



BOARD OF DIRECTORS MEETING

MINUTES

February 28, 2022

11:37a.m. – 1:42 p.m.

Virtual meeting via Zoom due to Pandemic

Attendees: David Hennick, Chair Toni Kovach Arthur Smith
Jackie Bajus Ian Preyra Gary Warner
Melissa Button Michelle Rodney Father David Wilhelm
Rosaline Dean
Anthony Frisina–left Nora Melara-Lopez Samidha Singhal (left at
meeting at 12:58 p.m. 12:30 p.m.)

Recorder: Kristin Prince Staff

Regrets: John Spatazzo (LOA) Ujyara Farooq, Program Claudette Mikelsons
Supervisor, MCCSS

Konstantine Ketsetzis

Staff: Rocco Gizzarelli, Executive Director
Donna Zan, Director of Child Welfare Services
Scott MacPhee, Director of Finance
Trevor Allen, Service Director Protection
Marlene Dei-Amoah, Service Director, Equity, Diversity, Inclusivity
Renu Manocha, Director of Human Resources
Roger Ali, Director Fund Development & Communication

Guest: Mark Vander Vennen, Executive Director, Shalem Mental Health Network
Kailin Murfin, Shalem WrapAround Program Facilitator

Item	Description
1.0	CALL TO ORDER The Chair declared a quorum and called the meeting to order at 11:37 a.m.
1.1	<u>Reflection</u> Father David Wilhelm provided the reflection on behalf of Ian Preyra
1.2	<u>Land Acknowledgement</u> The Land Acknowledgement was read by Anthony Frisina.

Item	Description
1.3	<u>Equity Placemat</u> The Chair spoke to the Equity Lens that the Board will use in its deliberations on agency business. The Chair asked the Board to keep in mind the Equity lens throughout the meeting.
2.0	REVIEW AND APPROVAL OF THE AGENDA The agenda was approved as amended with the addition of the Equity Audit.
3.0	DECLARATION OF CONFLICT OF INTEREST There were no conflicts of interest declared.
4.0	REVIEW AND APPROVAL OF MINUTES
4.1	The Minutes of the January 31, 2022 Board of Director's meeting were approved as presented.
5.0	PRESENTATIONS
5.1	Mark Vander Vennen & Kailin Murfin presented an update on the Shalem WrapAround Pilot Program. WrapAround is a faith based, team based, strength-based approach to supporting families in need.
6.0	CONSENT AGENDA
6.1	Monthly Financial Attestation
6.2	Audit & Finance Ct. Feb. 16, 2022, Minutes
6.3	Diocese of Hamilton Statistical Report 2021 for CCASH
6.4	Pastoral Letter from Diocese Regarding the Indigenous Reconciliation Fund
6.5	Letter from the Diocese Recognizing the Retirement Notice of the Executive Director
6.6	Board to Board
6.7	OACAS Board Recruitment Flyer and Nomination Form 2022-2023
6.8	Christine Grant Retirement Announcement – over 30 years of service
6.9	Emancipation Mural by Israel A. Crooks
	On motion by Jackie Bajus and seconded by Dr. Ian Preyra it was resolved THAT: The Consent items are approved as presented. CARRIED
7.0	COMMITTEE REPORTS
7.1	<u>Audit & Finance Committee Report</u> The Committee chair highlighted that the balanced budget fund is available to cover any potential deficit.

Item	Description
7.1.1	Expenditure Management Plan and Summary 2023F – Memo and Summary Report The Finance Director spoke to the Expenditure Management Plan and Summary.
7.1.2	Fundraising Summary to Dec 31, 2021 The Finance Director spoke to the Fundraising report outlining the funds raised to support agency programs.
	On motion by Father David Wilhelm and seconded by Dr. Ian Preyra it was resolved THAT:
	The Board approves the Expenditure Management Plan for 2022-2023 and Fundraising report as presented. CARRIED
8.0	ACCOUNTABILITY ITEMS
8.1	Identity Based Dashboard The Board reviewed the dashboard as part of its monthly accountability. At the request of the Board the agency will perform a more comprehensive breakdown of racialized Latinos.
8.2	Attestation of Compliance The Attestation of Compliance was reviewed by the Board.
9.0	BOARD CHAIR REPORT On January 27, the Board Chair attended the Board President’s meeting. He spoke briefly of his concerns for the system and its impacts on youth. The Board Chair spoke to challenges of regional funding models on providing youth with what they need.
10.0	REPORT OF THE EXECUTIVE DIRECTOR The Executive Director shared his report with the Board. On motion by Dr. Gary Warner and seconded by Nora Melara-Lopez it was resolved THAT:
	The Board receive the Executive Director’s Report for February 2022. CARRIED.
11.0	Equity Audit The Executive Director provided the board with a high-level summary of the audit that was completed for the organization. A decision was made by Senior

Item	Description
	<p>Leadership supported by Local CUPE Local 1797 and endorsed by the Board of Directors to assess where we are in CCASH's equity journey and to conduct an equity audit.</p> <p>The purpose of this process was to review our progress objectively to date, and to increase our accountability to equity in our strategic plan commitments.</p> <p>To help us achieve this goal, Turner Consulting Group was hired to undertake the audit. They were selected as the consulting company that would best meet the agency's needs for this work based on their experience in supporting the advancement of equity, diversity, and inclusion and extensive experience conducting these assessments for a range of public sector organizations. The consultants reviewed our formal and informal employment policies and practices. They also consulted with employees through an online survey, focus groups, and one-on-one interviews. The consultants used the results of the audit to make recommendations for creating equitable human resource policies and practices, a more diverse workforce, and a fully inclusive work environment for all employees while deepening CCASH's Anti-Racism work. A work plan was developed and presented to the Board of Directors.</p> <p>On motion by Dr. Ian Preyra and seconded by Melissa Button it was resolved THAT:</p> <p>The Board of Directors accept the findings of the Equity Audit and Work Plan and provide a summary of the report to staff, and a statement be posted on the agency website.</p> <p>CARRIED.</p> <p><i>Present for this motion were: Melissa Button, David Hennick, Jackie Bajus, Rosaline Dean, Dr. Gary Warner, Fr. David Wilhelm, Arthur Smith and Dr. Ian Preyra</i></p>
12.0	<p>IN CAMERA</p> <p>On motion by Jackie Bajus and seconded by Toni Kovach it was resolved THAT:</p> <p>The Board move In Camera.</p> <p>CARRIED</p>

Item	Description
12.0	ADJOURNMENT The Chair Adjourned the meeting at 1:42 p.m.



David Hennick, Board Chair



Kristin Prince, Recording Secretary