

**St. Alban's Boys' and Girls' Club**  
**Board of Directors Meeting**  
**February 11<sup>th</sup> 2019**

Present: Don Stewart, Cathy Kozma, Adina Kaufman, David Nemirovsky

Regrets: Michael Broadhurst, Lynda Covello, Will Hutcheson, Jay Yedvab, Gianmichele Tarantino, Lisa Kakonge, Bill Quinn, Robert Evans, Howard Booth, Shama Ahmed,

Guest Jennifer Glover

1.0 Declaration of conflict of interest  
None

2.0 Motion to Approve the November 7<sup>th</sup> minutes  
**Moved by: Adina Kaufman**  
**Seconded by: David Nemirovsky**  
**Carried**

3.0 Committee Reports

3.1 ED Compensation and Review: - No report

3.2 Governance :

3.2.A Bylaws revisions were discussed and shared with absent Board members for comments

3.3 Fundraising : Golf tournament scheduled July 9<sup>th</sup> 2019

3.4 Strategic Plan : work plan deferred to April 1<sup>st</sup> 2019

3.5 Camp – Road, culvert, cabin removal completed in January.

4.0 Executive Director's report:

4.1 Hi Mama: A parent engagement software used by out daycare has raised concerns that the name is not inclusive. We have reached out to HI Mama and they are not interested in changing their operating name. We will look for an alternative program.

4.2 Vacation Policy: The City of Toronto has asked us to poll our parents to ensure that they are aware that they pay more to have this flexibility.

4.3 Room ratios: The City is also concerned that our Daycare is not operating in a efficient way. Our room sizes tend to be measured for 10-12 children and with 2 ECE staff in a room the City suggests we should reduce one staff and 2 – 4 children to operate more efficiently. The Board agreed that with a long wait list for childcare it would be better for our community to maintain the ratios without reducing childcare spaces.

4.4 EHT rebate – Were approached by a company that would review or HST, EHT and payroll taxes for free to determine if we could get a refund for a commitment of 40% of the refund. They recommended that we could separate our different communities and office as separate accounts for EHT. We applied in 2002 do this with Jane and Finch and were denied. We applied to separate

our HST account in to 4 accounts and it was approved with a refund at over \$70,000. We will retain 60% and move forward with about a \$10,000 saving per year.

- 4.5 York Region: The YR Boys and Girls Club closed suddenly in December. We worked with provincial funders to restart a few the funded afterschool sites. In January we were able to open one site in Newmarket and hope to have 2 other operating in March.
- 4.6 Bamboo HR : After a long search and research the Club is moving to this company for HR information system. It will automate our paper process and help with onboarding. Key features are an employee portal for self-directed change of information, vacation requests, uploading of certifications etc.

#### Next Meetings

April 1<sup>st</sup>

June 3<sup>rd</sup>

June 17<sup>th</sup> AGM 6:30

June 9<sup>th</sup> Golf