



# Board of Directors Minutes

Thursday, January 18, 2012  
 Pride Toronto Board Room  
 14 Dundonald Street  
 Toronto, Ontario

**Present:** Francisco Alvarez, Evan Dean, Daniel Knox, Chad Simon, Luka Amona, Sean Hillier, Susan Gapka  
**Guests:** Kevin Beaulieu  
**Regrets:** Roy Mitchell

Meeting called to order at 6:38pm.

Item	Actions
<p><b>Item 1: Approval of Agenda</b></p> <p><i>Motion:</i> To approve the agenda for 18-Jan-12 as presented at the Board of Directors meeting.</p> <p>Moved: F. Alvarez            Second: E. Dean            Carried unanimously</p>	
<p><b>Item 2: Approval of Past Minutes</b></p> <p><i>Motion:</i> To approve the minutes for 7-Dec-11 as presented at the Board of Directors meeting.</p> <p>Moved: F. Alvarez            Second: C. Simon            Carried unanimously</p>	
<p><b>Item 3: Report provided by K. Beaulieu to the Board regarding:</b>            Sponsorship Requests            Office Rentals            Audit Results            Arts and Culture Plan</p>	<p>A special board meeting has been scheduled for Jan-28-2012 at 11:30am-12:30pm regarding the Audited Financial Statements.</p>
<p><b>Item 4: Resignation of Paola Solorzano</b></p> <p>On December 18<sup>th</sup>, 2011 the Board accepted the resignation of Paolo Solorzano from Pride Toronto, which took effect immediately.</p>	
<p><b>Item 5: Board Goals for 2012</b></p> <p>Motion: To approve the 2012 goals as reflected in the Attachment</p> <p>Moved: F. Alvarez            Seconded: L. Amona            Carried unanimously</p>	

<p><b>Item 6: WorldPride Planning Committee Update by F. Alvarez &amp; L. Amona</b> The Board will meet to create a strategic plan for WorldPride 2014.</p>	
<p><b>Item 7: Board Committee Updates:</b></p> <ul style="list-style-type: none"> <li>- Board Development: M. Smith has joined as Chair</li> <li>- Community Relations: No updates, planning its first meeting soon and creating a public call out for community members</li> <li>- Governance: Met with membership committee; created terms of reference template for board committees.</li> <li>- Finance &amp; Audit: Creating Terms of Reference; provided a summary of the Budget and Audit process</li> <li>- Human Resources &amp; Compensation: Review of HR Policies and Review of recommendations regarding staffing positions.</li> <li>- Membership: Held meeting in December and joint meeting in January with Governance</li> </ul> <p>The Board would to thank the Membership committee for their dedication and work over the past months.</p>	<p>Deadline of Feb15th to have committee terms of reference available for the Board.</p> <p>Committee chairs should be providing Agenda's and Minutes to the Board Secretary after each meeting.</p>
<p><b>Item 8: International Grand Marshall</b></p> <p>Motion: To accept the staff report as presented to the Board for the 2012 festival with exception to the '2012 Program of Events'.</p> <p>Moved by: F. Alvarez Seconded by: L. Amona Carried unanimously</p> <p>Motion: Direct staff to come back to the board with a proposed program of events for pride that include all human rights programming (domestic and international) that specifically includes a plan for the first week of pride. This report will be presented to the Board at the Feb 15, 2012 scheduled meeting.</p> <p>Moved by: F. Alvarez Seconded by: C. Simon Carried unanimously</p>	<p>Staff review the IGM program and bring back recommendations as to how the IGM team should be structured and led, in order to allow for greater accountability (minutes &amp; agenda) and a more comprehensive decision making processes.</p>
<p><b>Item 9: Next General Meeting</b></p> <ul style="list-style-type: none"> <li>- <b>Agenda:</b> Elections Audited Financial Statements By-law Changes Community Relations Update WorldPride Update</li> <li>- <b>Election</b> – Outreach for candidates</li> </ul> <p>Motion: We openly elect 3 vacant positions at the GM of March 1<sup>st</sup>, 2012. Be it further resolved that we strongly encourage members of historically disadvantaged communities to apply, especially women. Further that the organization encourage, recruit and strongly</p>	

<p>advocate that this goal be encouraged.</p> <p>Moved by: S. Gapka          Seconded by: L. Amona          Abstained: C. Simon          Carried</p> <p>- <b>Membership by-law changes</b>          The proposed changes will be sent to legal counsel for review and are to be re-presented to the board via e-mail.</p>	
<p><b>Item 10: 2012 Festival Theme Selection</b></p> <p>Motion: Staff are to further vet the possible options and bring back four (4) theme recommendations to the board by Jan-23.</p> <p>Moved: S. Hillier          Seconded: C. Simon          Carried unanimously</p>	
<p><b>Item 11: WorldPride Retreat objectives &amp; preparation</b></p> <p>Update on retreat agenda.</p>	
<p><b>Item 12: Azores Pride solidarity Partnership</b></p> <p>Update on a request from Azores Pride Partnership</p>	
<p><b>Item 13: Board Meeting Schedule</b>          Board to meet on the following dates:          21-Jan-12 – Board Retreat re: World Pride          15-Feb-12          14-Mar-12</p>	
<p><b>Item 14: Other Business</b>          S. Gapka – Trans Health Lobby Group: Possibility of creating a partnership to advocate for Trans Rights.          L. Amona – Fierce Canada Pride will be holding there GM in March and the ED and Co-Chair will be attending.</p>	
<p><b>Item 15: Motion to Adjourn</b></p> <p><b>Motion:</b> <i>To Adjourn the Meeting</i></p> <p>Moved: S. Hillier          Second: L. Amona          Carried unanimously</p>	

**Meeting adjourned at 11:14pm.**

**Items voted on via e-mail**

<p><b>Item 16: 2012 Theme Selection</b></p> <p><b>Motion:</b> <i>To accept the staff report outlining the four themes for Pride 2010 and to present the short list at the Monthly Team Meeting</i></p>	
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Moved: F. Alvarez  
Second: L. Amona  
Carried

Motion passed at 2:41 on 6-Jan-12