



MINUTES: Board of Management, Meeting 7 (2024-2025)

Monday, September 15, 2025 @ 6:30 - 8:30 PM, Hybrid via Zoom & Room #304

Board Members

Chair: Tom Spence	Bobby Hrehoruk (regrets)	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		

The 519

Executive Director	Maura Lawless
Director, Finance	Maria Martinez
Director, Advocacy & Strategic Communications	Curran Stikuts
Director, Community Wellbeing and Partnerships	Jaymie Sampa
Director, Public Interest & Legal Initiatives	Johanna Macdonald
Project Director, Community Resiliency Project	Harper Jean Tobin
Project Director, 50th Anniversary	Roxanne Duncan
Manager, Strategic and Executive Planning (minutes)	Laura Gibbon

Guests: Stanley Jonathan (Councillor Moise's Office), Tyler Johnson (Councillor's Moise's Office)

Item	Minutes
BD-7.1	Welcome and Introductions Tom Spence opened the meeting at 6:32 PM and led a round of introductions.
BD-7.2	Land Acknowledgement Tom Spence delivered a land acknowledgement, reflected on the importance of the upcoming Orange Shirt Day on September 30, and encouraged Board members to meaningfully engage in Truth and Reconciliation every day of the year.
BD-7.3	Approve Agenda Tom Spence requested the Board to review the agenda for the Board Meeting of September 15, 2025. MOTION 7.3: To approve the agenda for the Board Meeting of September 15, 2025. Moved by: Jaris Swidrovich That the Board of Management approve the agenda for the Board Meeting of September 15, 2025. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson



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	Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried
BD-7.4	Declaration of Conflict of Interest(s) Tom Spence confirmed no conflicts of interest were declared.
BD-7.5	Approve Meeting Minutes Tom Spence requested the Board to review the minutes for the Board Meeting of June 9, 2025. MOTION 7.5: To approve the minutes for the Board Meeting of June 9, 2025. Moved by: Vanshika Dhawan That the Board of Management approve the minutes for the Board Meeting of June 9, 2025. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried
BD-7.6	Chair Report/Executive Committee – Tom Spence (Chair of the Board) 7.6 Chair's Report • Tom welcomed everyone back after a summer break and thanked Board directors for their time in meeting and attending The 519 events over the summer. • Tom thanked and congratulated staff on the Green Space Festival, despite disruptions and amidst unfair representations of the festival and the organization as a whole. Staff and volunteers executed a safe and enjoyable festival for guests and



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	achieved the organization's financial targets in order to fund important community programs and supports. MOTION 7.6.1: To thank the volunteers and staff of The 519 for the successful completion of the annual Green Space fundraiser for The 519. Moved by: Tom Spence That the Board of Management thank the volunteers and staff of The 519 for the successful completion of the annual Green Space fundraiser for The 519. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried • Tom thanked staff for their efforts on two other important annual events: Sports Day and Back to School Bash. • Tom thanked the Nominations subcommittee for their work over the summer and reminded members that the AGM is on Thursday, September 25, 2025. • Dennis Yu offered to be the new Board member's buddy. • Tom acknowledged that October 1 is International Day of Older Persons and encouraged Board members to attend The 519 event – Natalie confirmed. • Tom acknowledged the news that the AIDS Committee of Toronto (ACT), an important community organization, recently announced that they are closing their doors to programming in March 2026. ACT has played a major role in the ASO sector in Toronto, and has been a source of care, advocacy, and support for people living with and affected by HIV & AIDS in our city for decades. MOTION 7.6.2: To thank the volunteers and staff of the AIDS Committee of Toronto (ACT) in recognition of their 42 years of service and advocacy for People Living With HIV/AIDS and HIV/AIDS prevention within the city and beyond. Moved by: Tom Spence
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	That the Board of Management thank the volunteers and staff of the AIDS Committee of Toronto (ACT) in recognition of their 42 years of service and advocacy for People Living With HIV/AIDS and HIV/AIDS prevention within the city and beyond. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried • All committees will be meeting in October. Tom and staff requested that each committee take this opportunity to forecast reports (new and existing) and Board or committee training and development so they can be worked into annual Board Agenda Forecast. • Board members should let Tom know if they wish to change their committee assignments in advance of October meetings.
BD-7.7	Councillor Moise Facility Update (in-camera) MOTION 7.7a: To go in camera. Moved by: Juan Camilo Rendon Ocampo That the Board of Management go in camera. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise



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	Decision carried • Councillor Chris Moise provided a facility update. MOTION 7.7b: To come out of in camera. Moved by: Zoe Robinson That the Board of Management come out of in camera. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried <i>Johanna MacDonald left the meeting at 7:10pm.</i>
BD-7.8	Executive Director Report – Maura Lawless (Executive Director) 7.8.1 Government Relations (GR) Update • Staff have contracted with Crestview to support the organizational GR strategy, on a 6-month project. A written submission was developed, advocating for increased funding across 2SLGBTQ+ sector in this year’s federal budget. A few key staff members are going to Ottawa this week for lobby meetings and events focused on the 2SLGBTQ+ sector. The goal is to address the need for ongoing funds in the sector, the desire for renewed partnership between 2SLGBTQ+ organizations and WAGE, and advocate for reconsidering The 519’s eligibility for WAGE funding. • Staff will identify opportunities for Board member engagement with GR and advocacy initiatives throughout this project. 7.8.2 50th Anniversary Update and Roxanne Duncan Introduction • Roxanne introduced herself and presented an overview of the initial plans for The 519’s 50th anniversary in 2026. Staff are proposing a year long initiative that honours the legacy and shapes a bold future for The 519. • Four themes have been identified: (1) legacy + history, (2) belonging + joy, (3) liberation + advocacy, (4) future + possibility.



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	- Board members will soon be invited to an event in the fall where a detailed outline of each theme will be presented, and individual members can self-identify where they may feel most compelled to engage and contribute. - Board members are also asked to stay at the end of the Annual General Meeting to support a table exercise with attendees to solicit feedback about the future of The 519. - Staff are seeking the Board's help in identifying individuals and organizations that have made a significant impact on The 519. Roxanne will follow up via email. - Staff are in the final phases of selecting a communications consulting firm to support the brand development and communications for the 50th anniversary project as a whole.
BD-7.9	Finance Update – Vanshika Dhawan (Treasurer) & Maria Martinez (Director, Finance) 7.9.1 2025 Q2 Variance Report - Favorable net variance: currently \$847,246 positive result - Surplus driven by: - Cost containment in Salaries and Benefits - Strong Green Space Festival (GSF) performance - Total Revenue: \$6.76M vs Budget \$6.30M - Total Expenses: \$6.10M vs Budget \$6.49M 7.9.2 2025 Year-End Forecast - Currently estimating a \$227,641 surplus, compared to approved (-\$174,316) deficit. - Despite a reduction in federal funding for newcomer/refugee services, the surplus was driven by: - Stronger philanthropy and fundraising outlook, - New City of Toronto funding, and - Expense management. 7.9.3 5-year Forecast and Reserve Policy Report - From 2020-2024, the Board approved operating deficit budgets each year – each year The 519 ended in a surplus position (new funding and cost containment). - Moving forward, staff expect the trend to be a break-even or very modest surplus in years ahead. - Staff developed a 5-year forecast, in response to a Board request. The forecast shows: - Revenues: \$11.8M–\$12.8M, closely aligned with expenses 2026: 50th Anniversary – planned deficit of \$175k - Small deficits projected 2027–2029, modest surplus in 2030 - Reserves steady around \$2.0M - Reserves/expense ratio fluctuates from 2.18 to 1.77 months - Staff will continue to include a 5-year forecast with each budget cycle. - The Reserve Policy shows a strong commitment to stabilize programs, employment and operations. The main purpose is to establish guidelines on how to use and



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	replenish reserves to maintain financial stability, manage income and expenses responsibly, and strive to sustain operations for the community, even during periods of funding volatility. • The Board inquired about receiving investment reports in the future. • The Board thanked staff on this important 5-year forecast, the Reserve Policy report, and the finance reports overall. 7.9.4 2026 Core Budget Update • Total budget: \$2,63M; 15.85 FTE positions; includes increases in line with City practice. Staff are requesting Board approval to submit a budget change request for 2 FTEs for the Community Wellbeing Coordinators. MOTION 7.9a: To go in camera. Moved by: Vanshika Dhawan That the Board of Management go in camera. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried 7.9.5 Salary and Benefits In-Camera Report • Staff provided updates on the Special Lieu Time and Salary and Benefits report. MOTION 7.9.5b: To come out of in camera. Moved by: Vanshika Dhawan That the Board of Management come out of in camera. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller
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Zoe Robinson
Tom Spence
Jaris Swidrovich
Erika Voaklander
Dennis Yu
Councillor Chris Moise

Decision carried

MOTION 7.9.1: To receive and approve the 2025 Q2 Results.

Moved by: Vanshika Dhawan

That the Board of Management receive the 2025 Q2 Results.

Recorded vote: Unanimous
Vanshika Dhawan
Victor Huynh
Natalie Miller
Juan Camilo Rendon Ocampo
Zoe Robinson
Tom Spence
Jaris Swidrovich
Erika Voaklander
Dennis Yu
Councillor Chris Moise

Decision carried

MOTION 7.9.2a: To receive the 2025 Year End Forecast.

Moved by: Vanshika Dhawan

That the Board of Management receive the 2025 Year End Forecast.

Recorded vote: Unanimous
Vanshika Dhawan
Victor Huynh
Juan Camilo Rendon Ocampo
Zoe Robinson
Tom Spence



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Jaris Swidrovich
Erika Voaklander
Dennis Yu
Councillor Chris Moise

Decision carried

MOTION 7.9.2b: To approve the Special-Lieu Time payout.

Moved by: Vanshika Dhawan

That the Board of Management approve the Special-Lieu Time payout.

Recorded vote: Unanimous

Vanshika Dhawan
Victor Huynh
Natalie Miller
Juan Camilo Rendon Ocampo
Zoe Robinson
Tom Spence
Jarvis Swidrovich
Erika Voaklander
Dennis Yu
Councillor Chris Moise

Decision carried

MOTION 7.9.3a: To receive the 5-Year Forecast.

Moved by: Vanshika Dhawan

That the Board of Management receive the 5 Year Forecast.

Recorded vote: Unanimous

Vanshika Dhawan
Victor Huynh
Natalie Miller
Juan Camilo Rendon Ocampo
Zoe Robinson
Tom Spence
Jarvis Swidrovich
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Decision carried

MOTION 7.9.3b: To approve the Reserve Policy.

Moved by: Vanshika Dhawan

That the Board of Management approve the Reserve Policy.

Recorded vote: Unanimous

Vanshika Dhawan

Victor Huynh

Natalie Miller

Juan Camilo Rendon Ocampo

Zoe Robinson

Tom Spence

Jaris Swidrovich

Erika Voaklander

Dennis Yu

Councillor Chris Moise

Decision carried

MOTION 7.9.3c: To receive the updated 5-Year Salary and Benefits In-Camera Report for information.

Moved by: Vanshika Dhawan

That the Board of Management receive the updated 5-year Salary and Benefits In-Camera Report for information.

Recorded vote: Unanimous

Vanshika Dhawan

Victor Huynh

Natalie Miller

Juan Camilo Rendon Ocampo

Zoe Robinson

Tom Spence

Jaris Swidrovich

Erika Voaklander

Dennis Yu

Councillor Chris Moise

Decision carried



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	MOTION 7.9.4: To receive and approve the City of Toronto Core 2026 Budget submission. Moved by: Vanshika Dhawan That the Board of Management receive and approve the City of Toronto 2026 Core Budget submission. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried
BD-7.10	Nominations Subcommittee Update – Victor Huynh (Chair, Nominations) 7.10 Board Recruitment Update (Appendix A in-camera report) • Victor Huynh provided a summary of the Nominations and recruitment process. • The Committee received six applications. With only one vacancy to fill, the committee decided to interview the top three candidates and is recommending their strongest performing candidate to stand for election at the upcoming AGM, in alignment with the Board-approved recruitment priorities. MOTION 7.10a: To go in camera. Moved by: Victor Huynh That the Board of Management go in camera. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence



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	Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried • Victor Huynh presented Appendix A.
	Other In-Camera Items 7.5.2 June 9, 2025 in-camera minutes approval • The Board reviewed the June 9, 2025 in-camera minutes. MOTION 7.10b: To come out of in camera. Moved by: Juan Camilo Rendon Ocampo That the Board of Management come out of in camera. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried MOTION 7.5.2: To approve the in-camera minutes for the Board Meeting of June 9, 2025. Moved by: Jaris Swidrovich That the Board of Management approve the in-camera minutes for the Board Meeting of June 9, 2025. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller



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	Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried MOTION 7.10: To receive the Nominations Board Recruitment Update Report for information. Moved by: Juan Camilo Rendon Ocampo That the Board of Management receive the Nominations Board Recruitment Update Report for information. Recorded vote: Unanimous Vanshika Dhawan Victor Huynh Natalie Miller Juan Camilo Rendon Ocampo Zoe Robinson Tom Spence Jaris Swidrovich Erika Voaklander Dennis Yu Councillor Chris Moise Decision carried
BD-7.11	Adjournment • The meeting was adjourned at 8:30 PM.

Approved by The 519 Board of Management on November 3, 2025.

Signed by:

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Tom Spence
Board Chair

11/6/2025