



**Mole Hill Community Housing Society
Board of Directors Meeting**

Date: October 13, 2010

Time: 6:45pm

In Attendance:	Absent:	Recorder:
Gillan Jackson	Antonio Baro-Castilante	Angela Quiambao
Margot Beauchamp		
Robert Nickerson		
Elizabeth Kemp	Regrets:	
Doug Tomkinson	Jacinta Eni	
Carellin Brooks	Matthew Oliver	
Ewa Gersin		
Stephen Reid		
Derek Wood		
Nitin Madhvani (conference call)		

1.0 Call to Order

The meeting was called to order at 6:32 pm

2.0 Adoption of Agenda

**MOTION: Doug Tomkinson moves to accept the agenda
Robert Nickerson seconds. All in favour. Carried.**

3.0 Election of Officers

**MOTION: Carellin Brooks moves for Robert Nickerson to continue as Secretary
Doug Tomkinson seconds. All in favour. Carried.**

**MOTION: Robert Nickerson moves for Derek Wood to continue as Treasurer
Ewa Gersin seconds. All in favour. Carried.**

**MOTION: Robert Nickerson moves for Doug Tomkinson to be Vice-Chair
Elizabeth Kemp seconds. All in favour. Carried.**

MOTION: Robert Nickerson moves to have Nitin Madhvani chair the Adhoc Committee on Constitutional & Bylaw review with Don Allison Doug Tomkinson seconds. All in favour. Carried.

MOTION: Derek Wood moves to table the election of Privacy officers Robert Nickerson seconds. Carried.

4.0 Recap of AGM

4.1 Review of Minutes

Section 3.2, Pg.3:

- Re-word the first paragraph to: "Minutes from the SGM was presented and a discussion ensued regarding the SGM and the validity of the results."

The AGM minutes will be available in the office for members who wish to obtain a copy. Member names and the date of the request will be kept for office records.

5.0 Adoption of Past Minutes

5.1 Minutes from September 15, 2010

Section 4.0, Pg. 8:

- Change "MOTION" to "REPORT"

MOTION: Robert Nickerson moves to adopt the minutes with the correction above

Elizabeth Kemp seconds. All in favour. Carried.

6.0 Reports

6.1 Financial

See attached report

6.2 Executive Director

See attached report

Administration:

- Best Books has been given notice that Mole Hill will no longer be doing business with them. Tracey McGrogran will be taking over with the bookkeeping position commencing November 1, 2010.

Exterior Repairs:

- Note on the third point: "To date, \$102,453.56, including taxes, has been spent on materials and labour for painting and carpentry work on porches."

1150 Comox St. House:

- After a meeting with Tim Stephenson, a request for \$1.8 million for the 1150 Comox Street house was put forward.
- Mole Hill does not have the funds to purchase the house or put a down payment on it; however, MH does have the authority to get funds for it.
- The concern of the Board is that the heritage feel won't be kept in the community.

MOTION: Robert Nickerson moves to go in-camera

Nitin Madhvani questions if E.D. should be included in the discussion.

Chair permits it.

All in favour. Carried.

The report on air quality inspections at one of the Mole Hill houses has been discussed further.

MOTION: Robert Nickerson moves to go out-of-camera

All in favour. Carried.

7.0 Business Arising

7.1 Performance Review of E.D.

See attached report

The E.D. felt that it was ok that the review was released to all Board members.

7.2 Review of Management Report from Gayle Hadfield

See attached report called "Human Resources Report"

The Board determines the E.D.'s salary while also approving the budget for other employees. However, the E.D. is responsible for ensuring that the salaries of MH employees are within the budget approved by the Board. The E.D. is also responsible for hiring, supervising, and firing MH employees.

The job that Brian Ferguson does is not valued in his salary therefore a recommendation to increase his salary was made. For the recommendation of his salary increase, the Chair would like to suggest increasing Brian's salary by \$3,000 in the immediate term and changing his job title to "Property Manager"; and then, for the new year, considering the need for a committee to the Board that deals with salary issues.

ACTION: The E.D. is to make a summary of the review for backup documentation as to why Brian should receive a raise.

The E.D. is a contractual employee and is not a direct employee of Mole Hill. The E.D. suggests that rather than bringing in a new one-year contract employee that she becomes a permanent employee instead. The Board is to discuss ways for the E.D.'s employment status to be brought to agreement with the other employees of Mole Hill.

MOTION: Robert Nickerson moves to discuss the E.D. position further as stated above
Doug Tomkinson seconds. Carried.

7.3 Plan for Review of Constitution and Bylaws

MOTION: Robert Nickerson moves to table the discussion of Constitution and Bylaws
Derek Wood seconds. Carried.

8.0 New Business

8.1 Orientation/Strategic Planning

MOTION: Robert Nickerson moves to table the discussion Orientation/Strategic Planning
Carellin Brooks seconds. Carried.

8.2 Application for Membership

Alexander Finlayson has applied to become a member and has paid the \$5 application fee

MOTION: Robert Nickerson moves to accept Alexander Finlayson as a member of the Society
Carellin Brooks seconds. All in favour. Carried.

8.3 Resignation of a Board Member

The Chair has received a letter from Matthew Oliver regarding his resignation.

MOTION: Carellin Brooks moves for the Chair to continue communication with Matthew to find solutions for him to continue being a Director of the Board.
Robert Nickerson seconds. All in favour. Carried.

9.0 Next Meeting

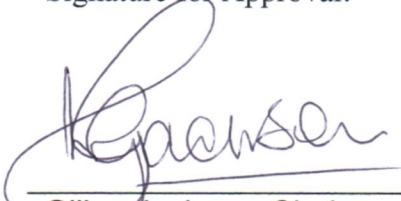
The next Board of Directors meeting will be held on Wednesday, November 17, 2010 commencing at 6:30 pm.

10.0 Adjournment

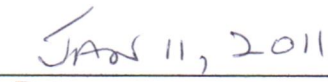
**MOTION: Carellin Brooks moves to adjourn the meeting.
Stephen Reid seconds. All in favour. Carried.**

The meeting was adjourned at 9:00 pm

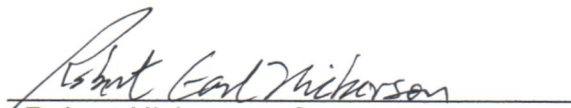
Signature for Approval:



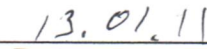
Gillan Jackson, Chair



Date



Robert Nickerson, Secretary



Date