

Prior to the start of the meeting, the Board President read a Land Acknowledgement to pay respect to the Elders – past, present and future for they hold the memories, the traditions, the culture, and the hopes of Indigenous peoples and future generations.

CALL TO ORDER

Michael McLeod, President of Highland Shores Children's Aid called the meeting to order at 6:00 pm.

In accordance with By-law 15.04, notice of this Annual General Meeting was given early in July 2020 in the local print media and our website, and to each member of the Society as at the Date of Record, July 31, 2020.

By-law 15.05 requires the quorum for the transaction of business at any meeting of members shall be a number of members present in person or by proxy and equal to fifteen (15) percent of the total membership existing immediately before the commencement date of the meeting. Total membership is 53, 15% of which is 8 members. 18 members were present in person or by proxy; therefore, the meeting was duly constituted.

As this meeting was held virtually, members were able to cast their votes by clicking links in the 'chat box' of the meeting platform. The Board President also voted for 2 proxies.

WELCOME AND ACKNOWLEDGEMENTS

On behalf of the Board of Directors and staff of HSCA, Mr. McLeod welcomed everyone to the 9th Annual General Meeting of the Society. Mr. McLeod introduced the members of the Board and recognized the Honourary members, staff and community partners that had registered for the meeting:

- Susan Sweetman, Executive Director, Children's Mental Health
- Paul VandeGraff, Police Chief, Cobourg Police Services
- Nancy Johnston, Executive Director, Cornerstone Family Violence Prevention
- Paul Brown of Paul Brown Mediation
- Jessica Coolen, Executive Director, Quinte West Youth Centre
- Carol Beauchamp, Executive Director, Rebound Child & Youth Services
- Sherry Archer, Board Chair, The Children's Foundation
- Dan Coleman, Partner, Welch LLP
- Nicole Bonnie, CEO, Ontario Association of Children's Aid Societies
- Kristena Schutt-Moore, Reporter with the Bancroft Times/Bancroft This Week
- Daryl Kramp, MPP Hastings-Lennox and Addington
- John Henderson, Mayor, Town of Cobourg
- Bob Sanderson, Mayor, Port Hope

GREETINGS FROM THE ONTARIO ASSOCIATION OF CHILDREN'S AID SOCIETIES

Mr. McLeod introduced Nicole Bonnie, CEO, Ontario Association of Children's Aid Societies (OACAS). Ms. Bonnie indicated that it was an honour to attend and she was delighted to bring greetings from the

Association. She congratulated the Society on the excellent service they provide to their local community , and especially in these past few months with the onset of COVID 19. She recognized the leadership, courage, and perseverance of the staff and board amidst challenging and changing circumstances. Ms. Bonnie shared a letter of recognition from the OACAS and specifically recognized the Executive Director's passion and advocacy for children and youth and her work with Dnaagdawenmag Binnoojiiyag Child & Family Services. Further, Ms. Bonnie recognized the level of youth engagement at Highland Shores in terms of decision making.

Mr. McLeod thanked Ms. Bonnie for her comments and asked her to extend the Society's thanks to Lisa Sarsfield, OACAS Board Chair for her supportive letter.

PRESENTATIONS

J. J. KELSO AWARD

Tami Callahan, Executive Director, introduced Mark Hymus as the recipient of the 2020 J. J. Kelso Award. Mr. Hymus runs the Epic Program which consists of programs and camps that are run throughout Hastings County that are designed to create positive environments for children and youth to feel valued.

Mr. Hymus received a plaque in recognition of this award which was mailed to him prior to the meeting.

APPROVAL OF THE MINUTES OF THE SEPTEMBER 5, 2019 ANNUAL GENERAL MEETING

Mr. McLeod stated that minutes of the 2019 Annual General Meeting of the members of Highland Shores Children's Aid Society were included in the materials mailed to members on July 28, 2020. A link to all meeting materials, including the past minutes, was provided to all registrants prior to the AGM.

Moved by: Elaine Philip

Seconded by: Anne-Marie Burrus

That the membership approve the minutes of the September 5, 2019 Annual General Meeting of Highland Shores Children's Aid Society.

Minor correction: on page 1, welcome and acknowledgements – tea on page one should say team.

The Motion was Carried.

APPROVAL OF PRIOR ACTS

Mr. McLeod indicated that the purpose of the motion was to confirm past acts of the Board.

Moved by: Elaine Philip

Seconded by: Nora Sawyer

That all acts, contracts, by-laws, resolutions, proceedings, appointments, elections and payments enacted, taken, passed, made and done by the Directors and Officers of Highland Shores Children's Aid Society since September 5, 2019, to the date hereof as the same are referred to in the minute books of the Highland Shores Children's Aid Society or in its financial statement or are otherwise within the knowledge of the Members of

Highland Shores Children's Aid Society, be and the same are hereby approved, ratified, sanctioned and confirmed.

The Motion was Carried.

REPORT FROM THE YOUTH ADVISORY COMMITTEE (YAC)

Mr. McLeod welcomed Jackie Dales, the Board representative on the Youth Advisory Committee. Ms. Dales spoke briefly about her involvement with the committee and introduced Cindy Dobiech, staff liaison. Two members of the committee introduced themselves while Cindy spoke about their achievements over the year and what they hope to accomplish in the coming year. The committee had a productive year.

Mr. McLeod stressed the importance of the work of the Youth Advisory Committee and encouraged the youth to let their voices be heard.

REPORT FROM THE CHILDREN'S FOUNDATION

Mr. McLeod invited Sherry Archer, Chair of the Children's Foundation, to present the Report of The Children's Foundation.

Ms. Archer highlighted the activities of the Foundation for the past year, speaking to the following topics:

- New Executive Director: Connie Reid resigned. Kim Henry began as Executive Director in the summer.
- Reach for Success Youth Awards
- Playing for Keeps/ Camps of Hope – Summer Fun Kits and Food Hampers
- Fundraising
 - o Effects of Covid-19 and the lockdown – cancellation of events
 - o Guardian Angel Gala: Major success! 370 people attended
 - o Angel Tree – Picton: 300 kids received gifts. This year we will give out gift cards.
 - o Play A Round of Golf – the golf tournament happens September 24 at Black Bear. We raised \$35,000 last year.
 - o Radiothon – October 7th: 5 radio stations in our area will promote TCF from 6 am to 6 pm. Theme is COVID 19 put a stop to so many things, but kids can't wait.

Mr. McLeod thanked Ms. Archer for her report on behalf of the Foundation.

REPORT OF THE PRESIDENT

Mr. McLeod presented the Report of the President, referencing the following:

- Pride in our board and staff. Our work is always driven by the best interests of the children and families that we serve.
- Board oversight (Governance) versus the Executive Director role (Operations)
- Recognized Nora Sawyer and Susan Barberstock for their Indigenous perspective on the Board.
- Work with Indigenous families and our relationship with Dnaagdawenmag Binnoojiiyag Child & Family Services

- Working under financial restraints serving thousands of people in a large territory
- Announcement of modernization consultations last fall.
- Covid19 - Proud of pandemic plan that was in place to deal with COVID-19.
- Continue to work with our community partners and Ministry to strengthen relationships to help keep children with their families.

REPORT OF THE EXECUTIVE DIRECTOR

Mr. McLeod invited Executive Director, Tami Callahan, to present the Report of the Executive Director. Ms. Callahan highlighted the following:

- *Funding Allocation:* Our actual allocation for the fiscal year 2019-2020 was not confirmed to us until end of April 2020. The delay stemmed from the transition funding model we were placed in as a result of transferring service volumes of Indigenous children, youth and families to DBCFS and the uncertainty about that volume and the timing of the transfers. We ended the year with a small surplus.
- *Child Welfare Modernization:* In July Associate Minister of Children's and Women's Issues, Jill Dunlop, provided a high-level outline of the government's plan for child welfare modernization. The strategy for the redesign of the child welfare system will be built upon five pillars:
 - Strengthening family well-being through community-based prevention services that keep children safe in family-based settings;
 - Improving the quality of residential care provided to children and youth;
 - Promoting the development of stable and lifelong connections and supports for youth, with a focus on education and employment opportunities;
 - Improving the adoption experience and focusing on family-based options over group care where appropriate; and
 - Creating a more efficient and effective child welfare system that is financially sustainable.

Fundamentally and philosophically, the information provided to date regarding modernization is in keeping with the values and direction of HSCA and we believe we are positioned well to lead and participate in system changes

- *COVID 19:* On March 16, 2020 we implemented our Pandemic Plan agency wide. The staff, Board members, foster parents and volunteers adapted quickly to new ways of providing service and ensuring good management of the organization.

HSCA has been able to navigate through uncertainty with a high level of efficiency and effectiveness because we have a strong team. Our Board of Directors are a conscientious group of community members who bring their expertise and experience to each meeting. Our foster and kinship parents and volunteers play a vital role in providing care, guidance and a sense of family to children and youth who are temporarily unable to reside with their immediate families, and sometimes they need to extend the length of that care as situations warrant it. Our staff group has transitioned through previous amalgamations and has embraced the Signs of Safety framework for how we work with one another and how we provide service to children, youth and families. They come to work every day

with the intention to be part of positive outcomes for all service recipients, either directly or indirectly.

PRESENTATION ON "HUMAN TRAFFICKING"

Mr. McLeod introduced Lisa Mascherin. Lisa is a Family Services Supervisor at Highland Shores and has worked with the Society for 14 years. She is a strong advocate for issues of equity and in raising and supporting issues that impact front line service delivery.

Lisa presented on the topic of Human Trafficking and what is happening provincially and locally. Human trafficking is the sexual exploitation of women and children, although this is not an issue that only faces woman and children, they are the main victims of this crime. Black, indigenous, and those who identify as LGBTQ are overrepresented as victims and are most likely to be targeted. Some highlights of the presentation are:

- Sexual exploitation happens when a victim is forced to have sex with others for money. The money is not going to the victim; it is given to their trafficker. A single victim can make a trafficker over 200,000 per year
- The jail time for traffickers has been increased over time however the benefits continue to outweigh the risks in most cases for traffickers
- Signs that someone is being trafficked or groomed:
 - New fancy clothes, electronics
 - Unable to come and go as they wish
 - No possessions/ID in their control
 - Cannot speak for themselves
 - Lacks health care or appears malnourished
 - Fearful of law enforcement
 - Avoid conversations with trusted adults such as teachers, parents, community groups
 - Show signs of abuse (bruising, burns, fractures)
 - Have tattooing or branding symbols (particularly names)
 - Move frequently; have been reported missing
 - Many traffickers are Air B 'n B's and hotels/motels. Hotels are providing training for their staff to combat this issue.

Ontario released funding a few years ago to support community-based programming and created a strategy to combat Human trafficking whereby frontline workers were trained and ready to go in the field with police. The strategy hopes to also raise awareness of the issue.

REPORT OF THE TREASURER

Audited Financial Statements

Mr. McLeod introduced Jay Taugher, Treasurer of the Board to present the Report of the Treasurer. Mr. Taugher advised the assembly that the financial statements for Highland Shores CAS were unqualified. The

assembly was advised that Dan Coleman, Auditor, Welch LLP was available to respond to any questions related to the Highland Shores CAS audited financial statements.

Moved by: Jay Taugher

Seconded by: Elaine Philip

That the 2019/20 Audited Financial Statements for Highland Shores Children's Aid Society be received.

The Motion was Carried.

Appointment of Auditors

Mr. Taugher advised the Membership that according to by-law 24.01, the members shall appoint a licensed public accountant as auditor until the next annual meeting. If no such appointment is made, the auditor in office shall continue in office until a successor is appointed.

Mr. Taugher confirmed that according to Vendor contract durations which are limited to a maximum term and extension as outlined in the "*Ministry Directives and Centralized Procurement Interim Measures*" documents, that Welch LLP-Chartered Accountants were awarded a five year contract in 2014/15 and were granted the maximum 2 year extension. Upon expiry of the contract in 2021, a Request for Proposal will be prepared, and results will be communicated to the members of the Corporation at the next Annual General Meeting.

Mr. McLeod thanked Mr. Taugher for presenting the Report of the Treasurer.

REPORT OF THE GOVERNANCE & COMMUNITY RELATIONS COMMITTEE

Mr. McLeod invited David Slater, Chairperson of the Governance and Community Relations Committee to present the Committee's Report. Mr. Slater reminded members that they received the Report of the Governance & Community Relations Committee as part of the July 28, 2020 mailing. The Report included recommendations for By-law amendments as well as a slate of nominees for election.

Approval of By-law Amendments

Moved by: David Slater

Seconded by: Jackie Dales

that the Membership of the Highland Shores Children's Aid Society approve the revisions to the By-Laws for the Highland Shores Children's Aid Society, as passed by resolution of the Board of Directors on March 25, 2020 and April 22, 2020.

The Motion was Carried.

Nominations to the 2020/21 HSCA Board of Directors

Elaine Philip, Secretary, facilitated the motion for the election of directors since Mr. Slater is up for re-election.

Election of Directors

Summaries of the biographical information on all candidates for election and reelection were contained in the material mailed to members on July 28, 2020.

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MINUTES OF THE 9TH ANNUAL GENERAL MEETING OF
HIGHLAND SHORES CHILDREN'S AID SOCIETY
HELD ON-LINE ON THE 3RD DAY OF SEPTEMBER 2020

Moved by: Elaine Philip

Seconded by: Susan Barberstock

that the following Members each be elected to the Highland Shores Children's Aid Board of Directors for three-year terms (2020-2023): David Slater, Marcie Milroy and Sherrilee Bell.

The Motion was Carried.

Resolution to extend Term Limitation for Michael McLeod and Jay Taugher

By-law 6.06 stipulates that directors term limits are 9 years and normally align with the September AGM date. While reviewing the Board membership rotation schedule, it was noted that Michael and Jay would reach their 9-year term limit on January 12, 2021, half-way through the year.

Upon the advice of our corporate counsel, the Board is recommending that the term limits for Michael and Jay be extended until the 2021 Annual General Meeting.

Moved by: David Slater

Seconded by: Nora Sawyer

That the Membership approve extending the term limitations for Michael McLeod and Jay Taugher to expire at the 2021 Annual General Meeting.

The Motion was Carried.

Mr. McLeod thanked Elaine Philip and David Slater for their report.

NEW BUSINESS

There was no new business.

ADJOURMENT

Moved by: Elaine Philip

Seconded by: Rick Phillip

That the ninth Annual General Meeting of Highland Shores Children's Aid be adjourned.

The Motion was Carried.

The meeting adjourned at 7:53 pm.