

MINUTES – BOARD



Britannia Board Meeting July 9, 2025

Via Zoom and Conference Room

PRESENT: Adrienne Bale, Susanne Dahlin, Pamela Dudas, John Flipse, Pat Hogan, Vera Jones, Norm Leech, Craig Ollenberger, Terumi Squibb, Naina Varshney

STAFF: Suzette Amaya, Cynthia Low, Peter Odynsky, Jeremy Shier, Kathy Whittam, (recording)

REGRETS: Tom Chang, Ariela Friedmann, Nicki McGowan

Call to Order

Craig Ollenberger called the meeting to order at 6:08pm.

Territory Honouring

Craig Ollenberger shared gratitude to be a part of the stewardship of our community and acknowledgement of the unceded ancestral lands of the x^wməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səlílwəta? (Tsleil-Waututh) Peoples.

1. ADDITION OF TOPICS

MOTION TO APPROVE AGENDA AS PRESENTED

Norm Leech / John Flipse

ADOPT BY CONSENSUS

2. MOTION TO APPROVE THE MINUTES OF June 11, 2025.

Abstain: Vera Jone

Norm Leech / John Flipse

ADOPT BY CONSENSUS

3. PEACE CIRCLE

Apologies to Suzette for upset during Feb 12 meeting. Everyone sees the good work being done under her leadership. There is still a lot of work to do together and gratitude to be moving forward in a good way.

4. OLD BUSINESS

- a. Strategic Plan DRAFT – Cynthia, Briefing note p.7-11
 - Working group identified gaps, ie people who don't use the centre
 - Will be tabling at the park in July & Aug for more public input
 - Revision of draft will be presented at September meeting
 - Board members can submit comments to Cynthia, or circle thoughts with other Board members

MINUTES – BOARD



- 400 survey responses, membership & staff
- This will guide the next 5 years, important to review and share feedback

- b. Board Terms By-Law Changes – Craig
 - Briefing note shared
 - Speaks to potential change of 3x2 year term timeline limits
 - Maybe restrict Executive terms rather than limit Board terms
 - 6 years is a long time, can take a year off and come back again if committed
 - Encourage others to step up, nurture relationships
 - Committees can do more, need to empower and rejuvenate some of them with dynamic people
 - As a by-law change, must be brought to AGM for vote
 - Benefit of long terms is retain knowledge bank of Board members with experience
 - A Knowledge Keeper role could help
 - Need to address big picture like governance vs management
 - Strike a committee for governance issues specific, or work for Board Development
 - Learn more about what is a Board of governance, benefits if any to switching to this style
 - Add to planning day agenda
 - Start recruiting good members for the Board and for Committees
 - Committees need board members – question capacity for ALL the work
 - Pressure around Renewal to continue, part of discussion while tabling with public
 - Board development responsibility – efficacy and capacity of board
 - Norm to work with Jeremy to lay out of governance plan – how & why – to present at planning day

MOTION to table until concrete instruction

John/Pam

- c. 2025 Priorities – Cynthia, Briefing note p.12-13
 - Finance Committee supports using money from Discretionary Reserve towards unfunded 2025 Priorities
 - Good use of the money but it will eliminate discretionary funds
 - Next years budget can't have a deficit because padding won't be there
 - Need a plan for contingency if additional funds can't cover ongoing costs
 - Milestones established so if not generating revenue – then what?
 - Focus must be on fund development

MOTION recommendation...

Susanne/Norm

- d. Child Care - Cynthia
 - Societies have agreed to the merge with Britannia
 - Met with unions and supervisors to see what concerns staff have on the merger
 - Hope to complete the process by Sep 2
 - Eagles & Grandview Terrace are negotiating a collective agreement
 - Labour adjustment plan
 - BCGEU has terms to meet if members interested in moving to CUPE
 - New financial model built by Jeremy this summer
 - October financial statements will reflect revenue of child care

MINUTES – BOARD



5. New Business

- a. Society Meeting Procedures DRAFT – Craig, Briefing note p.14-16
 - Recommended that Board Development look at Society meeting procedures
 - Concern about capacity for oversight and review of the work to be done
 - Present this draft for review and feedback
 - Procedures garnered from what's happened over 6 months
 - Desire for more of a circle consensus approach
 - Articulate discussions regarding meeting procedures, and follow core values
 - Working towards goals and priorities with purpose

- b. Board Accountability Framework DRAFT- Craig, Briefing note p.17-20
 - Based on reflections after February meeting
 - What happens if anyone does similar again?
 - How do we be held accountable when there is a policy/code of conduct breach
 - What is process to call out, and move forward in a good way
 - Desire is for something to guide us in future
 - Commitment to Suzette in letter and this is part of follow through
 - Who does what when? Not instructional in current code of conduct
 - Specific responsibilities of who will follow up with person who calls out
 - Rather than bureaucratic – an option for peace circle/mediation
 - Board development to work on this

- c. Board Skills Matrix DRAFT – Craig, Briefing note p.21-22
 - Evaluating what skills we have, what skills we want
 - Self assessment, also perception of board overall
 - Opportunities for things like training for growth and development of Board
 - Please finish survey and give feedback to Jeremy
 - Will help us Identify where we need expertise, and help efforts to build capacity

- d. Management Work Plan
 - Cynthia and Jacky – priority focus is child care merging, fund development
 - Negotiating space in the school for potential program use
 - Jeremy beginning to look at next years budget
 - Suzette leading art gallery and communications

6. MOTION TO GO IN CAMERA

Craig/John