




WYE MARSH WILDLIFE CENTRE

Escape... Explore... Experience

AGM APRIL 9, 2022

Friends of Wye Marsh Land Acknowledgement Statement

We acknowledge that the Wye Marsh Wildlife Centre is located on the Treaty and traditional lands of the Anishinabek (*ah-nish-i-NAH-beck*) Nation, territory of the Beausoleil First Nation, and traditional historic period homeland of the Huron-Wendat Nation. The Friends of Wye Marsh also recognizes that it is home to a large and diverse community of Indigenous Peoples, including Métis and Inuit.



AGENDA – AGM 2022

Quorum and Welcome (All)

Participation and Voting Instructions (All)

Review AGM 2021 Minutes and Motion to Accept (All)

Financial Statements for Year Ending October 31, 2021 (T. Turnbull)

Motions to Accept Financial Statements and Appointment of Auditors (All)

2021-2022 Budget (A. Marion)

Acknowledgement of Current and Past Directors (A. MacLean)

Board of Directors Election (All)

Executive Director's Annual Report (K. Hacker)

President's Annual Report (A. MacLean)

Other Business (All)

Motion to Adjourn (All)

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

- **Wye Marsh Annual General Meeting (AGM): April 24, 2021**
- **Call to Order:** The meeting was called to order by Dave Robertson.
- **Approval of the February 29, 2020 AGM minutes:** Francis Stringer (moved), Dave Robertson (seconded). Carried.
- **Financials - Thomas Turnbull (Grant Thornton) presented our financial statements and audit:**
 - The findings were presented to the Board on April 12, 2021.
 - There is a significant decrease in overall revenue during the period, mainly due to COVID-19. Pretty much all areas of revenue were impacted.
 - There is a two-fold increase in cash. We took advantage of the CEBA loan (\$40,000) and the EGIB grant (\$45,000 in deferred revenue). The deferred contribution has increased (part of this is due to the EGIB grant).
 - COVID-related: The wage subsidy program is included as a reduction of payroll expenses (\$117,000).
 - Given the circumstances, we're doing as well as we can be. We just need to keep doing what we're doing and make use of government supports, lay off staff as needed, etc.

REVIEW OF 2021
AGM MINUTES APRIL
24, 2021

Motions to Accept Financial Statements and Appointment of Auditors:

A motion for members to receive and approve of the financial statements for the fiscal year ending on October 31, 2020:

Moved: Joep Diening , Seconded: Graham Scrimgeour

Vote: All in favour.

A motion for the Board of Directors to appoint Grant Thornton as auditors for the financial year ending October 31, 2021:

Moved: Melanie Dupuis, Seconded: Garry VanGelderren

Vote: All in favour

A motion for the approval of the actions of the Board of Directors for the financial year ending October 31, 2020:

Moved: Dale Recchia, Seconded: Lynne Kirsch

Vote: All in favour

REVIEW OF 2021
AGM MINUTES APRIL
24, 2021

Acknowledgement of Current and Past Directors:

Ashlea Veldhoen and Lucie Tomson have resigned from the Board since the last AGM.

Current Directors entering second year of their two-year term: Nicole Horbatiuk (Vice President), Melanie Dupuis (Secretary), and Jana Luker (Director)

Current Directors standing for re-election: Debbie Lovas and Richard Leavens

A motion to elect Debbie Lovas and Richard Leavens to a second term:

Moved: Jana Luker, Seconded: Melanie Dupuis, Vote: All in favour

New Board members appointed since last AGM: Susan Molenda, Rebecca Cowie, Natalie Majer, Stephanie Zoschke, Alasdair Maclean, Tim Martin, Allan Grant and Allan Marion.

Board of Directors Election:

A motion to elect Susan Molenda, Rebecca Cowie, Natalie Majer, Stephanie Zoschke, Alasdair Maclean, Tim Martin, Allan Grant and Allan Marion to the FOWM Board of Directors:

Moved: Joep Dienen, Seconded: Graham Scrimgeour, Vote: All in favour

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

Report from the Executive Director:

- Mary Ann would like to thank all of the staff for their hard work over the past year. Between temporary lay-offs, constant schedule changes, and restricting hours, there was a lot of uncertainty, but they were all so devoted to the Wye Marsh and wanted to make sure things could continue on as best (and as easily) as possible.

November 2019 – February 2020 – Things were going well

March 2020 – September 2020:

- Staff hour reductions and lay-offs, cancel events, cancel orders, hunker down
- May to June - Re-group, open trails, determine level staffing requirements, consider available revenue streams
- July to September – Camp@Home, initial virtual programs, stewardship, Annual Fundraising Dinner re-vamp
- September to November – Centre opens, regular staffing levels, launch Marsh School, school visits
- During this time, everything was donation based, so there was no set revenue based on attendance. Our revenue in donations was less than what we had made solely off of canoes in the previous year.

December 2020 – Present:

- Openings and closings in compliance with Provincial orders and consideration for staff health and safety

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

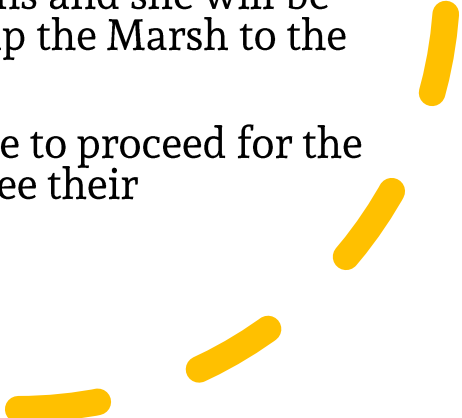
Stewardship:

- Three Pillars of Stewardship:
 - Invasive Species Management
 - Citizen Science
 - Baseline Population Studies for Native Flora and Fauna

Donors and Members:

- Our donors and our members have stuck with us and we don't do a good enough job at recognizing these folks. They have always been there and continue to support us over the years. We are brainstorming ways that we can acknowledge them and thank them for their help and commitment.

Comments/Questions:

- Mary Ann has worked so hard to tighten up operations and she will be leaving us with a platform to be able to really ramp up the Marsh to the next level. We wish her all the best.
 - Everyone is absolutely amazed at how we've been able to proceed for the past year. Everyone is so resilient and you can truly see their commitment to the Marsh.
- 

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

Report from the Board of Directors:

Goals for 2020:

- Increase Board membership and committee involvement
 - Following AGM, board will be 9 members strong
 - Board members currently participating on 4 committees
- Revenue > Expenses and Fiscal control
 - Continue to develop program opportunities
 - Continue to fine tune budgeting accuracy and revenue and expense designation
 - Increase focus and efforts on Fundraiser events
 - Develop a Financial plan to ensure \$0.00 annual deficit
 - Implement an initial Endowment Fund and process for its growth

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

Report from the Board of Directors:

- **2020 Goal results:**
- Increase Board membership and committee involvement
 - Following AGM, board was 10 members strong
 - Board members currently participating on 4 committees
- Revenue > Expenses and Fiscal control
 - Developed virtual program opportunities
 - Focused on cash flow and grant requests
 - Increased focus and efforts on Fundraiser events
 - Developed a Financial plan to minimize use of reserves
 - Participated in all government COVID-19 assistance programs.
- Took steps to implement an Endowment Fund and process for its growth

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

Report from the Board of Directors:

- **2021 Goals:**
- Managing the Pandemic
 - Be flexible and innovative in managing the ongoing pandemic
- Operational challenges
 - Recruit and hire a new Executive Director, Increase the focus on stewardship activities, Target infrastructure improvement or replacement priorities
- Increase Board membership and committee involvement
 - Continuously work at improving and enhancing the Boards capabilities, Develop a Board succession plan, Formalize the development of committees for priority requirements, Fill the role of Treasurer
- Revenue > Expenses and Fiscal control
 - Continue to develop program and marketing opportunities, Continue to fine tune budgeting accuracy and revenue and expense designation, Increase focus and efforts on Corporate level Fundraiser activities, Develop a Financial plan to ensure minimal annual deficit, Access all government COVID-19 assistance programs, Implement an Endowment Fund and process for its growth

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

Report from the Board of Directors:

- **2021 Challenges:**

- Programming opportunities will continue to be limited and mostly virtual.
- Community outreach will continue to be limited to primarily web and social media venues.
- We will be transitioning to a new Executive Director, which will be a learning curve for everyone.
- Fundraising measures (specifically by the Board) need to be enhanced.
- The organization faces considerable challenges in upgrading and replacing deteriorating infrastructure.

- **2021 Hopes:**

- We are hopeful that come fall we may be able to return to some level of normalcy.
- We expect there to be a built-up demand for venues like the Wye Marsh. We will be ready to serve and take advantage of that demand when it is safe to do so.

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

- **Other Business:**

- *Membership acknowledgement and appeal:*

We want to thank all of our members, volunteers, and the general public for your continued support. It means so much to us and to the organization. Please continue to think about how you may be able to support the Marsh. Whether it be as a volunteer, a Board member, a committee member, a “Wye Elder”, an ambassador or as a financial donor, your contribution will not only be appreciated, but it will be instrumental in the continued success of the Wye Marsh.

- *Mary Ann Acknowledgement:*

Mary Ann became the Executive Director in March 2018. She immediately began the process of modernizing and improving the operation of the organization and has had very notable success at doing so. The Board would like to express our appreciation to Mary Ann for her dedicated efforts. She still has a tough 3 months to go, but we wish her the best in her next life’s chapter.

- Joep Dienen added a similar acknowledgement to Dave and thanked him for his leadership on the Board. His leadership has been instrumental in keeping everything going. He has been a strength to the Wye Marsh and we will miss him on the Board.
- **Motion to Adjourn:** Dave made a motion to adjourn the meeting at 11:56am.

REVIEW OF 2021 AGM MINUTES APRIL 24, 2021

- Motion to approve minutes of 2020 AGM meeting of April 24, 2021

• Moved by

Seconded by

Vote:

FINANCIAL STATEMENTS FOR FISCAL YEAR ENDING OCTOBER 31, 2021 PRESENTED BY THOMAS TURNBULL OF GRANT THORNTON

- Presentation by Thomas Turnbull
- Questions
- Motions

Members will receive the financial statements for the fiscal year ending on October 31, 2022.

Moved:

Seconded:

Vote:

The Board of Directors will appoint Grant Thornton as auditors for the financial year ending October 31, 2022.

Moved:

Seconded:

Vote:

Approve the actions of the Board of Directors for the financial year ending October 31, 2022.

Moved:

Seconded:

Vote



2021-2022
 BUDGET
 PRESENTED BY
 BOARD TREASURER
 A. MARION

Item Description	2021-22 Budget	% Overall %Percent
Revenue		
Admissions and Membership Fees	\$258,050	34%
Program Revenues	84,700	11%
Donation and Grants	288,425	38%
Gift Shop Sales	47,500	6%
Deferred Revenue Amortization	41,580	5%
Other Revenue	43,040	6%
Total Revenue	763,295	100%
Expenses		
Salaries and Benefits	\$518,817	68%
Administration and Program Expenses	183,945	24%
Facility and Grounds Expenses	42,349	6%
Gift Shop Costs of Goods Sold	21,700	3%
Total Expenses	766,811	100%
Operational Surplus/(Deficit)	(\$3,516)	
Depreciation	57,600	
Total Surplus/(Deficit)	(\$61,116)	

BOARD OF DIRECTORS

Acknowledgement of Past Directors:

Tim Martin, Debbie Lovas, Richard Leavens

Current Directors entering second year of their two year term:

Susan Molenda, Rebecca Cowie, Natalie Majer, Alasdair Maclean, Stephanie Zoschke, Allan Grant and Allan Marion

Current Directors standing for reelection:

VP Nicole Horbatiuk, Secretary Melanie Dupuis, Director Jana Luker

Motion to elect VP Nicole Horbatiuk, Secretary Melanie Dupuis, and Director Jana Luker to a second term.

Moved:

Seconded:

Vote:





THE END OF ONE ERA
AND THE BEGINNING
OF ANOTHER
EXECUTIVE DIRECTOR'S
REPORT 2021/22

MEET THE NEW EXECUTIVE DIRECTOR – KIM HACKER

Raised in Midland, worked at Midland Public Library, Huronia Museum and Discovery Harbour

Attended MSS and Branksome Hall for high school

Post-secondary schooling included an Advertising diploma from Georgian College, Honours BA in English and Native Studies from Trent University, and Honours B.Ed from Mount Saint Vincent University in Halifax, NS

Worked as a teacher for 12 years at Rosseau Lake College (Muskoka), Greenwood College (Toronto), Albert College (Belleville), and Blyth Academy (Whitby) and as a Principal for 7 years at Blyth Academy (Whitby)

MEET THE NEW EXECUTIVE DIRECTOR – KIM HACKER

Returned home to Midland in November 2020 bringing along an artist partner and 2 cats

Thrilled to have been hired at what was a favourite place as a child

Enjoys reading, hiking, baking, and spending time on Georgian Bay with her family

YEAR IN REVIEW: NOVEMBER 2020 – APRIL 2021

Lockdowns – admission by donation, staff layoffs and hour reductions, staff working from home as much as possible

Grant & Funding applications – Canada Summer Jobs, TD-FEF, Weber, OTF Resilient Communities, HCF, Covid relief

Board of Directors begins search for new Executive Director

Canada Summer Job funding approved and hiring of Summer Staff begins

YEAR IN REVIEW: MAY 2021 – JUNE 2021

Summer staff start (2 Outdoor Educators, 1 Camp Director and 7 Counsellors – funded through Canada Summer Jobs)

New position created for incoming staff member Kim Hacker, absorbing Event & Volunteer and gift shop management roles

Volunteers, laid off and working from home staff return to Wye Marsh

\$11K in funding received from OTF Resilient Communities Fund for virtual classroom technology and Education Pavilion upgrades

YEAR IN REVIEW: JULY 2020 – OCTOBER 2021

Kim Hacker replaces Mary Ann Milne as Executive Director

Heather Keery is hired as Event & Volunteer Coordinator (replacing Kim Hacker)

Education & Stewardship Manager Emily Metcalfe resigns

Summer Camp runs very successfully – every session fully booked

Former Summer Staff Johanna Rumney is hired as Program Manager

Jennifer Pelletier is promoted to Education Manager

Patrick Jackson is promoted to Stewardship Coordinator

Stewardship working on phragmites removal (CWS/EGBI)

CURRENT YEAR: NOVEMBER 2021 TO JANUARY 2022

Virtual educational programming for SCDSB

Acquired new educational contract with SMDCSB

Acquired new virtual educational contract with Connected North

Resumed public workshops

Fundraising auction earned just shy of \$10K and 50/50 draw earned \$2500

Special Holiday Membership drive

Staff temporary layoffs and reduction of hours

CURRENT YEAR: FEBRUARY TO APRIL 2022

Resumed rentals of snowshoes

Resumed guided snowshoe programs (ecotours and Marsh By Moonlight)

Returned to hosting Sweetwater Festival – this year over 3 weekends

Continued banding Trumpeter Swans

Rehired Camp Director Makenzie Soden

Received just over \$10K from 2021 CSJ funding

Return to in-person field trips

Received \$100,800 from OTF Resilient Communities fund for Display Hall Revitalization

CURRENT YEAR: LOOKING AHEAD

Plans for in-person
Earth Day event April
23, 2022

Summer Day Camp
registration about to
launch with new camp
management software

Plans for Swan Landing
grant recognition event
May 14, 2022
(completion of TD – FEF
and Rotary grants)

Repairs to T-Bridge
(funded by Weber
Foundation) starting
next week

Summer hiring has
begun

Expect to return to
public canoeing and
kayaking this summer

Display Hall
Revitalization to begin
in late April

FUTURE DIRECTION

ENVIRONMENTAL STEWARDSHIP

To refocus on our environmental initiatives and responsibilities: to build our standing and make new relationships in the academic and scientific communities

EDUCATION

To be the best at what we do: to continue to provide exciting experiential educational opportunities for learners of all ages and abilities

COMMUNITY PARTNERSHIPS

To take care of our own: to offer public events, workshops, rental space, and programs for the local community

FINANCIAL SUSTAINABILITY

To streamline fundraising and build on legacy and endowment giving

QUESTIONS?



REPORT FROM THE BOARD OF DIRECTORS:
WYE MARSH ANNUAL GENERAL MEETING 2021/22

Alasdair Maclean
President, Friends of Wye Marsh Inc.

INTRODUCTION

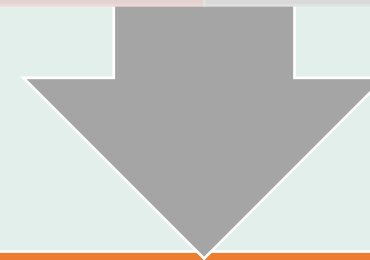
I sometimes find at AGMs that there is a slight disconnect, date-wise, between the financial reports that form such a large part of the meeting, and the activities of the organization. The financial reports that Thomas has so ably presented reflect our financial year, which of course ran from November 1st 2020 to October 31st. 2021. Our last AGM was on April 24th last year, so not quite a year ago, and I assumed the duties of President at the Board meeting on May 10th. And of course our new Executive Director, Kim Hacker, only assumed her role in July of last year. So I hope that you will excuse both of us if we focus rather more on the events of the last ten months or so, especially as that is the period when things really started to change again for the better. You will also have to excuse any slight duplication or overlap in our reports!

CHALLENGES

Major ongoing challenge has been Covid Pandemic

Fortunate for dedicated staff, and not having to pay rent

Grateful for Public Health and Human Resource strengths within current Board of Directors



Secondary challenge was ED replacement

Kim brings local connections and experience in a variety of industries

GOALS & RESULTS

Number of directors on the Board is healthy

- Increase from last year
- Wide range of experiences and backgrounds
- Still a need for more financial and accounting backgrounds

Endowment Fund set up in May 2021

- Principal of \$135,000 preserved in perpetuity

Board Treasurer in place

- Resumption of forward planning

Increased focus on Environmental Stewardship

- Increased grants and increased staffing

Amazing volunteers

- We're so glad to have you back!

Strategic Planning in the works

- Opportunity to be proactive instead of reactive

OPTIMISM FOR THE FUTURE

Dedicated and hardworking staff, and knowledgeable and enthusiastic volunteers

Taking bookings for camps, workshops, and programs

Pent-up demand for outdoor recreation and experiences

Government funding for non-Covid-related projects resuming

More traditional fundraising opportunities available again

Outreach opportunities once again available

Social Media department continues to provide high-quality information

ACKNOWLEDGEMENT

We would like to take this opportunity to thank each and every member of staff, every member of the Wye Marsh, and every volunteer for their enthusiasm, dedication, and support, without which the Friends of Wye Marsh, and the Wye Marsh Wildlife Centre itself, could not continue. Ours is a never-ending task, but we like to think that our efforts today will continue to bear fruit for many generations to come.

2022 AGM MEETING

- Other business
- Motion to Adjourn



