol Boulding, HR Manager, Claudette Turner, Recording Secretary

Special Guests: Jan Robinson, Registrar and CEO and Dr. Kim Lambert, Associate Registrar, CVO

Regrets: Shannon Cameron, Emily Pang, Stephen Steele

Bronwen Morgan called the meeting to order at 7:00 pm.

1. Regular Business

1.1 THAT the Agenda be approved as reordered.

Moved: Keren Troyna

Seconded: Kathy McDonald

Carried.

1.2 THAT the Minutes of the January 23, 2018 meeting be approved.

Moved: Andy Robling

Seconded: Shelley Austin

Carried.

1.3 THAT the memberships dated January 24, 2018 – February 27, 2018 and all timely renewals be approved.

Moved: Andy Robling

Seconded: Martin Buckle

Carried.

Andy Robling kindly offered to call the new members.

2. Next Meeting(s)

Board of Directors – Tuesday, March 27, 2018 at 7:00 pm

3. *CEO Report*

(a) Barbara Steinhoff introduced Jan Robinson, Registrar and CEO and Dr. Kim Lambert, Associate Registrar of the CVO, as well as staff veterinarians Drs. Karen Ward and Linda Jacobson. Ms. Robinson and Dr. Lambert outlined the obligations of veterinarians, the CVO's role in overseeing licensed veterinarians in Ontario, and the reporting procedure for complaints. They outlined the ways that conflict of interest can arise and the need for veterinarians to exercise their professional judgement autonomously. Veterinarians have an obligation to do what's best for the animal, but also for the "herd" and society at large. They suggested that THS euthanasia policies be kept broad, and that veterinarians can then build procedures around the policy.

Bronwen thanked Ms. Robinson and Dr. Lambert for speaking to the Board and providing clarification with regard to the ownership of animals and the services provided by veterinarians.

(b) Barbara Steinhoff introduced Carol Boulding, the Society's HR Manager. Carol reviewed the findings of the recent staff survey and its limitations. She broke the survey down into themes and these will be addressed in an Action Plan that is currently being developed. Andy and Jacques will discuss the emerging themes.

(c) Barbara updated the Board on the implementation of recommendations from two animal review cases. It was suggested that the Board develop a policy on feral cats.

(d) Jacques discussed components of the Compensation Policy. Barbara will advise what system is used for comparing job classifications. Non-financial benefits will also be benchmarked. This will form part of the discussion arising from the staff survey.

(e) Jacques reported that the gala attracted 52% of people who were not previously involved with the THS. Thirty new vendors supported the event. The venue and food were excellent. Although the event broke even, \$160,000 in donations directly attributable to the gala has subsequently been received. Consideration is being given to holding a gala again in 2018.

(f) Jacques advised that the Society has offered the canine behaviourist position to a candidate from the U.S. Bronwen suggested that if the position is not filled by the next Board meeting, that interim measures be undertaken.

4. *Committee Updates*

Audit & Finance Committee – Angela Young advised that the Committee had met with KPMG and they are on track to start their audit.

Animal Welfare Committee – The Animal Welfare Committee will meet on March 26 and have been working on updating the Adoption policy.

Governance Committee – The new Volunteer Committee Terms of Reference were discussed. Andy and Jacques will discuss further.

AGM Task Force – The Society will hold an Open House on Saturday, June 2nd. There will be a question and answer session as well as an opportunity for members to meet the candidates at the Open House instead of at the AGM.

The following motions were put forward:

THAT the 2018 Annual General Meeting be held on Tuesday, June 19 at 6:00 pm at the Ramada Plaza Hotel on Jarvis Street.

Moved: Andy Robling

Seconded: Bronwen Morgan

Carried.

THAT the Society endorse candidates for election at the 2018 Annual General Meeting.

Moved: Andy Robling

Seconded: Kathy McDonald

Carried.

THAT Ian Wintrip be appointed scrutineer for the 2018 Annual General Meeting.

Moved: Andy Robling

Seconded: Bronwen Morgan

Carried.

Jacques was asked to arrange for promotion of membership through various social media.

Mission Statement Task Force Report – Andy reported that he met with Jacques and Barbara and he recommended that members and volunteers should be consulted about updating the mission statement.

5. Other Business

There was no other business.

6. In-Camera

The Board moved in-camera at 9:20 pm and rose at 9.42 pm.

7. Adjournment

The meeting adjourned at 9.42 pm.

Bronwen Morgan
Bronwen Morgan, Chair

Stephen Steele
Stephen Steele, Secretary-Treasurer

April 5 2018
Date

April 2 / 18
Date