

Board of Management Special Meeting Minutes

June 13, 2019

Attendance: Denise Tucker, Tom Ambeau, Wayne Hay, Michelle Huggins, Randy Aylwin

Background: To meet with Randy Aylwin and the Executive Board to discuss items of concern addressed in an email to Denise Tucker dated May 29, 2019

Discussion:

- Denise started off by addressing Randy's concerns with BIA staff which are as follows:
 - Randy feels we should discuss Craig's job description in front of the board
 - The question came up as to if Craig is directing us as a board (also commented later as being run from the bottom up) or are we directing Craig (a board should direct the managing director)
 - He feels the need to discuss what targets we are looking for and how do we direct our staff towards those targets
 - What are the targets from the past board & what are our targets of our current board and how do they coincide? Or what is the staff striving for and does that line up with what this board wants
 - First, we need to have a strategic planning session then how do we create job descriptions based on our targets established at this session
 - Randy noted a few weeks back about adding it on the agenda to discuss Craig's job description and if a board member requests for something to be put on the agenda we should honour that
- Denise noted: Moving forward there will be a managing director's & chair report at every meeting which will help to address what is happening behind the scenes since the last board meeting
- Wayne's position as part of the Executive board was discussed. Randy feels that it should be up to the board as to Wayne's involvement on the Executive board and whether there should be a timeline as to how long he would remain on the Executive and do we make that a part of the constitution?
 - Denise expressed her concerns with not having Wayne on the Executive until such time that she fully understands her role as Chair
 - Tom also expressed that Wayne holds a lot of connections that are extremely beneficial to past and current projects
 - It was also discussed that Tom & Michelle feel that it should be up to the Chair how long a past chair remains on the Executive.
 - It was decided that this topic will be put on the agenda at the next board meeting.

- On the subject of Transparency – Randy spoke that there has been a lack of transparency on this board in the past and feels that the current Executive is following in the same path. He feels that there are too many secret meetings and whispering going on in board meeting that need to stop
 - When asked about Randy's actions in regards to speaking to BIA/board members in "alleys" that anything Randy says to us in an alley is like being said to the board.
- Randy addressed how we can better use our Councillors on our board to liaise between us and the city to help us achieve our targets, for example Wayne's good relationship with Michael Prowse
- Governance – It was discussed how at the last meeting when asked who wanted to be on the Governance committee only Tracey Baker raised her hand and how we all looked at Randy to volunteer for this as it seems obvious that he has a passion for it. Randy explained that he first wanted to speak with Dawn McAlpine regarding getting assistance in this area. At this time Randy has stated that he is willing to be on the governance committee
- Randy wanted to discuss the billboard that stands in front of Il Buco which currently promotes the Creative Corridor of our downtown but really misses the mark.
 - Tom speaks – It is the Creative Economy that is behind the Creative corridor which is in conjunction with the streetscape, farmer's market, Fischer building, Meridien Place. The billboard is rented on a monthly basis with the creative being changed approximately four times/year – He admits that this was rushed & poorly executed
 - Randy states how this billboard could have been better used to promote the Snowbirds and provides an example of mismanagement of staff
- At this point Wayne announced that he is going to step down from the Executive until the board decides how to move forward. Wayne excused himself from the meeting
 - Tom stated that he does not support this
 - Denise stated that she does not support this
 - Michelle refrained from commenting until later in the meeting stating that she supports the Chair in her decision regarding the timeline that the past Chair remains on the Executive
- The discussion came back to targets
 - how best to minimize and streamline targets and the importance of determining them
 - what were the targets of the last board? And does this board support these same targets?
 - It was established that a Strategic Planning session should be a separate meeting from the monthly board meeting
 - The last board was focused more on capital investment – We would like to hear about what was done in the past – Tom noted that this is all in the binder – Denise is currently reaching out to individual board members to listen to their concerns
 - It was discussed that these are some of the targets we are currently working on:
 - Governance
 - Streetscape
 - Connected Core
 - DC charges
- Randy asked: Why are we giving so much of our energy towards Streetscape?

- why was the BIA running the Streetscape meeting dated June 12 at the Sandbox and not the city?
- as per Denise – we act as a mediator between the businesses and the city to ensure that they are getting the support they need during construction
- As per Randy - why wasn't the City taking the lead on the discussion regarding the communications/marketing budget and stated that it is our role to push the city as advocates of our membership and suggested to put pressure on our Councillors to assist us on this
- Randy's behaviour towards BIA staff was brought up by Denise
 - Randy spoke that he is not attacking us and suggests to work cohesively with our councillors and board members which is a catalyst to moving forward with this board in the right direction
 - Denise said that the meetings sometimes feel like being on a firing squad – Randy's passion is great but the aggression & harassment towards the BIA staff has to stop
 - Randy said that the reason for getting on this board is to ensure it operates properly and wants to sit around the table and have open, honest conversation. Whatever this board decides he will fully support as long as the process is done properly. Polarizing is part of this current environment – our job is to soften the polarization – we are political leaders – he was excited for this executive and believes we can be the buffers to the polarization
 - Denise – suggests that he watch our code of conduct – the perception is that he is attacking Craig with threats to the Integrity Commissioner – he mentioned that he apologized to Craig at the board meeting. Denise said that the harassment at the BIA office has to stop.
 - Tom gave an example regarding Randy's aggression by saying that Meridien Place was "botched" and how this is not helpful to share that dialogue with Meridien bank staff which Tom took quite personally. This approach comes across as aggression
 - Denise stated that we will be watching the Code of Conduct more moving forward
 - Michelle stated that Randy has valid points of concern, however, they are being overshadowed by his aggression
 - Randy stated the importance of a healthy, transparent board – if he was the only person feeling this way he wouldn't be coming to the table.
 - Randy doesn't recall being presented a code of conduct and no one can recall signing it – It was suggested that this needs to be confirmed
 - Denise stated that we only think all of this is coming from Randy because we are not hearing any of this from any other board members
- Randy asked why are we resisting bringing an in-camera session about our staff?
 - Denise said she needs more time on this. Craig's job description and role & responsibilities are two different animals
 - Tom – we are not questioning the job description so let's be clear – role/responsibilities are day to day tasks and asked if all of the board are on board to the in-camera session?