

# Human Rights Legal Support Centre

## Board of Directors – Meeting Minutes

Date: October 29, 2025

Time: 10:00 AM – 3:00 PM

Where: Virtual Meeting (Zoom)

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Chair: Ena Chadha

Vice Chair: Mary Joe Freire

Attendees: Michelle Tan Martial Moreau  
 Evelyn Ball Toby Young  
 Bryan Beatty Bessie Mavroutsikos  
 Stephanie Reyes (minutes)

Regrets: Remi Warner, Tamar Witelson, Gary Pieters, Sandi Bell

Guests: Christopher Williams, Kristie Pagniello, Bonni  
 Titgemeyer, Natalie Ferrari, Dave Chondon

Item	
<b>1</b>	<b>Land Acknowledgement</b>  Land Acknowledgement by Ena Chadha.
<b>2</b>	<b>Consent Agenda Items</b>  a) Approval of October 29, 2025, Board of Directors Meeting Agenda b) Approval of August 29, 2025, Board Meeting Minutes c) Conflict of Interest Check d) Cross-Appointee Report e) Administrative Attestation f) Financial Attestation

	<p><b>Motion:</b> to approve the consent agenda items.  <b>M/S:</b> Mary Joe Freire / Bryan Beatty  Motion Carried.</p>
<b>3</b>	<p><b>Chair's Discussion Topics:</b></p> <p>a) Introduction of all Board Members  b) Legal Aid Ontario structures</p>
<b>4</b>	<p><b>Board-Union Engagement – Guest, Kristie Pagniello, Executive Director of Neighbourhood Legal Services (London and Middlesex)</b></p> <p>Executive Director Kristie Pagniello, gave a presentation to the board on best practices and mechanisms to support labour relations relationships at Neighbourhood Legal Services (London and Middlesex).</p>
<b>5</b>	<p><b>Executive Compensation – Guest, Bonni Titgemeyer, Managing Director of The Employers' Choice Inc.</b></p> <p>Bonni provided a presentation to the board on executive compensation findings.</p>
<b>6</b>	<p><b>In-Office Workplace Policy &amp; Implementation Plan</b></p> <p>The Legal Director presented HRLSC's In-Office Workplace Policy &amp; Implementation Plan.</p> <p>Motion deferred to allow Legal Director to provide the Board with additional information and documentation over the next 2 weeks. Chair will facilitate over email.</p>
<b>7</b>	<p><b>MOU</b></p> <p>Christopher Williams gave an overview of HRLSC's MOU.</p>

<b>8</b>	<p><b>Management Update</b></p> <p>In the Executive Director's absence, the Legal Director and the CAO gave updates on the following:</p> <ul style="list-style-type: none"> <li>a) Collective Bargaining Update</li> <li>b) LFO Strategic Grant Update</li> </ul>
<b>9</b>	<p><b>2025-2026 Meetings</b></p> <ul style="list-style-type: none"> <li>• December 8, 2025 – 4:30 – 7:30 PM</li> <li>• In-person Spring Meeting TBD</li> </ul>
<b>10</b>	<p><b>Adjournment of October 29, 2025, Meeting</b></p> <p><b>Motion:</b> to adjourn the meeting  <b>M/S:</b> Evelyn Ball / Mary Joe Freire  Meeting was adjourned.</p>

**M/S** = Moved/Seconded, **CAO** = Chief Administrative Officer, **LFO** = Law Foundation of Ontario, **TBD** = To be determined, **ED** = Executive Director