



# Minutes

## Board of Directors Meeting Mount Pleasant Community Centre Association

**Date:** Tuesday, March 16<sup>th</sup>, 2021

**Time:** 7:10 PM

**Location:** WebEx

**Present:** Rod H., President  
Anita R., Past President  
Meghan M., Treasurer  
Thomas F., Executive At Large  
Margery D., Board Member  
Clare B., Board Member  
Michael D., Board Member  
Claire W., Board Member  
David C., Board Member  
Steve Q., Board Member  
Bianca C., Board Member

**Staff:** Brenda T., Community Recreation Supervisor  
Kate R., Child Care Manager

**Guests:** John I., Park Board Commissioner

**Absent:** Jim B., Board Member

**Recorder:** Gary C., Administrative Assistant

**Regrets:** Suman C., Secretary  
Maja J., Board Member  
Joanna F., Board Member

### I **Call to Order:** at 7:13 PM by presiding officer Rod H.

Rod reminds everybody to maintain respectful communication: practice politeness, courteous and kindness, listen graciously, avoid negativity, do not over criticize, treat people equally, be emotionally empathetic, and value others' opinions.

### II **Acceptance of Agenda**

**Moved by: Margery D./ Seconded by: Claire W.**  
THAT the Board accepts the agenda for today's meeting.  
**CARRIED**

### III **Board Meeting Minutes from February 16<sup>th</sup>, 2021 and March 6<sup>th</sup>, 2021 (online)**

- The date needs to be adjusted in the minutes. February 12<sup>th</sup> will be changed to February 16<sup>th</sup>.

**Moved by: Anita R./ Seconded by: Mike D**  
THAT the amended Board meeting minutes of February 16<sup>th</sup>, 2021 and March 6<sup>th</sup>, 2021 are adopted.  
**CARRIED**

### IV **Park Board Commissioner's Report**

- Park Board wasn't able to operate the winter lights event that supports the Firefighter Burn Fund. There was a full train ride video put up in lieu and donations were raised. There was over \$100,000 sold in ticket sale, \$74k was raised for the Burn Fund.
- Burrard View Park proposed Vancouver urban food forest has been referred to do some locational items. The collective proposal may come to a park near MPCC.
- There will be some changes to procedure bylaws to end emergency meetings held by two commissioners. John has moved a motion to change it to 3, but the Province will need to give the approval.
- The temporary bike path in Stanley Park is going to be open after a period of consultation with seniors and disability committees.

- There was a motion passed to have City Planners be advised of concerns of possible changes to protect views from QE Park and have low intensity turf maintenance. The low intensity turf maintenance provides more ecological benefits.
- John sits as the liaison on the Vancouver Planning Commission committee and there were some information provided on the Broadway Plan. Affordable housing will be preserved along the corridor, which will be a benefit to everybody. John suggests any questions or concerns to be forwarded to him to bring to discussion.

## V Financials

- The next financials will be in June/July.
- Things are stalled while the new contact at VanCity is off on holidays. Suman will need to be setup with signing authority and EFT payments will need to be setup for the contractors/vendors. Members of the Executive will be reviewing all reserves and accounts with Cathy. Anita is participating in the meeting to review the accounts as well. Meghan will arrange with Cathy to setup some information to be distributed to the member. Cathy is also working on a new requisition form.

## VI Committee Reports

### A. Pool Committee

- Nothing new to report. The Committee is waiting to hear from Cathy on the account numbers for the Canada Helps fundraising platform. Rod will follow up with Cathy.

### B. Park Committee

- Anita will find out more information to share with the Board on the St George Rainway.
- The Park Committee will be working on the Terms of Reference as well.

### C. Community Outreach Committee

- The Committee is in the process of entering 9 pages of information on the website.

### D. Program Committee

- The committee and staff developed a ranking system for program proposals when there is a scheduling conflict. Staff are connecting with the instructors and will be following up with the committee to get some help with the ranking priorities based on the criteria set.
- With the uncertainty and changes that come rapidly, it was suggested at the meeting that the brochure will not be created for the upcoming season. A simplified PDF document will be created by Staff to post online with the program details. This will allow for some flexibility if staff need to make changes to the information in the brochure.

### E. Childcare Committee

- COVID Bonus – Things are going well financially for the Association and Childcare, thanks to good planning and government support.. Other childcare centres in similar situation have provided bonuses to thank staff for their phenomenal work throughout the pandemic. The Childcare Committee discussed it and approved the bonuses to staff.
- The Board moves into an in camera meeting.

***Moved by: David C. / Seconded by: Anita R.***

Whereas: **A.** Childcare staff has gone above and beyond all reasonable expectations in keeping childcare programs running during the pandemic; **B.** As a result of financial prudence and government support, the childcare budget can support a one-time bonus in recognition of the additional work and stress undergone by all staff during the pandemic; and **C.** the MPCCA values and wants to recognize the hard work of its staff during unprecedented times.

Be it resolved that: the Board approve a one-time pandemic bonus be paid out in the following amounts:

**a.** Manager (x1): \$2,500;

**b.** Coordinators (x2): \$1,500;

- c. Full Time ECE (x19): \$1,000;
  - d. Part Time ECE (x1): \$300
  - e. Part Time Out of School Care Staff (x7): \$300;
  - f. Admin Staff (x1): \$285
- CARRIED**

- Pandemic Pay Policy – When there was a previous exposure, VCH informed staff that no one was required to self isolate, but some staff were uncomfortable returning to work. The staff took a few extra days to self isolate before returning back to work. The Childcare Committee would like to establish a policy for these situations going forward in case there is another exposure event, to ensure staff feel supported and not incentivizing staff to stay off work. If there is a confirmed exposure at working, but they are not medically directed to self isolate, then the staff would receive two days of substitute wage. Additional days would be taken from their vacation bank. If staff are medically directed to self isolate, then staff will receive sick pay and should be able to apply for the Canadian Recovery Sickness Benefit and use other available banks.
- Staff accrue 1 sick day a month and 7.2hours per month for vacation. Most staff between 2 to 3 weeks of vacation, depending on their seniority. The reason for the 2 days as opposed to more is to create a disincentive for staff from staying home. This is a compromise for what other centres are providing and what the centre can provide in terms of support. There is a risk that all staff stay home and support will need to be called in. In comparison, the City only provides support if the staff member is medically direct to self isolate. Meghan is in support of the Pandemic Pay Policy .

#### F. Executive Committee

- Financial policy - The names in the document will be taken out and the positions will remain as is. With the recent changes with the bank account to go to online payments, it may change the policy. The model on the EFT payment is the same that is being used for childcare payments, so there wouldn't be much change to the financial policy.
- The policy will need to be referred back to the Executive Committee to amend before passing. The Will need to refer back to executive committee to amend before passing.

## VII Staff Reports

### A. Kate

- Parental leaves - Becky's position went out to staff as an EOI and will remain open for the next couple of weeks. The Manager position will be posted in a variety of locations on April 1<sup>st</sup>. The same structure is being followed back in 2019, with a few change to the length of the term and the salary.

### B. Brenda

- The centre is expanding the hours of operations starting on April 6<sup>th</sup>. The Library will be opening Monday to Friday until 8PM, so the centre will be adjusted to open a little later. There is no confirmation if the hours for the fitness centre will be changed.
- Many Supervisors were contacted about the application for the City Council Advisory Committee Members. Brenda will distribute to the Board with the application, which has a deadline of March 31<sup>st</sup>.

### C. President's Report

- Brenda's performance review was provided, with a very positive review. Her job will be posted this week as her last day approaches on May 21<sup>st</sup>.
- A performance review and planning session was completed with Kate.
- APG – The Association will need to start paying for GST, but there is uncertainty as to what areas that it would apply to. The APG is also looking at starting a task force to look at joining the retirement plan that is offered by the Provincial Government.
- Kudos to the centre staff for cooking soup and making sandwiches. Many of the receivers are very grateful for the service.

## VIII New Business

### A. Bus Stop decrease

- Translink has received complaints from some riders that don't want to take the bus because of the stops, adding time to the route. The organization is looking at bus stops that are not being used as well. There has been some bus stops removed in the West End, Macdonald, and Douglas Park. Residents are hoping to write letters to Translink in opposition to removing bus stop as it would make it difficult for some riders that can't walk far. Neighbours are asking for support from the Douglas Park CCA. If Douglas Park CCA writes a letter to Translink, would MPCCA be in support of the letter? Anita will bring back more information next month.

### B. Broadway Plan involvement

- There may be dramatic impacts from the development of the Broadway Subway. There could be changes to demographics, transportation flow and housing stock. There was a meeting at the MPNH with many developers in attendance. There hasn't been more citizen participation and Michael would like to make a formal request to COV Planning for a presentation to be held with the Association. Steve notes that affordable housing is very difficult for developers to provide. Michael will compose an email with Anita to put forward the request. Brenda will connect with Management who may be more involved with the project.

### C. COVID Gifting Fund

- Thomas would like to see if there is any interest in providing some form of gift to the staff at the centre, in light of the circumstances with COVID. As there are guidelines surrounding gifts for staff, Park Board employees are unable to be provided any form of gift. There haven't been many CCA staff on site since the start of the pandemic. Nevertheless, Thomas' thought is appreciated. This can be discussed at a later time with the Executive Committee.

## IX Adjournment

Meeting adjourned at 8:55pm. Next Board meeting to be scheduled on April 20<sup>th</sup>, 2021 at 7:10pm.

\* \* \* \* \*