

**Thrive Counselling, Board of Directors Meeting**

**April 14, 2020**

**WebEx Meeting (Virtual)**

**5:30pm – 6:55pm**

**Present**

Al Albano, Chair

Sue Biggs, Vice Chair (taking minutes)

Chris Jasiewicz

Kate Graham

Patrick Copeland

Lorraine Fedurco

Andre Rodrigues

Jocelyn Chadwick

Adriana Halliwell

Celso Mata

Kayla Jordan

Chondrena Vieira-Martin, Executive Director

**1. Welcome and Call to Order: 5:37pm**

**2. Approval of Agenda**

**Moved:** Kate

**Seconded:** Lorraine

**Carried.**

**Declarations of Conflict of Interest:** No conflicts of interest

**3. Approval of Minutes of February 11 Mtg:**

**Moved:** Lorraine

**Seconded:** Sue

**Carried.**

**4. Business Arising:** No business arising

**5. Pandemic Update:** Most news is in the updates Chondrena has been sending to board members. Much work to move all the work to virtual work, and looking to funders to secure funding. There are lots of methods of electronic counselling and we have to meet everyone's

methods and everyone's standards. Chris asked if Thrive is applying for wage subsidy.

Chondrena: Thrive is/will apply for all subsidies that are applicable. Covering off loss of fees would be appreciated. The one program Chondrena is unsure of is PAR. Still waiting to hear about funding for that program. Surplus funding can be reallocated (for example the Thrive laptops). The worry regarding the clinical population is around the domestic violence population. Thrive is anxious to provide as much service to those people as possible.

**6. Board Work Plan:**

**ED Performance appraisal:** Al: we are putting it off for now owing to Covid. Chondrena and I will talk in about 6 weeks.

**Board AGM:** Usually in late June but with Covid that might not be possible. Not sure how to get the year end work done right now. Loraine suggested we should be able to have the audits completed by phone or online. Chris suggested we might be able to extend our fiscal year (to an 18 month fiscal for example). It could be difficult but it's an option. Loraine has read the legislation and Thrive could extend the AGM meeting for 6 months and then for a further 90 days if necessary. Closing out the books will be a challenge, however. Chondrena can speak to the auditor to gain some advice. The Board agrees this would be a good idea to start with.

**Board Education:** Chondrena: we are deferring right now because of the Covid situation.

**Report from Committees:** HR Committee: nothing to report.

Finance Committee: nothing to report.

**Review Legislation Compliance:** Nothing to report at present. Chondrena (as mentioned before) is looking to ensure Thrive is compliant with virtual counselling guidelines, and trying to keep on top of funding news/opportunities around Covid that may arise.

**7. Financial Report:** Most items have been reported. Financials are good and we still have a surplus. It looks like we will end the year with a surplus which is good news in case we need to spend more money owing to Covid.

**8. ED Report:** Question from Loraine about employees wanting to take vacation. Thrive cannot function if everyone wants to take vacation on their return to work. Al mentions that at Halton Police, everyone was offered a two for one time off. It entices some people to take some time off now. There may be other ways to encourage people to take some time off now. It's a challenging situation. The employment specialist advised it might be an idea to speak with the union to agree on the way forward.

**9. In Camera Session:** Al asks if anyone has any items they can send an Email to him. Everyone is very impressed with Chondrena's efforts. The Board is behind you!

**10. Adjournment:**

**Moved:** Sue

**Seconded:** Loraine

**Carried at 6:24pm.**

**Next Board meeting is May 12<sup>th</sup>, 5:30pm.**