



MINUTES: Board of Management, Meeting 4 (2024-2025)

Monday, February 24, 2025 @ 6:30 - 8:30 PM, Hybrid via Zoom & Room #304

Board Members

Chair: Tom Spence	Aaron Hewitt	Jaris Swidrovich
Vice-Chair: Zoe Robinson	Victor Huynh	Dennis Yu
Secretary: Erika Voaklander	Natalie Miller	
Treasurer: Vanshika Dhawan	Juan Camilo Rendon Ocampo	
Ex-Officio: Councillor Chris Moise (regrets)		

The 519

Executive Director	Maura Lawless
Director, Advocacy & Strategic Communications (minutes)	Curran Stikuts
Director, Strategic Partnership Initiatives	Jaymie Sampa
Director, Public Interest & Legal Initiatives	Johanna Macdonald
Director, Philanthropy	Aniska Ali
Director, Housing Advocacy & Support Services	Martha Singh Jennings

Guests: Bobby Hrehoruk, Stanley Jonathan (Councillor Moise's office)

Item	Minutes
BD-4.1	Welcome and Introductions Tom Spence opened the meeting at 6:34 PM, welcomed everyone and delivered the land acknowledgement.
BD-4.2	Approve Agenda Tom Spence requested the Board to review the agenda for the Board Meeting of February 24, 2025. MOTION 4.2: To approve the agenda for the Board Meeting of February 24, 2025. Moved by: Jaris Swidrovich Seconded by: Aaron Hewitt That the Board of Management approve the agenda for the Board Meeting of February 24, 2025. Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich



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	<p>Erika Voaklander Dennis Yu</p> <p>Decision carried</p>
BD-4.3	<p>Declaration of Conflict of Interest(s) Tom Spence confirmed no conflicts of interest were declared.</p>
BD-4.4	<p>Approve Meeting Minutes Tom Spence requested the Board to review the minutes for the Board Meeting of December 16, 2024.</p> <p>MOTION 4.4.1: To approve the minutes for the Board Meeting of December 16, 2024.</p> <p>Moved by: Vanshika Dhawan Seconded by: Juan Camilo Rendon Ocampo</p> <p>That the Board of Management approve the minutes for the Board Meeting of December 16, 2024.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu</p> <p>Decision carried</p> <p>MOTION 4.4a: To go in camera.</p> <p>Moved by: Juan Camilo Rendon Ocampo Seconded by: Natalie Miller</p> <p>That the Board of Management go in camera.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller</p>



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Juan Camilo Rendon Ocampo
Zoe Robinson
Tom Spence
Jaris Swidrovich
Erika Voaklander
Dennis Yu

Decision carried

- The Board reviewed the in-camera minutes for the Board Meeting of December 16, 2024 (item 4.4.2).
- The Board reviewed the Appointment of New Board Member Report and discussed the recommendation (item 4.5.1).

MOTION 4.4b: To come out of in camera.

Moved by: Erika Voaklander

Seconded by: Vanshika Dhawan

That the Board of Management come out of in camera.

Recorded vote: Unanimous

Vanshika Dhawan
Aaron Hewitt
Victor Huynh
Natalie Miller
Juan Camilo Rendon Ocampo
Zoe Robinson
Tom Spence
Jaris Swidrovich
Erika Voaklander
Dennis Yu

Decision carried

MOTION 4.4.2: To approve the in-camera minutes for the Board Meeting of December 16, 2024.

Moved by: Vanshika Dhawan

Seconded by: Natalie Miller

That the Board of Management approve the in-camera minutes for the Board Meeting of December 16, 2024.

Recorded vote: Unanimous



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	<p>Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu</p> <p>Decision carried</p>
BD-4.5	<p>Chair Report/Executive Committee – Tom Spence (Chair of the Board)</p> <p>4.5.1 Appointment of New Board Member</p> <p>MOTION 4.5.1: To approve the appointment of Bobby Hrehoruk to the Board of Management of The 519, in a catchment position, with a term ending in September 2026, with an opportunity to re-apply for appointment.</p> <p>Moved by: Aaron Hewitt Seconded by: Dennis Yu</p> <p>That the Board of Management recommend the appointment of Bobby Hrehoruk to the Board of Management of The 519, in a catchment position, with a term ending in September 2026, with an opportunity to re-apply for appointment.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu</p> <p>Decision carried</p> <p>4.5.2 Chair's Report</p> <ul style="list-style-type: none"> The City of Toronto is seeking responses to emergency preparedness survey, which is a good opportunity to highlight our climate work. Tom will circulate link for Board members to participate. Tom thanked staff for the Black Resistance in Canada display in the lobby.



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	<ul style="list-style-type: none"> • Wednesday, February 26 is Pink Shirt Day, an annual anti-bullying solidarity day. Tom encouraged everyone to share information and wear pink. • Thursday, February 27 is election day. Tom referenced the Why We Vote campaign, and thanked Curran and staff for their work on the campaign, which will remain active for the federal election. • International Women’s Day is March 8. The 519 will have programming from noon to 2am, including a building takeover party at night. Events are open to everyone, and Board members are encouraged to attend. • The annual Board retreat is on March 22. This will be in-person only at The 519. The agenda includes government relations discussions, Jaris and Erika will lead some Indigenous-focused governance, 50th anniversary planning, and broader strategic visioning with John Miller. • There is a virtual By-law Procedures Working Group meeting on March 25. • There is a virtual Board Evaluation Working Group meeting on April 1. • Tom acknowledged that the Board hasn’t met in a while and that a lot has happened globally over the last few months; the extreme anti-trans rhetoric, continued violence in the states, the murder of an openly gay imam in South Africa, and the anger, fear, and exhaustion that comes with it all, and encouraged everyone to lean into community for resilience in the face of it all.
<p>BD-4.6</p>	<p>Executive Director Report – Maura Lawless (Executive Director)</p> <p>4.6 2024 Organizational Workplan Accomplishments</p> <ul style="list-style-type: none"> • Maura presented the 2024 organizational workplan accomplishments, highlighting major achievements related to the 2024 strategic themes and priorities. • The Board thanked Maura and staff for the work accomplished in 2024, and expressed a lot of pride in being a part of an organization that does so much, commenting on how the data helps to shape a strong narrative about the impact of the work. • Staff clarified the number of refugees served includes group work, the difference between unique individuals vs. visits for some of the stats, we have Slight Foundation funding for two more years, that there are 45 lawyers and 25 law students who support legal clinics, and that metrics/evaluation practices vary across departments and programs. • Most important metrics/targets for each priority are really difficult to identify, as different things are important to different people. Staff will rely on Board input to choose priorities for messaging externally. The Board discussed the value and challenge in trying to identify overarching targets (e.g., community engagement, volunteerism, etc.), especially into the future, given the desire to remain an organization that responds to community issues and needs as they arise, which are sometimes unpredictable. • Staff reinforced that the Board will be consulted on current priorities and the best ways to highlight the impact of our work as part of the Government Relations conversation at the Board retreat.



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	<p>MOTION 4.6: To receive the 2024 Organizational Workplan Accomplishments Report for information.</p> <p>Moved by: Jaris Swidrovich Seconded by: Victor Huynh</p> <p>That the Board of Management receive the 2024 Organizational Workplan Accomplishments Report for information.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu</p> <p>Decision carried</p>
BD-4.7	<p>Strategy & Community Development Update – Juan Camilo Rendon Ocampo (Chair, SCD) & Curran Stikuts (Director, Advocacy & Strategic Communications) and Maura Lawless (Executive Director)</p> <p>4.7.1 Committee Meeting Update</p> <ul style="list-style-type: none"> Juan Camilo Rendon Ocampo gave an overview of the most recent SCD meeting. <p>4.7.2 Advocacy/Government Relations Strategy Update</p> <ul style="list-style-type: none"> Juan Camilo provided an overview of the advocacy framework as a tool to guide advocacy efforts at The 519, and shared that advocacy will become a standing item at SCD meetings to keep the Board up to date on activities and progress. Juan shared the advocacy priorities: (1) SOGIE refugees, (2) anti-hate and violence, (3) gender affirming care, (4) drug poisoning and harm reduction, and (5) housing. These priorities are directly tied to The 519's programs and services, such that we are well positioned to drive impact. Staff explained that workplans and evaluation metrics are being developed for each priority and will be shared at future SCD meetings. The Board suggested that climate issues be added as its own priority or be integrated across existing priorities (where appropriate). <p>MOTION 4.7.2: To confirm The 519 2025 advocacy priorities and include Advocacy Updates as a standing item at SCD Committee moving forward, where staff will provide updates on strategies, activities, and any relevant reports.</p> <p>Moved by: Aaron Hewitt</p>



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Seconded by: Juan Camilo Rendon Ocampo

That the Board of Management confirm The 519 2025 advocacy priorities and include Advocacy Updates as a standing item at SCD Committee moving forward, where staff will provide updates on strategies, activities, and any relevant reports.

Recorded vote: Unanimous

Vanshika Dhawan
 Aaron Hewitt
 Victor Huynh
 Natalie Miller
 Juan Camilo Rendon Ocampo
 Zoe Robinson
 Tom Spence
 Jaris Swidrovich
 Erika Voaklander
 Dennis Yu

Decision carried

MOTION 4.7a: To go in camera.

Moved by: Juan Camilo Rendon Ocampo

Seconded by: Natalie Miller

That the Board of Management go in camera.

Recorded vote: Unanimous

Vanshika Dhawan
 Aaron Hewitt
 Victor Huynh
 Natalie Miller
 Juan Camilo Rendon Ocampo
 Zoe Robinson
 Tom Spence
 Jaris Swidrovich
 Erika Voaklander
 Dennis Yu

Decision carried

4.7.3 Sector Stability Opportunity

- Staff provided an update report on the Sector Stability Opportunity to discuss with the Board.



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	<p>MOTION 4.7b: To come out of in camera.</p> <p>Moved by: Vanshika Dhawan Seconded by: Erika Voaklander</p> <p>That the Board of Management come out of in camera.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu</p> <p>Decision carried</p> <p>MOTION 4.7.3: To approve the recommendations contained in the Sector Stability Report.</p> <p>Moved by: Juan Camilo Rendon Ocampo Seconded by: Aaron Hewitt</p> <p>That the Board of Management approve the recommendations contained in the Sector Stability Report.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu</p> <p>Decision carried</p>
BD-4.8	<p>Governance Committee Update – Natalie Miller (Chair, Governance) & Maura Lawless (Executive Director)</p>



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4.8.1 Governance Meeting Update

- Natalie Miller gave an overview of the most recent Governance Committee meeting, including the annual board evaluation and the committee's reflection on bigger-picture strategic goals. The Committee decided to break off into a working group meeting to begin to set strategic direction and priorities for the annual evaluation process. The first meeting is scheduled for April 1 at 5:30pm (virtual) and all interested Board members are welcome to attend.
- There is also a Bylaw Implementation Working Group meeting (virtual) coming up on March 25 at 5:30pm. All interested Board members are welcome to attend as well.
- Natalie provided an overview of the ED succession plan development process and the plan itself. The Board's role has been clarified in relation to the succession plan, and the Committee is proposing that the Governance Committee be delegated to work with the ED on the implementation of the plan, with regular Board updates and approvals.

4.8.2 Executive Director People Services Succession Plan Report

- Maura presented an overview of the Executive Director People Services Succession Plan Report, reviewed the background documents and updated plans, including a multi-year succession plan leading up to the ED's retirement, continuity plans in the event of absences for the ED, and a detailed recruitment plan to select a new Executive Director, all of which prioritize the long-term success and minimize disruption to the overall functioning of the organization.

MOTION 4.8.2: To a) Approve the 2025 Executive Director Continuity Plan as amended – update Feb 2025; b) Approve the 2025 Executive Director Recruitment Plan – update Feb 2025; and c) Approve the Multi-Year Succession Plan for Executive Director – 2025-2028 including delegating the authority to manage the multi-year succession plan to the Governance Committee including reporting out on progress annually (or as required).

Moved by: Natalie Miller

Seconded by: Zoe Robinson

That the Board of Management a) Approve the 2025 Executive Director Continuity Plan as amended – update Feb 2025; b) Approve the 2025 Executive Director Recruitment Plan – update Feb 2025; and c) Approve the Multi-Year Succession Plan for Executive Director – 2025-2028 including delegating the authority to manage the multi-year succession plan to the Governance Committee including reporting out on progress annually (or as required).

Recorded vote: Unanimous

Vanshika Dhawan

Aaron Hewitt

Victor Huynh


Natalie Miller



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	<p>Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu</p> <p>Decision carried</p>
BD-4.9	<p>Adjournment</p> <ul style="list-style-type: none">• The meeting was adjourned at 8:30 PM.

Approved by The 519 Board of Management on May 5, 2025.

Signed by:

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5/7/2025

Tom Spence
Board Chair