ANNUAL GENERAL MEETING

Wednesday, October 10th, 2024 - 7:00 PM in person

Attendees: Elspeth Tory, Pascale Pergant, Geoff Gross, Sheri Segal Glick, James Meloche, Liz Izaguirre, Julie Lafrance, Paul O'Donnell, Matthew Wilson, Hilary Clauson, Michel Ouellette, Dan Ferguson, Peter Wightman, Erica Nowlan, Mona Warkentin, Tanis Hodder, Clare Rogers, Jason Irvine

Regrets: Alex Bonnyman, Debora Sarmento

Welcome and Call to Order/Constitution of the Meeting

Review and Approval of the Agenda

***MOTION**: Be it resolved to confirm and approve the agenda for the annual meeting of members of GNAG.*
Elspeth/James - motion carried

Review and Approval of the 2023 AGM Minutes

***MOTION**: Be it resolved that the minutes of the last annual meeting of GNAG held on September 20th, 2023 be accepted as presented and confirmed.*
Julie/Liz, Motion carried

Chairperson report:

Strategic Planning Collaboration: The board partnered with Sarah last fall to engage in a comprehensive strategic planning process, identifying long-term goals and priorities for the

organization.

Formation of Committees & focus groups working on critical areas to address specific organizational needs.

- Governance Committee: Tasked with reviewing and enhancing governance structures, performance, composition, and board recruitment.
- Diversity, Equity, and Inclusion (DEI) Committee: developing strategic approaches to mae the organization more accessible, equitable and inclusive of all stakeholders.
- Bylaw Review focus group: Reviewed existing bylaws to ensure they not only comply with ONCA but that they reflect best practices, comply with legal requirements, and align with the organization's mission and values.

Fundraising Highlights: The GNAG team and committees continue to organize and run engaging fundraising events, including:

- Taste in the Glebe
- House Tour
- Trivia Night

Community-Centered Initiatives: In addition to fundraising, the team has hosted a variety of community-focused events, such as:

- Halloween Haunted House
- Craft Fair
- Winter Carnival
- Rink Party
- The Drowsy Chaperone Musical
- Community Safety Forum

The year ahead:

- Focus on Key Initiatives: Targeted efforts to strengthen the organization and engage the community.
- HR Policies Review: Enhancing HR practices for a better workplace culture.
- 50th Anniversary Celebration: Planning a milestone celebration to honor our history and community impact.
- Volunteer Recruitment and Recognition: Developing strategies to attract and appreciate volunteers.
- Thank you to the incredible team at GNAG
- Thank you to outgoing board members: Sarah Wilson, Rebecca McKeen, Elspeth Tory
- Thank you to our amazing ED Sarah Routliffe

Executive director report:

GNAG Programming Highlights

- 22% percent increase in program revenues since the 2022-23 fiscal year.
- At a very high level, every single department outperformed the previous few years as we peaked to our maximum capacity.
- High performers: Preschool, Children & Family, Pottery, Dance with Emilie.
- Key reasons: reviewing demographics from strategic plan for intentional program offerings, reviewing feedback forms and making changes, increasing program offerings/spots, new contacts and programming, and amazing people leading these initiatives.

Events and Fundraising

- In a comparison of Fundraising from the 2022/2023 fiscal year, we increased fundraising revenues by around 9%.
- All events were a massive success, The House Tour, Halloween, Winter Carnival, Rink Party, Taste in the Glebe, Craft Fair, Trivia, etc..
- Key takeaway: community connections are strengthened through events
    - Opportunity: bringing back events and their formats to success seen prior to the pandemic.
    - Challenge: with a smaller full-time team we need more volunteer committee based events that are not as heavily reliant on staff.

Office/HR

- Strategic Plan Year 1 is complete.
    - All goals have been met for each area: Enhancing Community Centric Programming, Financial Sustainability and Accountability and Redefining Organizational Structure.
- Big warm welcome to Erica Nowlan as a full-time team employee and Maya Ethier as our Adult Program Coordinator.
- Preschool Playground has been installed and the grant project is completed.
- Key takeaway:
    - Challenges: staff turnover and personal leave caused periods of disruption for the full-time team.
    - Opportunities: These challenges were successfully navigated by the team, showcasing adaptability. We are now entering a period with a fully staffed team, opening the door to stability.

Community Partnerships External

- City of Ottawa
- BIA + Local Businesses
- GCNS
- GCA
- Canada Summer Jobs Grant

- Joel Harden
- Community Safety Council
    - (BIA, GCA and GNAG)

Internal Programs and Services

- Integration Program Year Round
    - 21 of families assisted and 32 opportunities.
- Financial Assistance Program
    - Full budget of 12k utilized
- Increased Community Development Fund (CDF) by $70,023.58

A Look Ahead…..

- Compensation Review is completed and will be implemented to help support current employees and engagement.
- Facility Updates are in the works and we will be installing a washer/dryer for the team funded by our Covid Relief Fund.
- Completion of the Strategic Plan year 2 is underway.
- Looking forward to having a complete full-time team back together.

Recognition and appreciation

- Volunteers, regular staff
- Executive
- Full time staff
- Banner fiscal year with healthy reserve fund. Looking at sustainability going forward

Treasurer's report:

- Comparison of budget to actuals
- Tremendously better than last fiscal year
- Up by $270,000 compared to what was predicted
- Saved some money because of staffing challenges (thank you to staff for covering those gaps)
- $68,000 operating surplus
- $64,000 interest from investments
- Great year all around

MOTION*: Be it resolved to confirm and approve the financial statements for the fiscal 2024 year*
James/Sheri motion carried

Transition to the Ontario Not-for-Profit Corporations Act (ONCA)

- Ontario not for profit corporation act needed to make sure bylaws complied under the new statute
- Thank you to Bill Johnson who did so much work getting our bylaws together and instrumental in creating these bylaws
- 21 pages in the new bylaw with more robust descriptions of our protocols but gives flexibility for future boards to alter policies as needed. Net positive.
- Hired legal council who has finalized the documents to ensure full compliance

MOTION: Be it resolved as a special resolution that:

1. The Articles of Amendment of the Corporation, which have been submitted to this meeting are confirmed, subject to any revisions that may be required by the Ontario Ministry of Public and Business Services Delivery;

2. The repeal of the current by-laws of the Corporation (being the general operating by-law of the Corporation and By-law No.1 of the Corporation) and the enactment of general operating by-law of the Corporation by the directors (which new general operating By-law No. 1 has been submitted to this meeting) is confirmed; and

3. Any two of the officers and directors of the Corporation are authorized to take all such actions and execute and deliver all such documentation, which are necessary or desirable for the implementation of this resolution

James/Sheri, Motion carried

Election of new board members:

MOTION: Be it resolved that the following listed individuals be elected as Officers and Directors of the Board of Directors of the Glebe Neighbourhood Activities Group for the 2024 – 2025 year, such nominations having the unanimous support of the current Board of Directors and being in keeping with the Bylaws of the organization.

Officers
Pascale Pergant, Chair
Sheri Segal-Glick, Vice Chair
Geoff Gross, Treasurer
Debora Sarmento, Secretary

Board of Directors

Alex Bonnyman
Liz Izaguirre
Julie LaFrance
Christine McAllister
James Meloche
Michel Ouellette (new)
Matthew Wilson (new)

Pascale / James, Motion carried.

Motion to adjourn:

Pascale / Geoff