

**The 519 Church St. Community Centre
Board of Directors
Monday, June 1, 2009
Meeting # 8 (2008-09)**

Board Members Present: Joan Anderson, Jessica Carfagnini, Mathieu Chantelois, Natasha Garda, Lyle Kersey, Marv Lucey, Donald Middleton, Derrick Navarro, Jake Schonfeld, Kabir Ravindra.

Regrets: Enrico Mandarino

Staff Present: Maura Lawless, Eric Berndt, Rinku Modi, Helen Rykens

Guests: Ian Abinakle

The meeting was opened by Mathieu Chantelois at 6:35 PM

- 1. Welcome**
- 2. Agenda approval**

MOTION: To approve the Agenda. Moved by Marv Lucey and seconded by Jessica Carfagnini - APPROVED

- 3. Visitors:** none.
- 4. Minutes of the last meeting**

MOTION: To approve the Minutes of the meeting on April 27, 2009. Moved by Don Middleton and seconded by Lyle Kersey - APPROVED

- 5. Declaration of conflicts of interest:** None
- 6. Agency business--Funding proposals approval - none this month**
- 7. Executive Director's Report – Maura reported:**

Negotiations between the City of Toronto and CUPE 2998 (full and part time staff) and CUPE 2998-12 (casual staff – working less than 18 hours per week) are taking place, and will likely continue through the summer. The two locals represent the staff at The 519 and nine other Association of Community Centres (AOCC) locations.

So far there is no update from the City on the draft Anti-harassment and Discrimination policy as the City Human Resources staff did not attend the last AOCC meeting. It is expected that they will be attending the June meeting and an update should be available after that meeting.

Community Events:

International Day Against Homophobia: The 519 organized 30 volunteers to work in five areas of the City distributing flyers regarding homophobia, lesbiphobia, bi-phobia and trans phobia. 2,500 people were reached and the day was a success. Scott Clarke, the volunteer coordinator, did commendable work here, both in empowering the volunteers through a training program prior to the day, and organizing the event for maximum impact.

Capital Campaign and Construction Update:

The project will not be completed in time for Pride Week. We are endeavouring to have the first floor available for rain space for our event on June 19 (Toronto Police Service and Chief's Pride Reception) and for storage to support our beer gardens during Pride Week itself.

8. Human Resources

Lyle Reported: Lieu time for managers over Pride Week is an issue. Maura has requested that the Board approve in principle flex time and additional lieu time hours for managers during this time of the year when managers are required to attend, and manage numerous evening and weekend events.

Maura explained the details and answered questions: City policy restricts management staff to 105 hours of lieu time in a year. This time must be used within the same year (there are limited provisions for carry-over).

It is a requirement for managers and supervisors to work extended hours and / or flex their schedule which should not count towards the regular lieu time policy. The proposal is to allow management staff to either flex their hours of work or accumulate additional lieu time hours which would not count towards the 105 max. These additional hours could not be carried over from year to year and are only eligible to be used for time off, not pay in lieu if the management staff leave the employ of the Centre prior to using the hours. The accumulation of lieu time in this case would require supervisor/Executive Director pre-approval in all cases. The Executive Director's hours would be approved by the Board Chair.

MOTION: To approve in principle, and to implement this year, a flex time policy to be effective in Pride Month (June). The draft written policy is to be brought forward at the next board meeting. Moved by Marv Lucey, Seconded by Lyle Kersey and CARRIED.

9. Building committee

Marv reported: There has not been a meeting.

10. Finance committee

Rinku reported on the April summary. The \$68,000 actual deficit as compared to the projected deficit of \$148,000 is due to the new supervisors and coordinator positions starting later than expected. We received additional revenue due to the United Way donor choice program.

11. Strategic and Program Planning Committee

Derrick Reported: The 519 Board survey regarding board member skills and identity was conducted. There was a 100% response rate. The Strategic Planning Committee will collate the results of the survey. The information will be used to assist in recruiting Board candidates for the AGM in September.

At the July board meeting (July 27, 2009) the Board will determine how to recruit candidates and what skills to look for.

12. Advocacy Committee

Joan Reported: Maura is collecting the current advocacy positions that have not been formally documented. There are issues The 519 already has taken a public position on or ones that we should take a stand on, such as queer newcomer and refugee issues.

The committee discussed the procedure for developing new advocacy positions and how to bring developing issues to the Board.

There will be a work plan for the committee going forward. There is room on the committee for new people and Jessica Carfagnini indicated she would invite a friend to attend. The friend is interested in perhaps being a 519 Board Member in the future.

13. Fundraising and Communications Committee

Mathieu reported:

We are presenting “Starry Night” for the 2nd year on the Friday night of Pride Weekend. Ian Abinakle, who has organized Divers Cité in Montreal, has been hired as an Event Organizer for The 519 to focus on our various Pride events.

For Starry Night, June 26: Salah Bachir, The 519’s Honorary Patron, will be the Guest of Honour. He will be recognized for the Lifetime Achievement Award that Pride Toronto will present him with earlier in the week.

The focus for all the beer gardens is on fundraising for our programs. We raise funds selling beer, soft drinks and by soliciting donations. We have a sponsorship with Coke but will also have some of their nicer products, such as ice tea.

Food sales are not a money maker for the purposes of fundraising, but food is required at events where alcohol is served, so we will contract with food vendors to provide excellent food. They will be able to keep the proceeds.

This year we will extend the hours to 11 PM, giving us two more hours per day of fundraising time.

We are working on improving the sponsorship arrangement with Labatt. Additional sponsors include: Cineplex Media, Downtown Suburu and BMO.

We have sponsored ads in Xtra! Magazine.

A new name for the beer gardens – Green Space on Church – and individual branding of each event will enhance our marketing. The entrance will be different so that our line up will go through the park. This is more comfortable for our guests than waiting on the street pavement.

Ian described other improvements, such as smaller speakers throughout the park, a stage in the middle of the park, live DJ's and live performers. These improvements will make our always popular beer garden better than ever.

14. Communications Committee

Natasha reported:

New Logo: We did an email launch of the new logo on May 19 (5/19). All vestiges of the previous logo are being removed this week.

Web site: The new web site will be launched on June 22.

Our information booth during Pride Weekend will feature the new logo and web site. People will be able to become members online.

Our Dyke March and Pride Parade entries will go green this year. We will not have a sound truck but will ask to be near a group with music. Our marching contingent will wear t-shirts and carry signs with the new logo.

Membership:

We plan to study our membership fee and make a recommendation regarding the amount later this year. At today's meeting we wish to streamline the expiration date to enable The 519 to handle renewal notices in an efficient manner. With all memberships expiring on July 31 each year, we will be able to get renewals completed prior to the 30 day requirement for voting at the Annual General Meeting (always in September).

MOTION: To adjust all memberships to an expiry date of July 31 each year and to credit current members so that their memberships will expire on July 31, 2009 or 2010. Annual renewal notices will be sent in June or August each year. The new membership plan will be explained to current members in the upcoming Summer 2009 Newsletter. Moved by Marv Lucey, Seconded by Jake Schonfeld and CARRIED.

Three Year Development Plan 2009-2011:

Distributed prior to the last Board Meeting, this is an internal document.

Two goals within the 2007 Strategic Plan is for The 519 to diversify the resource base and raise the external profile of The 519. The plan includes a comprehensive strategy to increase revenue targets in order to fund various community programs and initiatives.

The Board reviewed the plan and Eric Berndt and Maura Lawless answered questions raised.

MOTION: to adopt the Three Year Resource Development Plan 2007-2011. Moved by Natasha Garda, Seconded by Jake Schonfeld and CARRIED.

Draft Spokesperson Policy:

The Board reviewed the policy and recommended the following changes:

- Best practices does not belong in a policy, it should be part of the procedure
- Amend language to read “communities we serve”

MOTION: To adopt the Spokesperson Policy with the above amendments. Moved by Don Middleton, Seconded by Joan Anderson and CARRIED.

15. Correspondence

Maura circulated a photo of herself winning the trophy for the longest drive at the recent Metropolitan Community Church (MCC) Golf Tournament.

Code of Conduct for local boards of management: This was distributed to the Board two months ago.

MOTION: To receive the Code of Conduct for Local Boards. As part of welcoming new members to the Board of Management, we will introduce the Code of Conduct. Moved by Lyle Kersey, Seconded by Don Middleton and CARRIED.

15. Other business

The 519’s Annual General Meeting will take place on **Wednesday, September 30, 2009.**

16. Meeting adjourned.

Next Meeting is Monday, July 27 at 6:30 PM

Signature, Board Secretary

Date

Print name