

If you cannot attend, please inform Laura at 743-9751 EXT 298 or 1-800-661-2843PRIVATE
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**THE KAWARTHA-HALIBURTON CHILDREN'S AID SOCIETY
BOARD OF DIRECTOR'S MEETING**

Thursday, September 21, 2006

5:00 p.m.

1100 Chemong Road, Peterborough, Ontario

In Attendance

Jack Watkins (President)
Bill Wellman (Vice-President)
Garry Herring
Linda Gendron
Wayne Thomson, FP Rep
Tom Flynn
Mollie Cartmell

Jonathan Bennett
Jennifer Broderick
Bill Buys
Stuart McKenzie
Robert Messacar
Robin Read
Lesley McRae

Bill Howe
Joan Ferguson
Jill Worden

(Staff)

Linda Mitchelson, Director of Child Protection Services
Leo Cook, Manager of Finance
Teddi Pappas, Executive Management Assistant
Leanne Mitcheson, Manager of Human Resources and Labour Relations

Regrets

Hugh Nicholson, Executive Director
Shelley Matthews
Faye McGee
Robert Pierson
Kathleen McNair

Recorder – Laura Ross

1. Call to Order.

Jack Watkins called the meeting to order and offered a welcome to all returning Board members, and a special welcome to our new Board Members.

2. Correspondence

Included in Board package. Supplemental materials will be distributed at today's meeting.
Operational practices have been distributed for consideration at the October meeting.

3. Motion to approve past Minutes of the Board of Directors.

No outstanding minutes for approval at this time.

4. Approval of Agenda

Approved
Declaration of Pecuniary Interest/Conflict of Interest
None declared

5. Business Arising

None at this time.

6. Executive Director's Report

In Hugh's absence, Linda Mitchelson reviewed the document (see attached report)

Linda Mitchelson added to items to Hugh's report, Child Death Review and Crown Ward Review.

Meetings are ongoing regarding Community Capacity Building Initiatives, more information to follow.

Motion #1

Motion to accept the Executive Director's Report for September 2006.

Moved by Mollie Cartmell

Seconded by Linda Gendron

Carried

The President asked all Directors to introduce themselves to the Board.

7. Management Compensation Package

Leanne Mitcheson presented a Power Point Presentation, "Board Presentation, Management Compensation & Benefits" which outlines the new Management Compensation package. (See attachment) Increases in management salaries has been provided for in the current budget.

Should the package be approved as an entire package, or should the approval of the compensation and management lieu day issue be voted on separately? After a lengthy discussion of the contents of the package, the Board decided that the package would be approved by a motion tabled by the Board, accepting the package in its entirety. A remaining issue of concern to the Board was the addition of 6 new 'management lieu' days.

The Board has asked that this portion of the package be reviewed, and a system to monitor the lieu days be developed.

Motion #2

Motion to accept the management compensation package, which includes the pilot Management Lieu day provision and the Management Compensation Package.

Moved by Bill Howe

Seconded by Linda Gendron

Carried

"Apposed if any" – Robin Read and Mollie Cartmell - Passed by the majority, vote is not unanimous.
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Comments from the President and other Directors regarding Motion #2

The Board is now in the position where three years will pass before the Collective Agreement and management compensation must be reviewed.

The Board should outline clear expectations surrounding the pilot portion of the Compensation Package.

The Board has asked for specifics regarding measurement of the pilot Management Lieu Program.

It was suggested that insufficient research was completed in preparation of the Management Compensation Package and hence, the process is flawed.

What does success look like? Would it be that all management lieu days are taken. Question presented to the floor regarding the value of the extra days to staff, if, due to workload issues, staff are not in a position to make use of the days.

Chair has asked that the Executive Director and the Governance Committee review the criteria of measurement and return the report to the Board.

8. Finance and Human Resource Committee

Jack Watkins presented an update on the budget at present, and provided information as to what the agency can expect for the remainder of the year.

Foster Parent Association has voted down the offer of compensation, which included an increase of 1.75% of the daily boarding rate and other compensation benefits. Information is now being redistributed to all members of the Foster Parent Association for review and reconsideration. A letter of explanation of the compensation offer will accompany the package.

Legal activity status – at present there are four active files.

The President commented that the agency was in a strong financial position.

Motion #3

Motion to accept the verbal report of the Finance and Human Resources Committee as presented by **Jack Watkins**.

Moved by Garry Herring

Seconded by Bill Howe

Carried

9. Strategic Positioning Committee

The Committee last met in July

Moving forward with the development of the questionnaire which will be used to assess our service delivery.

Robin and Mollie are going to be meeting with the first stage of our client groups which consists of guidance counselors from the Peterborough, Kawartha Lakes and Haliburton areas.

Motion #4

Motion to accept the verbal report of the Strategic Positioning Committee

Moved by Mollie Cartmell

Seconded by Robin Read

Carried

10. Agency Governance Committee

The last meeting of the Committee was in the spring of this year. The group is currently attempting to establish a day to meet that will be convenient for all committee members.

Motion #5

Motion to accept the verbal report of the Agency Governance Committee.

Moved by Bill Wellman

Seconded by Jill Worden

Carried

11. Foundation Board

Walter Johnstone will act as the Foundation liaison

Plans for Santa's Sleigh are underway for this year, with some great new changes.

Chair advised the Board that there is a need for a board member to act as a liaison between the Board and the Foundation Board. Any member interested was asked to contact Jack Watkins.

12. New business

Walter Johnstone resigning due to conflict of interest due to his new role as Executive Director of the Youth Emergency Shelter.

Board is sorry to lose Walter, but thrilled that he has agreed to take over as the Chair of the Foundation.

Motion #6

Motion to accept, with regret, the resignation of Walter Johnstone due to his new position and we would like to thank him for his years of service.

Moved by Mollie Cartmell

Seconded by Leslie McRae

Carried

The Executive Committee met during the summer.

Three policies are being presented to the Board for approval.

Motion 7

Item #14 to be added to the agency's Governance Policies

Motion to approve the addition

Moved by Bill Wellman Seconded by Lesley McRae Carried

Motion #8

Motion to approve the revised approval date of the Community Relations Policy

Moved by Linda Gendron Seconded by Lesley McRae Carried

Motion #9

Board Governance Framework

Inclusion of item #6 which speaks to the process of review

Moved by Linda Gendron Seconded by Lesley McRae Carried

13. Other New Business

The Board has asked that all information regarding committee meetings which includes notice of meetings and materials necessary for meetings be delivered to the committees one week in advance of the meeting date.

14. Adjournment

Motion to adjourn the meeting

Moved by Lesley McRae