



Present

Elizabeth Brandeis	President
Carol Couchie	Vice President
Jasmin Tecson	President Elect
Genia Stephen	Secretary
Janis Dalacker	Member at Large
Bounmy Inthavong	Member at Large
Disha Alam	Member at Large
Kim Cloutier Holtz	Member at Large
Liz Fraser	Member at Large
Amy Nelson	Member at Large

AOM Staff

Kelly Stadelbauer	Executive Director
Juana Berinstein	Director, Policy and Communications
Ellen Blais	Director, Indigenous Midwifery
Anna Ianovskaia	Executive Assistant (recorder)

Regrets

Sarilyn Zimmerman	Member at Large
Melodie Smith	Member at Large
Mandy Levenson	Treasurer

The meeting began at 3:04 pm.

Land Acknowledgment

E. Brandeis began the meeting with a land acknowledgment.

1.0 Agenda Review and Approval

The agenda was approved as circulated.

MOVED: G. Stephens

SECONDED: B. Inthavong

CARRIED.

Recorder's Note: L. Fraser joined the meeting at 3:06 pm.

2. 2020 Budget

K. Stadelbauer reminded the board that at the November 2019 board intensive the Board motioned to defer the 2020 budget due to the ongoing negotiations process with the Ministry. Based on discussion at member meetings, there is confidence the tentative agreement will be ratified.

2.1 Audit Committee Recommendation

M. Levenson presented the recommendation from the AOM Audit Committee to the Board of Directors, for the approval of the 2020 Budget.

2.2 Assumption

K. Stadelbauer walked the Board through the Assumptions document. Significant assumptions included some payroll adjustments, such as hiring of Director of Human Resources and Operations, as well as a Director of Anti-Racism and Equity. Increases in professional development costs were noted.

Recorder's Note: B. Inthavong left the meeting at 3:25 pm.

J. Tecson posed questions about the net number of members entering 2020, as compared to previous years. K. Stadelbauer indicated the number presented is more conservative than in the past; partial factors to take into consideration include mental health and bullying.

2.3 Revenue Risks

K. Stadelbauer walked the Board through the *Top 10 Financial Risks to Revenue in 2020*, and explained the thinking behind the rankings of each risk.

K. Stadelbauer noted 2020 is beginning without significant financial risk.

Item 1 from the Document was identified as having higher risk. K. Stadelbauer noted this risk is typical for the Association and is present annually.

2.4 Budget

K. Stadelbauer pointed out the projected 2020 reserve, which meets reserve policy requirements. As the previous year was budgeted for a deficit, the AOM is well under budget from its original projections. These variances have been reported to the Board throughout the year.

Recorder's Note: B. Inthavong rejoined the meeting at 3:35 pm.

The Board discussed and acknowledged K. Stadelbauer's approach to conservative budgeting. K. Stadelbauer noted Directors frequently discussing staffing, structure, and the organizational chart. Staff recently discussed the fifth Strategic Goal and how to appropriately staff it. The presented budget takes into account costs for hiring two Director positions.

J. Tecson inquired as to whether it is possible to know if the 2021 Budget will be closer to balance. K. Stadelbauer indicated some of the positions that will be hired are grant funded, which bring certainty. One area in which the AOM budget tends to fluctuate is around income, particularly with respect to membership fees. AOM membership, along with HIROC funding increases, while staffing can be fluid. E. Brandeis reiterated that K. Stadelbauer's approach to budgeting is a strength that has been witnessed over a decade.

One highlighted change in the Budget was an increase to funding to Committees, given the new Racial Equity, Disability, and LGBTQ2+ Committees.

The AOM is expecting a legal invoice for assistance with the negotiations process, which is due to come in at the end of January. This will have an impact on the 2020 Budget.

MOTION: *To approve the 2020 budget as recommended by the Audit Committee.*

MOVED: J. Tecson

SECONDED: L. Fraser

CARRIED.

Recorder's Note: E. Brandeis and M. Levenson left the meeting at 4:02 pm.

3.0 Update on HRTO

K. Stadelbauer provided a recount of the HRTO case for the Board. The AOM expects to hear from the tribunal sometime next week with a potential date for the release of the remedy decision. The AOM intends to make plans surrounding implications for Divisional Court and drumming up media attention. There are still many unknowns. The AOM will inform the Board and membership once they hear from the tribunal.

J. Berinstein led a discussion on the components making up the human rights framework in Ontario – the Ontario Human Rights Commission, the Human Rights Tribunal of Ontario, and the Human Rights Legal Support Centre. In recent news, Premier Ford by-passed the public appointment process to the Human Rights Commission, appointing two individuals who were not applicants. J. Berinstein sits on a Community Advisory Board of the HRC. A letter asking for the rescinding of the two appointments will be presented. Adjudicator appointments are simultaneously being made by government to the HRTO. This should not directly impact the AOM, as adjudicator Leslie Reaume is stayed to release a decision.

4.0 Adjournment

MOTION: To adjourn the meeting.

MOVED: J. Dalacker

SECONDED: A. Nelson

CARRIED.

The meeting was adjourned at 4:10 pm.