

Organization Committee
TORONTO COMMUNITY HOUSING CORPORATION
Monday, January 30, 2006

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The Organization Committee of the Board of Directors of the Toronto Community Housing Corporation met on January 30, 2006 Main Board Room, 931 Yonge Street, Toronto, commencing at 9:35 a.m.

Members Present:

Mr. John Brewin, Chair
Ms. Penny Milton
Mr. Nick Volk
Councillor Suzan Hall

Regrets:

Ms. Mariam Adam

Also Present:

Mr. Harold Ball, Vice President, Human Resources
Mr. Dave Turton, Acting Director, Labour Relations
Ms. Jennifer DeFour, Manager Health and Safety
Ms. Marion Thomson, Manager, Training, Training & Development
Ms. Edie Saunders, Special Projects Manager
Mr. Sheldon Wayne, Hicks Morley Hamilton Storrie, Barristers & Solicitors

The Chair, Mr. Brewin called the meeting to order, and Allison Godfrey served as recording secretary.

Declarations of Interest in Matters before the Committee

The Chair requested the members of the Human Resources Committee to indicate any Agenda Item in which they had an interest.

No members declared an interest in the matters before the committee.

Approval of Agenda

ON MOTION MADE by Mr. Volk, the Organization

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Committee resolved to deal with the *in camera* portion of the agenda first, and approved the agenda.

Confirmation of Minutes of the Organization Committee, November 7, 2005

ON MOTION MADE, by Mr. Volk, the Organization Committee approved the public minutes of November 7, 2005.

***IN CAMERA* PROCEEDINGS:**

ON MOTION MADE, by Mr. Volk, the Organization Committee resolved to meet *in camera* to consider Item A, B, C and D.

ITEM 1: RESTRUCTURING UPDATE

Mr. Ball updated the Committee on the process of corporate restructuring that is ongoing within Property Management Division, Finance and Corporate Planning and Performance, Legal Unit.

ITEM 2: LEADERSHIP DEVELOPMENT UPDATE

Mr. Ball updated the Committee briefly on the ongoing progress of the Leadership Development program for senior managers at TCHC.

ITEM 3: APPRENTICESHIP UPDATE

Mr. Ball updated the Committee on the recruitment process for phase 2 of the program, for 14 youth. TCHC is engaged in discussions with Local 27 to attempt to connect other skilled trades with the program. This phase will focus on working at the units scattered around the portfolio.

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ITEM 4: COMMUNITY TRAINING PLAN UPDATE

Mr. Ball informed the Committee that a graduation date was to be set for the end of November for the 10 successful apprentices. The Committee was also told that TCHC was attempting to start Phase 2 of the program in January, and that TCHC was working to get other trades to participate in similar programs.

The Committee also asked their commendations for the efforts of TCHC staff on the project be forwarded to Mr. Mike Moffatt, at his new situation.

ITEM 5: PERFORMANCE MANAGEMENT PLAN UPDATE

Mr. Ball updated the Committee on TCHC's ongoing commitment to the performance management plan for management and exempt employees.

ITEM 6: HEALTHY ORGANIZATION STRATEGY UPDATE

The Committee was updated on the status of the Healthy Organization strategy. A staff survey is being planned and a report on the development of the strategy will be presented to the Committee at an upcoming meeting.

ITEM 7: WORKPLACE DIVERSITY INITIATIVE UPDATE

Mr. Ball informed the Committee that a draft of the initiative will be brought to a future meeting for comments and approval.

ITEM 8: DUE DILIGENCE UPDATE

Mr. Ball updated the Committee on the ongoing process to develop a corporate due diligence program. At a future meeting, a report will be forthcoming outlining auditing terms and references.

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ITEM 9: DEPUTATION POLICY DISCUSSION (ORG:2006-01)

The Organization Committee of January 30, 2006 had before it the above-captioned report (ORG:2006-01) from the Chief Executive Officer recommending that the Committee receive the report for information and comment and forward those comments to the Board of Directors.

ON MOTION MADE by Mr. Volk, the Organization Committee commented on the report for information and forwarded the remarks to the Board of Directors for information.

The Organization Committee used the Communities Committee report as a model for the discussion. The committee requested that:

- The Chair of the Communities Committee, who is also an Organization Committee member, consult with the CEO on issues of preventing deputations and deputants from making inappropriate comments about staff, and working on a process and procedure for staff to comment and respond
- Deputations should be heard at the appropriate committee first
- Deputations should be presented to the Board or Committee either from the Board table itself or a podium facing the Directors, instead of the current arrangement.

PUBLIC PROCEEDINGS:

At 11:20 a.m., the Chair announced the resumption of the public proceedings and the public meeting reconvened at this time.

ON MOTION MADE, by Ms. Milton, the Organization Committee ratified the actions authorized during the *in camera* proceedings.

ADJOURNMENT

ON MOTION MADE, by Mr. Volk, the Organization Committee resolved to adjourn the

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meeting.

The meeting of the Organization Committee was adjourned at 12:15 p.m.

Secretary

Chair

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