

AFS BOARD OF DIRECTORS' REGULAR PUBLIC MEETING – MINUTES

Wednesday, October 22, 2025

5:00 pm

Virtual – MS Teams & In-Person



ATTENDANCE

AFS BOARD MEMBERS:	William Johnson, Chair James Agnew Wes Lavergne	Patricia R. Lofstrom Jane Omollo Megan Bernard	Dania Kuzbari Dan Swystun
REGRETS:	Lucia O'Connor	Rick Hamilton	Jennifer Geenen
STAFF/LEADERSHIP:	Ali Juma Stephanie Fetherston	Arlene Smith Jacob Bruzas	Obianuju Fadijo Natalie Young

MINUTES

1.0 Quorum

Quorum established.

2.0 Constitute Meeting

2.1 Call to Order

The Board Chair calls the meeting to order at 5:04 pm.

2.2 General Welcome

The Board Chair welcomes everyone to the meeting, both in-person and online.

2.3 Land Acknowledgement

The Board Chair provides the land acknowledgement.

2.4 Declaration of Conflict of Interest

No conflicts of interest declared.

3.0 Presentation

N/A

4.0 Agenda & Minutes

4.1 Approval of Agenda

MOTION

BIRT, the board approves the October 22, 2025, Public Board Meeting agenda as presented.

Moved by: Patricia R. Lofstrom
Seconded by: Dan Swystun All in favour. CARRIED.

4.2 Approval of Minutes

MOTION

BIRT, the board approves the September 24, 2025, Public Board Meeting Minutes as presented.

Moved by: Jane Omollo
Seconded by: James Agnew All in favour. CARRIED.

4.3 Business Arising from Previous Minutes

No business arising.

5.0 Consent Agenda

MOTION

BIRT, the board approves the September 24, 2025, consent agenda as presented.

5.1 Board Correspondence
5.2 AFS Foundation Report, *Jessica Lopatka**
5.3 Community Services & Strategic Initiatives Report, *Brenda Clarke**
5.4 Finance & Administration Director's Report, *Jacob Bruzas**
5.5 Human Resources Director's Report, *Arlene Smith**
5.6 Service Demand Report, *Natalie Young**
5.7 Director of Service Board Report, *Stephanie Fetherston**
5.8 CEO Report*

Moved by: Megan Bernard
Seconded by: Patricia R. Lofstrom All in favour. CARRIED.

6.0 Items Removed from Consent Agenda

No items removed from consent agenda.

7.0 New/Ongoing Business

7.1 2025/2026 Budget

The Senior Leadership Team provides a presentation of the budget as provided in the board package.
Highlights include:

- Total: \$15,616,808 (5.9% increase from previous year).
- Increase driven by one-time capital funding and targeted investments.
- Salaries and benefits comprise ~89% of total expenses.
- Expansion of recruitment efforts beyond Northern Ontario.

- Strengthening partnerships with post-secondary institutions.
- Use of Predictive Index for job profiling and recruitment.
- Investments in Green Space (measurement-based care) and psychology interns.
- Growth in Family & Adult Services: increased funding for Solicitor General services, gender-based violence counseling, and 211 services.
- Live-in Treatment Program (Lit): Licensed for 8 beds; budgeted for 7.
- Youth Wellness Hub: Virtual services pending launch; funding secured.

MOTION BIRT, that the Board approves the 2025/2026 Budget.

Moved by: Dania Kuzbari
 Seconded by: Patricia R. Lofstrom All in favour. CARRIED.

7.2 Accreditation Site Visit

- Interview Prep Meeting has been scheduled for November 3, 2025.
- The accreditation site visit by the reviewers will take place on the same November Board meeting

7.3 Executive Officer Nominations

- I. **Vice President Nomination:** Patricia (incumbent) accepted nomination to continue for another one-year term.

MOTION BIRT, that the Board approves Patricia Ricard Lofstrom to continue as Vice-President of Algoma Family Services commencing at the AGM of 2025 for a one-year term.

Moved by: Megan Bernard
 Seconded by: Jane Omollo All in favour. CARRIED.

- II. **Treasurer Nomination:** Vacant due to David Petersson's resignation; recruitment for a replacement is underway.

7.4 Slate of Directors

The slate of directors has a total of eleven board members due to David Petersson's departure. The board reviewed the 2025/2025 Slate of Directors as provided in the board package.

MOTION BIRT, the Board approves the 2025/2026 Slate of Directors for the annual general meeting.

Moved by: Megan Bernard
 Seconded by: Patricia R. Lofstrom All in favour. CARRIED.

7.5 Purchase of Refrigeration Van for Student Nutrition Program

Jacob stated that the Student Nutrition Program received funding for the purchase of a new van and requested approval from the board for the quote received from Paramount Truck Sales.

MOTION BIRT, that the board approves the quote received from Paramount Truck Sales for the purchase of a 2023 Ford Transit Cargo Van with refrigeration unit at the total amount of \$90,923.87 plus applicable HST.

Moved by: Dania Kuzbari
Seconded by: Megan Bernard All in favour. CARRIED.

7.6 Youth Hub Elevator and Kitchen Projects

MOTION BIRT, that the board approves the tender received from Jobst Brothers construction for Phase 1 of the Youth Hub Elevator and Kitchen projects for a total of \$335,744 plus applicable taxes.

Moved by: Patricia R. Lofstrom
Seconded by: Jane Omollo All in favour. CARRIED.

Other Business:

No other business

8.0 CEO Report

The CEO Report was added to the consent agenda.

9.0 Board Committee Updates

9.1 Service and Advocacy Committee Chair Report

The board members were encouraged to review the meeting minutes included in the board folder.

9.2 Governance Committee Chair Report

The board members were encouraged to review the meeting minutes included in the board folder.

9.3 Services and Advocacy Committee Chair Report

The board members were encouraged to review the meeting minutes included in the board folder.

10.0 Adjourn to In-Camera

MOTION BIRT, the board moves to adjourn to the in-camera segment of the meeting at 6:08 pm.

Moved by: Patricia R. Lofstrom
Seconded by: Jane Omollo All in favour. CARRIED.

11.0 Resume Regular Public Board Meeting

MOTION BIRT, the board moves to resume the regular public board meeting at 6:19 pm.

Moved by: Patricia R. Lofstrom
Seconded by: Jane Omollo All in favour. CARRIED.

12.0 Accept Motions Made In-Camera

No in-camera motions.

13.0 Adjournment

MOTION

BIRT, the board moves to adjourn the regular public board meeting at 6:20 pm.

Moved by: Patricia R. Lofstrom
Seconded by: Megan Bernard All in favour. CARRIED.

14.0 NEXT MEETING

- Next Regular Board Meeting November 11, 2025 @ 5 PM

Submitted by: Obianuju Fadjo, Executive Assistant