

Thrive Counselling Board of Directors
Meeting April 10, 2018
800 Constable Henshaw Blvd., Burlington, ON

Present: Al Albano – Chair
 Chondrena Vieira-Martin – Executive Director
 Loraine Fedurco - Minute Taker
 Carmen Harvey
 Chris Jasiewicz
 Celso Mata
 Hans Reitknecht

Regrets: Sue Biggs
 Kate Graham
 Tanya Hall

1. Welcome and Call to Order
 - Al welcomed the participants and called the meeting to order at 5:37pm.
2. Approval of Agenda/Declarations of Conflict of Interest
 - **The agenda was amended to include one additional item – “Election Strategy”. Moved and seconded by Carmen and Chris respectively.**
 - No conflicts of interest were declared.

3. Approval of Minutes of February 13, 2018

Carmen moved, Loraine seconded and all approved the minutes.

4. Business Arising
 - none declared

5. Office Location Update

- Chondrena reported the lease has been signed with occupancy for Jul 2018
- Continue to work out the finishing touches and new owner has been accommodating
- Seeking support to take away garbage etc from the old Oakville office in an efficient way; *Alfa Junk* was suggested as business who does this

6. Changing of Head Office of Corporation

- Small discussion of merit of moving current location of Head Office from Oakville to Burlington

Motion: “To approve the move of Head Office from Oakville to Burlington Thrive Location”. Celso moved , Hans seconded and all approved .

7. Reports from Board Committees

- Brought forth for discussion:
 - Audit Committee
 - year end has passed ; no concerns
 - HR and Nominating Committee
 - always actively seeking new members; no new action
 - Governance Committee
 - work plan for 2018-18 has been completed
- Terms of Reference cited about the number of times the committees are to meet, 4 times/year; since representatives are always present at regular meetings, Reports from Board Members will become a standing agenda item quarterly (4 times/yr). Should there be a need for committee members to meet for further discussion they could stay after regular meeting. Since the new year is beginning and we only meet 9 times/yr a motion was presented to have committees report 3 times/ year:

Motion: “ Move to change Terms of Reference to read *Reports from Board Members* will become a standing agenda item 3 times/year”. Hans moved , Carmen seconded and all approved .

This change will be brought forth to the June 2018 AGM.

8. Annual General Meeting Date Vote June 21/18 Approval

Motion: “Move to approve AGM for June 21st 2018 @ 6pm, Board Meeting to be held before @ 5:30pm”. Loraine moved, Carmen seconded and all approved.

9. Fundraising Resource development Plan as per goal of Governance Assessment

- Chondrena reported that there is still plenty of work to do here and has still to follow up with suggestions
10. Election Strategy – Family Service Ontario our umbrella organization is requesting that all agencies participate in some candidate engagement as part of the strategy to keep our organization's agendas on the political table. We have three particular items around Health providing us funding for mental health counselling, around expanding funding for high risk couple counselling and developing and funding men's services. The current government has been supportive of family service agencies. May need some assistance from Board in visiting candidates.
11. Financial Report
- Chondrena reports the deficit shows a substantially decrease through February due to lower salary costs since February is a shorter month; Client Services for Personal Counselling is seeing an increase, as has VQRP where Thrive is the preferred provider as this agency has been receiving more money themselves
 - challenges with implementing Bill 148 with public holiday pay allowances was discussed; there is some subsidy through MCSS. Supervised Access and PAR programs are the most expensive in this regards since we only hire part-time staff and can not change their work schedules (most they can work is 4 days in 2 weeks). MAG is aware of the challenges but have no support to provide
 - another challenge is United Way Funding was cut 10% to all agencies despite meeting their target as donors are now more specific as to where they want their money spent
 - the leave of an employee in April who is funded through United Way will help to alleviate some of the funding loss; employee will not be re-hired for at this time
12. Executive Direct Report
- Concerns about Bill 148 discussed above; no further questions
 - Collective Agreement to be re – negotiated end of June. Chondrena is waiting to hear from the Union about bargaining; no member is stepping up for the Union Rep

13. In Camera session at 6:38pm – 6:41pm

14. Adjournment - 6:42pm. Carmen moved, Loraine seconded and all approved

Next Meeting May 8, 2018. Celso offered to take minutes

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