



BOARD MEETING ATTENDANCE
DATE: Wednesday, September 25th, 2024
TIME: 1:00 pm - 03:00 pm
LOCATION: Virtually- Zoom Apps

Note: Please ensure to add the attendance if they are attending virtually or at the venue and the Proxy name and title if being represented.

AUSU BOARD MEMBERS	TITLE	AUTHORIZED PROXY NAME	ATTENDANCE P- Virtual P- On the venue
Minion Paul (V)	AUSU President		P- Virtual
Abdul Hayyi (V)	VP Campus Affairs		P- Virtual
Nidhi Patel (V)	VP Student Life		P- Virtual
Cheryl Toulouse (V)	VP Indigenous		P- Virtual
Anvi Thakkar (V)	Brampton Representative		P- Virtual
-	Timmins Representative		-
Pushya Patel (V)	Accessibility Representative		A
Karma Gurung (NV)	International Representative		P- Virtual
Ashwin Sharma (NV)	Business Representative		A
Pushp Magoo (NV)	Cross Cultural Representative		P- Virtual
Ryan Mwaura (V)	Queer & Trans Representative		P- Virtual
Nina Toulouse (V)	SASA President/ Rep		A
Vani (NV)	Faculty of Science Representative		A

AUSU BOARD MEMBERS	TITLE	AUTHORIZED PROXY NAME	ATTENDANCE P- Virtual P- On the venue
Harleen Dhillon (NV)	Faculty of Humanities and Social Science Representative		A
Vidhi (V)	Women's Affairs Representative		A
Sierra Macslaac (NV)	Residence Representative		A
Vacant	Mature & Part time Representative		-
STAFF NAME	TITLE		
Teresa Placha (NV)	Ombudsperson		A
Marissa Ditoro (NV)	Equity Centre Director		P- Virtual
Matt Trainor (NV)	General Manager		P- Virtual
Hunter Greer (NV)	Finance Manager		P- Virtual
John Holland (NV)	Food Service Manager		P- Virtual
-	Communication & Marketing Lead		-
Gurwinder Chawla (NV)	Food Pantry Coordinator		A
-	Brampton Facilitator		-
Keila Kontulainen (NV)	Media Coordinator		A
Alma Bau (NV)	Admin Assistant		P- Virtual

Legend:

V- Voter

NV- Non Voter



BOARD MEETING MINUTES

DATE: Wednesday, September 25th, 2024

TIME: 1:00 pm - 03:00 pm

Chairperson: Andrea Ryall

1. Land Acknowledgement:

“As members and employees of Algoma University Student Union (AUSU) of Algoma University (AU), we acknowledge that we are on Robinson-Huron Treaty, treaty 19, and Treaty 9 territory, and that the land on which we gather is in the traditional territory which spans across Sault Ste. Marie (Bawating), Brampton and Mississauga (Mississaugas), and Timmins (Cree) campuses respectively.

We also acknowledge that we serve the community based on sacred lands set aside for education as envisioned by Chief Shingwauk for our peers, children, and for those as yet unborn. Let us embrace that vision and commit to working towards bringing this vision into creation through the work that we do together.

We aspire to create a community that honors the land we reside and work on and build a community based on respect, and honesty. We remind ourselves to come with clean and positive intentions as we work together to make AUSU a better place. We remind ourselves about the land and space we are in, so we continue to respect and honor it.”

2. Call to Order:

Motion:	Be it resolved that the September 25th, 2024 meeting be called at 01:11 pm.		
Mover:	President	Second:	VP Campus Affairs
Vote count:	In favour: 6	Opposed: 0	Abstain: 0
Action:	The meeting was called to order at 01:11 pm, by Andrea Ryall, AUSU Board Chair for the year 2024-25.		

3. Attendance – (Board Members and Staff)

The Board Chair took everyone's attendance

4. **Approval of the Agenda (2024/00:000)**

An amendment to add the executive report was proposed by Brampton rep.

Motion:	Be it resolved that the September 25th, 2024 meeting agenda be approved as presented. Whereas Brampton Representative, Anvi T. is asking for an amendment for the agenda. Be it resolved that the September 25, 2024 meeting agenda be amended and an executive report be added to the agenda.		
Mover:	President	Second:	VP Campus Affairs
Discussion:	Brampton Rep. requested for amendment of the agenda. An amendment motion was brought forward.		
Vote count:	In favour: 5	Opposed: 0	Abstain: 0
Action:	Motion approved. Agenda amended.		

5. **Approval of Previous Minutes (2024/00:000)**

[Minutes of meeting dated August 29, 2024](#)

Motion:	Whereas meeting minutes dated August 29, 2024, have been pending approval; be it resolved that minutes are approved as presented.		
Mover:	President	Second:	VP Indigenous
Vote count:	In favour: 5	Opposed: 0	Abstain: 0
Action:	Motion has been carried.		

6. **Adoption of Reports: (2024/00:000)**

6.1. [President's Semester Report](#) - Minion P.

AUSU President, Minion Paul presented her semester report, summarizing her activities over the last four months, including participation in multiple committees such as the Operational Review Committee, Finance Committee, AU Senate Committee, Senate Appeals Committee, AUSU Executive Committee, and CFS-

O Executive Committee. She highlighted her focus on voicing student concerns, operational transparency and the introduction of a virtual clinic service for students.

- Advocacy for student issues, such as class cancellations, fee structure changes, and Brampton protests.
- Engagement in town halls for student feedback.
- Concerns about gaps in communication and policy structures were acknowledged.
- Details in the report.

Before moving on to the next item, the board chair requested everyone on board to have their camera on while in the meeting.

6.2. [AU Board of Governors Bylaws](#) - Minion P.

President brought everyone's attention to the AU Board of Governor Bylaws.

Student Representation Changes:

In the past, a student representative, typically elected through the AUSU elections, would sit on the Board of Governors. This role was often filled by the AUSU president.

The proposed bylaw changes would introduce **a new election process** for student representation, overseen by the **AU secretary office**. This would remove the ability of AUSU to directly recommend or elect a student representative, potentially reducing the influence of the student union in governance matters.

Impact on SASA Representation:

Previously, SASA had a designated representative on the Board of Governors. This **reserved seat** for a SASA representative has been **removed** in the proposed bylaw changes.

The new bylaws suggest that students from SASA are only encouraged to apply, but there will no longer be a guaranteed seat for SASSA on the board. This was identified as a significant loss of student influence in university governance.

- AUSU President expressed concerns about the **reduced student representation** on the board, emphasizing that these changes could marginalize the voice of the student body in important decision-making processes.
- She **plans to speak against** some of these changes in upcoming board meetings, specifically the removal of certain positions and the new election.
- **VP Campus Affairs** requested further clarification on the changes and raised concerns about the reduction of student influence on the board.
- **Queer & Trans Rep.** asked for a more in-depth explanation of the nomination and election process. President referred to the open

documents provided, encouraging board members to review the details themselves, and mentioned that she is unable to provide more details on this matter.

- President reiterated the importance of addressing these changes with the AU Board of Governors and advocating for the student voice to remain central in university governance. She invited board members to submit any additional questions or concerns so they could be raised during future meetings with the Board of Governors.

6.3. [RISE Report](#) - Ryan M.

Ryan, Queer & Trans Representative, attended the **RISE Summit**, where he participated in various sessions and workshops focused on anti-oppression, Indigenous teachings, global justice, and community-based organizing. His report provided a summary of the key takeaways from these sessions and how they could be applied to student governance and broader university life.

Discussed his experiences at various sessions, i.e., emphasizing the importance of understanding and reducing microaggressions, diverse expressions of art, and the application of indigenous teachings.

Also highlighted the interconnectedness of issues like conflicts in Gaza and Palestine, exploitation of minerals in Africa, and political instability in Sudan.

Ryan stressed the need for open-mindedness and collaboration among diverse voices, particularly in community-based organizing and student engagement.

Big Takeaway - Safer Spaces vs. Safe Spaces:

Queer rep. reflected on the concept of **safer spaces** as opposed to **safe spaces**. He explained that the term “safe space” often implies that the space is universally safe, which may not be true for all individuals, especially newcomers or marginalized students.

Called for AUSU to work toward creating **safer spaces** by continuously engaging and welcoming new individuals, ensuring they feel heard and included. He noted that this effort is essential to reducing harm and fostering a supportive environment for all students.

Queer rep. ended his report by asking the board and the student body to reflect on how **open-minded** they are and how willing they are to **listen and understand** the perspectives of others. He reiterated the importance of collaboration, respect, and collective action in building a stronger, more inclusive community.

Cheryl, the VP Indigenous acknowledged Ryan’s insights, especially regarding the need for healing and decolonization from an Indigenous lens. She noted that

not everyone may be ready for open-mindedness due to varying stages of healing but encouraged moving forward.

President emphasized the need for the board to take responsibility for creating safer spaces and making people feel heard, particularly when entering new spaces or roles. She appreciated Ryan's focus on making the union more inclusive.

Queer Rep stressed the collective nature of change and the need for the union to assess how they can contribute to this change.

6.4. Executive Report

6.4.1. Brampton Representative - Anvi T

Collaboration with VP Student Life and VP Campus Affairs:

Worked closely with VP Student Life and the VP Campus Affairs on campaigns and events, particularly focused on orientation programs for new students at the Brampton and SSM campuses.

The collaboration aimed to streamline the volunteer program, focusing on the training process and shortlisting of volunteers.

Attended the (CFS) Ontario General Meeting in August, where she had the opportunity to meet other local student representatives and align AUSU's initiatives with those of other student unions across Ontario.

Governance and Policy Review: Actively involved in reviewing the bylaws, constitution, and operational policies for AUSU, with a particular focus on the travel policy, grievance policy, and vacation policy. As a member of the operational policy working group, she participated in discussions on election processes and other important structural matters impacting the future operations of AUSU.

Volunteer and Merchandise Projects: One of her key projects was coordinating volunteer merchandise through the CFS Ethical Purchasing Network. She worked to ensure the project aligned with AUSU's budget constraints while promoting sustainability through eco-friendly products.

Facilitated the **pre-arrival orientation sessions** for international students, particularly focusing on explaining the **UHIP** and **Student VIP health benefits**.

Future Projects and Strategies: Addressing food insecurity at the Brampton campus by organizing a food pantry and exploring a potential meal voucher program for students.

Planning future fundraising events in collaboration with different university departments and is researching best practices for student engagement in these activities.

6.4.2. [VP Student Life - Nidhi P.](#)

Spring and Fall Orientation Planning. Notable events during the fall orientation included resource days, the bowling event, the Toronto Zoo trip, and the karaoke event.

Student Feedback and Event Planning: Emphasized the importance of student feedback in shaping future events. Collected feedback from students on their preferences for campus activities and made adjustments to the programming to avoid repetitive events. Future events will be planned based on this feedback, ensuring they align with student needs and budget constraints.

Wellness Week and Consent Bingo Event: Working on organizing a Wellness Week in collaboration with the Student Life team, scheduled for mid-October: to promote mental health awareness and overall wellness on campus.

Planning a **Consent Bingo** event in collaboration with Roshni, which is set to take place in late November: focus on promoting consent culture in a fun and engaging way for students.

VP Student Life participated in several important committees, including Operational Policy Working Group, and Senate Appeals Committee

Upcoming Events and Collaborations:

Black History Month: VP Student life is collaborating with the EDI Committee and Student Life to organize Black History Month events in October. Her idea is to host a Black Market, inviting local Black-owned businesses to showcase their products and engage with students.

Expansion of Student Clubs: Highlighted the growth of student clubs on campus, noting that they have received a strong response from students. Formation of new faculty clubs, including those for the Faculty of Psychology and the Faculty of Business, which are planning their own launch events in the coming weeks.

Strategies and Communication: VP Student Life emphasized the importance of strong communication and collaboration between the different executive members and representatives. She plans to continue building on these relationships to ensure smooth operations and successful events.

Future Goals:

Increase collaboration with other executives and ensure that all events and projects are aligned with student expectations and needs. She stressed the importance of keeping communication channels open and supporting each other as an executive team.

- **Queer & Trans rep.** asked about the preparation for events at different campuses and whether specific events would be held at each campus.

VP Student Life responded by explaining her approach, which involves considering the geography and student needs at each campus. i.e, focus on indoor events for the SSM campus during the winter months due to weather constraints and to hold more outdoor activities at the Brampton campus, where students have easier access to such venues. Timmins campus will have mostly virtual events due to the dispersed nature of its students.

7. **Voting Items:** (2024/00:000)

7.1. **Ratification of new Timmins Representative**

Motion:

*Whereas Morolake Famodile, a BSW student at the Timmins Campus has applied for the Timmins Rep. position;
and whereas Morolake attended an interview on September 6, 2024 with members of the Executive and the GM;*

Motion:	Be it resolved the Executive recommends to the AUSU Board that Morolake Famodile is ratified as the 2024/25 Timmins Rep for September 2024 to April 2025.		
Mover:	VP Indigenous	Seconded:	President
Discussion:	<p>Queer & Trans Rep. raised a question - whether the role would also involve becoming an Executive Member. The President confirmed that the Timmins Rep. is part of the AUSU Executive Committee, based on the bylaws from the 2018-2019 term, and once ratified, Morolake F. would also serve as a board member.</p> <p>VP Campus Affairs added that since the previous Timmins Rep. resigned from the position in the last meeting, making this ratification necessary to fill the vacant spot.</p> <p>VP Campus Affairs welcomed Morolake to the executive team.</p>		
Vote count:	In favour: 5	Opposed: 1	Abstain:0
Action:	The motion was passed. Morlake Famodile officially ratified as the Timmins Representative for the 2024-2025 term.		

8. Discussion

- 8.1. [Profit & Loss Report](#) - May to August 2024
- 8.2. [Budget Comparison Report](#) - May to August
- 8.3. [Expense Reports](#) - May, June, July & August

The Profit & Loss Report for the period from May to August 2024 was presented to the board. The report highlighted key areas of income and expenses over the first four months of the fiscal year, showing a significant net loss.

1. Income:

- Event revenue: Generated by student and campus activities.
- Food bank donations.
- Miscellaneous revenue: Including interest from savings accounts and other minor sources.
- The overall income was consistent with expectations, although no major new revenue streams were introduced during this period.

2. Expenses:

- **Wages:** The largest category of expenses, as is typical for most organizations.
 - Wages accounted for the highest expense as AUSU employs a number of staff members, including student workers. Staffing at Yummy Inc., the food service operation, contributed significantly to this cost.
 - Labor costs have remained high, reflecting the significant personnel required for day-to-day operations and events.
- **People's Garden:** Another major expense, mainly for providing fresh produce for students and combating food insecurity.
 - The cost here has increased, largely due to rising food prices. However, the garden serves as a vital resource for students.

3. Other Notable Expense Categories:

- **Communications and Marketing:** The largest expense in this category was related to branding and advertising. The **\$20,000** investment for sponsoring Algoma University Athletics was a key expense. This sponsorship ensures AUSU's branding appears in prominent locations.
- **Scholarships and Bursaries:** This category saw considerable spending, with a focus on supporting students financially.
 - One large scholarship of **\$10,000** was awarded as part of the **Next Chapter Scholarship**.
- **Volunteer Appreciation and Honorariums:** Funds were allocated for recognizing the contributions of volunteers, as well as honorariums for key participants.
- **Office Expenses:** This includes regular office supplies, administrative costs, and other minor operational expenses.

- **Audit and Financial Services:** These costs covered auditing services provided by BDO, including the 2023 audit and preparations for the upcoming 2024 audit.
 - This category is expected to see an increase once the 2024 audit is complete before November.
- **Legal and HR Expenses:** Costs for legal services, including invoices from **Bushart Law**, as well as human resources management.
- **Insurance:** Expenses related to maintaining insurance coverage for AUSU, including vehicle insurance.
- **Bank Charges and Interest:** Primarily e-transfer fees and occasional credit card fees when making international purchases.
- **Vehicle Maintenance and Fuel:** These are smaller but regular expenses, largely tied to maintaining and fueling AUSU's vehicles.

Summary of Budget Comparison:

- **Overall Expenses:** As of August 2024, AUSU's spending was generally in line with the budget across most categories. The exceptions included some areas like communications, where the budget was slightly exceeded due to branding and marketing expenses.
- **Travel:** This expense was noted as an area that had used **42%** of its allocated budget. With upcoming events and conferences, this category is expected to increase further, and there may be a need to review and adjust the travel budget.

Key Insights from Financial Report:

- **Expense Reports:** Hunter, AUSU Finance Manager emphasized that monthly expense reports will be provided moving forward to ensure transparency. These reports will detail all income and expenses for each month, helping the board monitor financial health closely.
- **Projections:** The student meal plans were expected to zero out for the next academic year, which would bring in additional income for Yummy Inc. However, the kitchen has been running at a significant loss.
- **Budget Monitoring:** Despite some areas of concern, overall expenses remained within budget, and no immediate financial threats were highlighted, aside from the losses incurred by Yummy Inc., which require close attention.

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Jeet, a student, raised a question regarding the quorum of the meeting. Specifically, Jeet asked if the meeting had a quorum, noting that there were only 7 board members present at that moment.

Response: The chair clarified that there was indeed a quorum for the meeting, as there was an 8th member present in the room, Pushp, who raised his hand to confirm their attendance.

9. Yummy Board Inc.

9.1. [Renewing Price Change Motion](#)

**Price Changes - [Menu | AUSU Kitchen](#);
[Food Service Contract - Agreement](#)**

Motion:

Whereas the food service committee and the Kitchen management analyzed food cost calculations for each menu item;

And whereas our 23/24 profit and loss report indicates our food costs are 84%;

And whereas food price increases are required for the sustainability of Yummy Inc.;

And whereas Yummy Inc. has implemented price increases based on a 40% food cost;

Motion:	Be it resolved, AUSU Board supports the 40% food cost operating strategy for Yummy Inc.		
Mover:	Brampton Rep.	Seconded:	President
Discussion	<p>Presenter: Matt T., General Manager-AUSU Hunter G.-Finance Manager</p> <p>The agenda focused on the renewal of pricing for the Kitchen.</p> <p>Presentation & Discussion Key Points:</p> <p>The board members discussed the financial health of the organization and the impact of price increases on students. They also reviewed the university's bylaws and the agreement between Yummy Inc. and the university.</p> <ul style="list-style-type: none"> ● Yummy Inc. bylaw number 1: Important items related to AUSU and Algoma University (AU) agreement were discussed, including the financial sustainability and the necessity to avoid defaulting on the food service agreement signed with AU. ● Food Costs: Menu pricing initially wasn't planned correctly when Yummy Inc. launched by the managers at that time, leading to unsustainable losses in year 1. ● Current Food Cost Calculation: Example provided where a menu item costs \$4 to make, but to cover all expenses 		

(including labor, cleaning, and marketing), the selling price needs to be \$10, leaving a \$6 gross margin. If the management does not act accordingly to the increasing market price change, costs will be out of alignment and can cause unnecessary losses.

- **Student Impact:** It was noted that students at other campuses or studying remotely were indirectly subsidizing Yummy Inc.'s losses.
- Yummy Inc. pays 6% of the 3% profit to Algoma U.
- Hunter took over. Mentioned that AU has indicated their support of the pricing strategy.
- **Financial Health:** with the initial \$350,000 investment provided by AUSU, the Kitchen is running at a (-\$40,000) deficit as of the end of August 2024.
- The kitchen owes AUSU **\$567,590** as of August 2024. The new pricing strategy is expected to recover losses and help sustain the kitchen.
- **2 Year Budget Comparison:** Scenario 1 (75% Food Cost): Loss of \$405,000 projected over two years. High food costs and labor expenses contribute to the deficit.
- Scenario 2 (40% Food Cost): Profit of \$25,000 projected over two years. Reduced food costs allow for better financial sustainability. 6% of profits paid to AU; the rest reinvested into the kitchen and food programs.

- **Concerns Raised:** VP Campus Affairs and other board members expressed concerns that price increases had already been implemented before being approved by the board, suggesting that the board should have been consulted first. There was also concern that students might boycott the kitchen due to these price hikes.
- **Support for Price Increase:** Several board members, including Pushp, Cross Cultural Rep. and the President, highlighted that while price increases are not ideal, they are necessary to sustain the kitchen and avoid breaching the contract with AU, which could result in the closure of Yummy Inc.
- Board members, including VP Campus Affairs, mentioned that there was a lack of marketing and communication efforts over the summer to promote the kitchen and increase its visibility. Despite efforts from some members to suggest initiatives, no substantial action was taken to engage students or improve sales.
 - Before the next speaker, the chair made a motion to extend the meeting.
 - Motion approved to extend the meeting till 03:30pm.

	<ul style="list-style-type: none"> ● Profit Margin: The presentation explained that even with the price increase, the projected profit margin is only 3%, which is lower than the typical industry average. <p>The board members were reminded of their responsibilities and the potential consequences of not acting in the best interest of the organization.</p> <p>Querer Rep. raised concerns about the non-profit nature of AUSU and questioned the need to push for high profit margins at Yummy Inc., especially considering the drastic price increases within a single semester. He emphasized that from a student perspective, these changes felt hostile.</p> <ul style="list-style-type: none"> ● President clarified that Yummy Inc. is a for profit subsidiary of AUSU, designed to generate profits to sustain its own operations, including the kitchen and Barista. ● Matt acknowledged that a 3% profit margin is low compared to industry standards, but Yummy Inc.'s goal is not to achieve large profits, just enough to cover costs and maintain operations. ● John, The Kitchen Manager explained that typical food service businesses operate with a 5% profit margin, so even Yummy Inc.'s projected 3% margin is modest. ● He highlighted that making \$25,000 over two years might seem like a large number, but in the context of \$1.3 million in sales, it is a minimal profit margin for the business. ● Matt took responsibility for the pricing adjustments being made prior to board approval, stating that he misunderstood the process and believed that management had the authority to make those decisions. He acknowledged the mistake and assured the board that steps would be taken to ensure proper communication in the future. ● Matt emphasized the commitment of the staff to making Yummy Inc. a successful and sustainable business, with a focus on serving the students and the broader community. <p>Part of the session was moved to in-camera. Chair requested the staff to leave for now and stated that they will be called back for voting.</p>		
Vote count:	In favour: 3	Opposed: 4	Abstain: 0
Action:	<u>Motion did not pass.</u>		

-Meeting Extension

Motion to extend the meeting:	Be it resolved that the meeting be extended to 03:30 PM.		
Mover:	Queer & Trans Rep	Second:	President
Vote count:	In favour: 5	Opposed: 1	Abstain: 0
Action:	The meeting extended to 03:30 pm		

10. In- Camera Session

10.1. Student Concerns: Kitchen

Ryan, Queer & Trans Rep. proposed reconsidering the motion for hours changes that happened in the last meeting, but due to time constraints and procedural rules, the matter was deferred to a later meeting.

The board also agreed to move the in-camera session to another time and space

The Chair agreed and noted that a secondary meeting would be organized. This follow-up meeting could include another in-camera session specifically focused on Yummy Inc. operations and strategy.

The Chair confirmed that staff members would now be invited back into the meeting to proceed with the vote.

The motion, which aimed to support a 40% food cost operating strategy, did not pass.

11. Adjournment (2024/00:000)

Motion to adjourn:	Whereas there is no further business for discussion. Be it resolved that this meeting be adjourned.		
Mover:	VP Indigenous	Second:	President
Vote count	In favour: 6	Opposed: 0	Abstain: 0

Time Adjourned	03:26 PM
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Recording Secretary:

Humaira

Humaira Ughradar
Recording Secretary - AUSU

04 / 12 / 2024

Date

Approved by:

A. Ryall






Andrea Ryall
Board Chair - AUSU

10 / 12 / 2024

Date

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09:52:19 UTC-5

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