

Pride Toronto 2023 Annual Meeting Minutes

Thursday, January 25, 2024, 6:00 pm - 9:00 pm EST

Virtual: Zoom (via GetQuorum) & Youtube (YouTube is view-only)

Meeting Called By	Board of Directors
Type of Meeting	Annual Meeting: January 25, 2024
Notetakers	Nicole Falconi, Dania Niles and Michelle Simeon
Attendees	Membership and Board of Directors
ASL Interpreters	Christie Reaume, Jo-Ann Martin and Marcia Adolphe

If you have any accessibility concerns, please email membership@pridetoronto.com.

Agenda Item	Notes	Motions/Action Items
1. Virtual Doors Open	<p>Presenter: Annual Meeting (AM) Chairs Grant Gonzales and leZlie lee kam</p> <p>Start Time: 6:02 pm EST</p>	None
<p>2. Welcome, Call to Order, and Opening Items:</p> <p>i. ASL Etiquette/ Harm Reduction</p> <p>ii. Land Acknowledgement and Opening Ceremony</p>	<p>Call to Order</p> <ul style="list-style-type: none"> • Quorum is 11 members (2.5% of the membership). AM had reached quorum. • Call to order Pride Toronto 2023 Meeting. • Board Co-Chairs Grant and leZlie will chair the AM and Board Treasurer, Osmel Maynes to chair board election portion of meeting. • Grant went through the AM Agenda items, accessibility features, ASL Etiquette, and Harm Reduction • Member requested a call to action. To use our privilege to ensure 	<p>Motion #1: To appoint Nicole Falconi, Dania Niles and Michelle Simeon as recorders for the 2023 Pride Toronto Annual Meeting.</p> <p>Mover: Glenn Knight</p> <p>Second: Ruth Noble</p>

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<p>iii. GetQuorum Overview and Housekeeping Items iv. Appointment of Notetaker / Scrutineer v. Approval of AM Agenda</p>	<p>2-Spirit and Indigenous people regain the human rights that we take for granted and as settlers we should support them in terms of finance, time, etc.</p> <ul style="list-style-type: none"> Member requested to amend agenda to add “Liberatory Demands by Queers in Palestine” under New Business. <p>ASL Etiquette/Harm Reduction</p> <ul style="list-style-type: none"> ASL interpretation is available - please look for interpreters and pin them. <ul style="list-style-type: none"> If speaking, speak clearly for the interpreter and speak directly to d/Deaf and hard of hearing individuals, not to the interpreter. Live transcription services are available. <p>Land Acknowledgement and Opening Ceremony</p> <ul style="list-style-type: none"> AM Co-Chair delivered the land acknowledgement. Mahogany (Keith McCrady) led the Opening Ceremony. <p>Community Guidelines and Shared Meeting Principles</p> <ul style="list-style-type: none"> AM Co-Chair leZlie lee kam provided an overview of community guidelines and shared meeting principles. Anyone going against community guidelines may be removed from the space. <p>Housekeeping Items</p> <ul style="list-style-type: none"> Overview provided about camera/microphone functionality, general chat, and Q&A box. <ul style="list-style-type: none"> When a member is recognized to speak, they will be given the 	<p>Results: Yes: 55 No: 1 Abstain: 1 Motion: Approved</p> <p>Motion #2: To appoint GetQuorum as scrutineers for all voting results at the 2023 Pride Toronto Annual Meeting. Mover: Byron Jr. Second: Glenn Knight Results: Motion carried Yes: 57 No: 1 Abstain: 2 Motion: Approved</p> <p>Motion #3: To approve</p>
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	<p>opportunity to turn their camera on.</p> <ul style="list-style-type: none">○ General chat is available-community guidelines will be adhered to.○ Chat Administration will provide hyperlinks, reminders, and other comments in the chat.○ Q&A box available for questions. Relevant questions will be raised by AM Chair. Staff will flag procedural points missed. <p>GetQuorum Host</p> <ul style="list-style-type: none">● Amanda Bustard from GetQuorum provided overview of their housekeeping/voting instructions and rules/tech support.● Direct support to be provided to those having any technical difficulties via Q&A button. <p>Meeting Procedures</p> <ul style="list-style-type: none">● AM Co-Chair explained this meeting will be guided by Robert's Rules of Order, how to move, second, and amend motions. Steps for tech issues were also explained.● Time allotted for Q&A for each agenda item. If the question is not answered, participants are instructed to email the board or membership.● New business for discussion is welcome in Other Business. <p>Questions</p> <ul style="list-style-type: none">● Member asked to amend the agenda to bring up the discussion of Liberatory Demands by Queers in Palestine before the first break.<ul style="list-style-type: none">○ AM Co-Chair explained that a formal notice was sent to the members about the agenda and it would be unfair to move up	<p>agenda of the Pride Toronto 2023 Annual Meeting as amended.</p> <p>Mover: Peter Mwaura</p> <p>Second: Eric Hunter</p> <p>Results:</p> <p>Yes: 46</p> <p>No: 8</p> <p>Abstain: 2</p> <p>Motion: Approved</p>
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	<p>other business ahead of other item. Time was allotted for this in Other Business. Judgment is made by the Chair to maintain the agenda.</p> <ul style="list-style-type: none"> ○ Member added that not having the topic of Palestine earlier in the agenda is basically dismissing this issue. ● Member questioned why the information of the potential board members came so late , with less than 24 hours notice. Also questioned as to why there was not a time allocated on the agenda for responses from potential board members regarding Liberatory Demands by Queers in Palestine. <ul style="list-style-type: none"> ○ AM Co-Chair explained new procedures whereby the board provides members the option to ask questions before the AM. Responses were circulated out prior to the AM ● Member asked if the Chair is able to rule unilaterally. <ul style="list-style-type: none"> ○ AM Co-Chair explains that yes, the Chair is allowed to rule and will refuse the amendment to the agenda based on formal notice being provided on all orders of business. 	
<p>3. Approval of the Minutes of the Previous Annual Meeting</p>	<p>Approval of AM Minutes</p> <ul style="list-style-type: none"> ● GetQuorum conducted a vote to approve the 2022 Pride Toronto AM minutes. <p>Questions</p> <ul style="list-style-type: none"> ● Member mentioned they felt there were numerous small issues in last year's meeting minutes but wanted to move forward in order to get through to Other Business. 	<p>Motion #4: To approve the minutes of the 2023 Pride Toronto Annual Meeting, held on February 16, 2023. Mover: Glenn Knight Second: Robert Chevalier Results: Approved Yes: 51 No: 4</p>

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		<p>Abstain: 12 Motion: Approved</p>
<p>4. Presentation of the Annual Report and Joint Report from the Executive Director and Board Co-Chairs (including Q&A)</p>	<p>Presentation of the Annual Report and Joint Report from the Executive Director and Board Co-Chairs</p> <ul style="list-style-type: none"> ● The Executive Director provided highlights from the Annual Report and emphasized the importance of the support from the Pride Toronto Staff, Board Members, and Pride Toronto Members. <ul style="list-style-type: none"> ○ KPMG was brought in to do a compliance audit, in addition to Canadian Heritage Fund doing an audit which showed Pride Toronto has to pay back \$500K+. Systems have been put in place to ensure this does not happen again. ○ Emphasized the importance of the International Impact Fund which assists queer organizations around the world. ○ Signed a memorandum with Indigenous community to ensure that no one will replace them at the front of the parade. ○ Pride Toronto led the fight which secured \$1.5 million from Safety Grant. ○ Pride Toronto continued to make history as the largest pride in North America and second largest in the world. ● Board Co-Chair Grant added the following: <ul style="list-style-type: none"> ○ Highlighted accessibility work that is being done by Pride Toronto. ○ Connected with all of the Rainbow Pride Senior organizations in the Greater Toronto Area in addition to working with 10 long term care homes and organizations that provide free PSW attend care during Festival Weekend. ○ Pride Toronto worked and supported LGBTQI+ newcomers the best way we could. 	<p>None</p>



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	<ul style="list-style-type: none">○ Upcoming celebrations include Black History, International Women's Day, and Asian Heritage Month.○ First community feast was held this year for Truth and Reconciliation Day.○ Community Connect - work grassroots with communities across the GTA.○ Volunteering with Pride Toronto was encouraged.● Co-Chair reiterated to the membership to review the annual report and spoke to the repayment of the \$500K pre-2021. Co-Chair advised that we are working with our partners to make things right by providing transparency and meeting deliverables. Auditors to discuss further. <p>Question #1</p> <ul style="list-style-type: none">● Member is encouraged to hear Pride Toronto wants to face the repayment head on. Where in the financial report is the mismanagement of funds addressed? Member quoted pages from the audited financial statements. How much does this organization actually owe, which is the correct number?● Co-Chair responded by reiterating that the mistakes and issues were prior to the current administration but are prepared to discuss. Asked member to be mindful of questions asked to racialized persons. Referred financial portion of the questions to the auditors who will advise this in greater detail. <p>Question #2</p> <ul style="list-style-type: none">● Member spoke about the increase in funding for safety and protection but is concerned based on the Trans march and how the Police went	
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	<p>into the crowd on many occasions and took pictures of the participants.</p> <ul style="list-style-type: none">○ Members suggested that the Indigenous group left early because of the police presence.○ Upon participants complaining, the head marshal asked people to leave the march.○ Members was glad that Brian DeMartos was mentioned in the Annual report by leZlie and Grant. Brian’s last request was totally refused by Pride Toronto (calls for increased harm reduction and safe injection sites on the festival footprint). Pride Toronto did a major disservice to him by not honouring his last wishes. <ul style="list-style-type: none">● Co-Chair explained the process of Brian’s request (safe injection sites), and advised that we did not have the capacity at the time of this request to execute this due to time constraints. Asked Gary to share additional information to see how possible this request is for the 2024 Pride festival.● Executive Director responded:<ul style="list-style-type: none">○ Forgot to highlight the volunteers, and thanked them for all of their hard work and dedication year round.○ Thanked Gary for stepping up to support the Trans and Dyke Rally.○ Importance of providing context was highlighted when giving out statements due to two errors that occurred during the Trans Rally.<ul style="list-style-type: none">■ First, the rally started without Bloor being closed and police were there without invitation; they were there to direct traffic.	
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	<ul style="list-style-type: none"> <ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ Second, the individual that used the megaphone to guide people to stay away if they are not happy had done so based on an attempted physical attack against Kojo. Kojo met requests to Toronto Police Services (TPS) to keep a distance from the rally. Because of live traffic, the police felt the need to be there. ○ Confirmed that we don't want Toronto Police as any part of the parade, but there are times they think it is necessary for public safety. The police listened when they were asked to stay as far as possible from the marchers. The siren at the front was not appreciated. ○ The \$1.5 million requested for Safety is accessible to all Prides, big and small. We thank the federal government for helping Pride organizations. <p>AM Co-Chair announced the conclusion of the item and that the meeting would break before addressing the finances and extending the meeting.</p> <p>[5 minute break]</p> <p>Meeting resumes.</p>	
<p>5. Presentation of Audited Annual Financial Statements and Appointment of Auditor (including Q&A)</p>	<p>Presentation of Audited Annual Financial Statements</p> <ul style="list-style-type: none"> ● AM Co-Chair introduced auditors Parker Holman and Chandor Gauthier to go over the approved audited financial statements. ● Chandor Gauthier presented on the 2023 Financial Statement: <ul style="list-style-type: none"> ○ Agenda: <ul style="list-style-type: none"> ■ Audit report ■ Restatement of opening balances 	<p>Motion #5: To call the question for the vote. Mover: Eric Hunter Second: Charles Pavia Results: Yes: 46 No: 7</p>

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	<ul style="list-style-type: none"> ■ 2023 Audited financial statements ■ Closing remarks ■ Questions ○ Auditor responsibilities were mentioned including disclosures, guarantees, and obligations. ○ Clarified the idea of the term materiality; and material misstatement. This is explained as a dollar threshold is placed based on a percentage of the organization's total expenses, called the materiality amount. ○ Scope limitations were included in the 2023 annual report. One is for the cash donations. Second is for grant revenues prior to August 1, 2020. The scope limitation for grant revenues is a result of our inability to gain access to sufficient, appropriate evidence over the eligibility of expenses for periods prior to August 1, 2020. ● Parker shared Pride Toronto Financial Statements for the 2023 fiscal year. <ul style="list-style-type: none"> ○ Comparative figures restated. ○ Government Funding payable details the funds needing to be repaid. Repayment plan with PCH has been established. ○ Provided a brief overview of Audited Financial statements: <ul style="list-style-type: none"> ■ Statement of Operations - detailing revenue and expenses ■ Statement of changes in Net Assets ■ Statement of Financial Position - summary of the organization's assets and liabilities ■ Statement of Cash Flows ○ Thanked Pride Toronto for efforts and improvements. Hoped 	<p>Abstain: 5 Motion: Approved</p> <p>Motion #6: To re-appointment of Crowe-Soberman LLP as the auditor of the Corporation to hold office until the close of the next annual meeting of the Members at a remuneration to be fixed by the directors of the Corporation, the directors being authorized to fix such remuneration. Mover: Charles Pavia Second: Ande Clumpus Results: Yes: 62 Withhold: 7 Abstain: 1 Motion: Approved</p>
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	<p>to continue working with Pride Toronto. Parker opened the floor for questions.</p> <p>Question #1</p> <ul style="list-style-type: none">• Member discussed the repayment endnote which mentions an unnamed federal agency. Asked why did you hide that this is Canadian Heritage and why did we have to learn this from CBC and not from you?<ul style="list-style-type: none">○ Auditor responded, stating it is not about hiding information. Providing financial statements in advance is specifically to allow for additional questions. The auditors are here to provide transparency and this was answered as part of the presentation. <p>Question #2</p> <ul style="list-style-type: none">• Member had a question about assets, and additional assets. Does Pride have any reserve funds? Are there financial plans in terms of securing the future?<ul style="list-style-type: none">○ The Executive Director explained that the goal is to ensure that the org is financially stable. Most of our spending happens in May and June. We have been able to spend within our means, and not overspend. Long term goal is to be able to have a solid reserve. Auditor asked us to put a clear financial plan to ensure how that reserve is built. To answer, we do not have an investment, but it is definitely on the table.	<p>Motion #7: To extend the meeting until 9:15 p.m. Mover: Glenn Knight Second: Sheeman Barakzai Results: Yes: 49 No: 10 Abstain: 2 Motion: Approved</p>
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	<p>Question #3</p> <ul style="list-style-type: none">● Member provided the following statements:<ul style="list-style-type: none">○ The reason for the funding was to get the police back into Pride under John Tory’s leadership.○ One of the major financial partners is TD. We have been asked by Indigenous to end our relationships with all banks involved in coastal gas link. Pride Toronto needs to break all of its ties with TD Bank because of their ties to the coastal gas link and direct attack on the land and water rights of the Wet’suwet’en nation. TD bank also is directly invested with General Dynamics which makes armored personnel carriers for the Israeli Military.● Executive Director responded: Ongoing conversations are had with TD. Emphasized the importance of the funds that come in from corporate partners to support our initiatives. Highlights that many organizations and sponsors have work to do. Offers members the opportunity to sit and chat to find other ways to get funding in order to strengthen Pride Toronto financially.● Board Officer added that there is much work that Pride Toronto is putting into their initiatives and the efforts to be more transparent and accountable. <p>Question #4</p> <ul style="list-style-type: none">● Member asked why have the voting options changed?● Co-Chair responded that there is a new requirement from Ontario Not-for-Profit Corporations Act that the regulations require that motions related to the reappointment of the auditor and for board elections that the options presented to members are “for” and	
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	<p>“withhold”. The option for all other motions are “for” “against” and a “i choose not to vote”</p> <p>[4 minute break]</p> <p>Meeting resumes.</p>	
<p>6. Election of New Board Members</p> <ol style="list-style-type: none"> 1. Overview of Recruitment Process 2. Overview of Voting Procedure 3. Candidates’ Presentation and Q&A 4. Voting by Membership 5. Announcement of Election Results 	<p>Overview of Recruitment Process</p> <ul style="list-style-type: none"> ● AM chair passed over chair responsibilities to Osmel to manage the next board of director elections. ● Q&A session with the board candidates was held last week. ● Provided an overview of the recruitment process including candidates, reviewing applications, and Q&A processes. ● Each of the board candidates to share a 1 min introduction. <p>Voting Procedure</p> <ul style="list-style-type: none"> ● Members are asked to listen to candidates introductions and to vote on each candidate individually who will be holding office until the close of the 2027 annual meeting, with the exception of leZlie lee kam who will hold office until 2026. <p>[5 minute break]</p> <p>Candidate Presentations and Q&A</p> <ul style="list-style-type: none"> ● . Candidates up for election: <ul style="list-style-type: none"> ○ Victor Perez-Amado ○ Anmol Budhiraja ○ Grant Gonzales ○ leZlie lee kam 	<p>Motion #8: for the membership to move forward with the vote of the election? Mover: Charles Pavia Second: Glenn Knight Results: For: 53 Withhold: 2 Abstain: 3 Motion: Approved</p> <p>Motion #9: to move forward to vote for each candidate (Victor Perez-Amado, Anmol Budhiraja, Grant Gonzales, leZlie lee kam, Mariana Mota, and Viviana</p>

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	<ul style="list-style-type: none">○ Mariana Mota○ Viviana Santibanez Jaimes <p>Recall needed as the motion to vote was not conducted prior to opening the polls. Osmel introduced the motion to vote and prior votes had been deleted.</p> <p>Question #1:</p> <ul style="list-style-type: none">● Member asked: Is it correct to understand that if all of these folks have put their names forward and are elected the board would then be 11 directors total?● Osmel: Correct. <p>Osmel congratulated the candidates and thanked Amanda for helping with the election. Handed chair of the meeting back to Grant.</p>	<p>Santibanez) as directors of the Corporation to hold office until the close of the 2027 annual meeting of the Members of the Corporation, with the exception of leZlie lee kam who will hold office until 2026.)</p> <p>Mover : Ruth Noble Second: Glenn Knight</p> <p>Victor Perez-Amado For: 65 Withhold: 7 Abstain: 0</p> <p>Viviana Santibanez Jaimes For: 59 Withhold: 13 Abstain: 0</p> <p>Anmol Budhiraja For: 63 Withhold: 7 Abstain: 1</p>
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		<p>Grant Gonzales For: 51 Withhold: 14 Abstain: 5</p> <p>leZlie lee Kam For: 51 Withhold: 15 Abstain: 3</p> <p>Mariana Mota For: 56 Withhold: 9 Abstain: 3</p>
<p>7. Other Business</p>	<p>Liberatory Demands by Queers in Palestine</p> <ul style="list-style-type: none"> ● Member spoke to the statement Pride made about Palestine. Member asked for a more active response from Pride Toronto. This statement demonstrated a lack of support for Palestianians. In 2010 Palestianinans were banned from marching the Pride parade. Member provided notice of a motion for next meeting so Pride Toronto can address the genocide of Palestinians. <ul style="list-style-type: none"> ○ Co-Chair advised that this notice for motion has been taken under advisement. ● Member emphasized disappointment with Pride Toroto not yet having signed the Queers in Palestine statement. Made an appeal for Pride members to make sure they address the support of the 	



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	<p>liberatory demands from queers for Palestine.</p> <ul style="list-style-type: none">○ Co-Chair reiterated the position of the board whereby they are dismayed and distressed about the situation and stand by this statement issued in the fall calling for a ceasefire. <p>Question #1:</p> <ul style="list-style-type: none">● Member asked: Pride has a significant amount of cash on hand, and outside of the grant repayment it's continuing to make money each year. What's the long-term plan for using this surplus money?● Executive Director explained with Pride Festival being our biggest expenditure, having that reserve that monies are currently being used to book all of our artists, book our stage, and make all of those deposits. This is what is helping us not have to dip into our surplus and line of credits. Our ultimate goal is to have 6 months of operations in a reserve.● Finance Manager added that the surplus is held onto to meet our administrative expenses, payroll, electricity, rent, marketing costs, etc. during the months of August to March. <p>Question #2:</p> <ul style="list-style-type: none">● Member asked what measures will be implemented to ensure that financial resources are utilized efficiently and effectively in line with the organization mission and goals.● Executive Director identified working with the board and senior leadership team to ensure financial stability. This includes hiring a new Director of Development to diversify income. Constant vigilance is critical. It is a team effort to hold each other accountable to benefit the community.	
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	<p>Co-Chair encouraged any further questions to be directed to email the board.</p> <p>GetQuorum thanked Pride Toronto for being a part of the annual meeting.</p>	
<p>8. Adjournment</p>	<p>Meeting adjourned: 9:15pm EST.</p>	<p>Motion #10: To adjourn the 2023 Annual Meeting. Mover: Robert Chevalier Second: Glenn Knight Results: Yes: 39 No: 3 Abstain: 0 Motion: Approved</p>

