Human Rights Legal Support Centre
Board of Directors – Meeting Minutes

Date: April 13, 2026
Time: 10:00 AM – 3:00 PM
Where: In-Person (8th Floor, HRLSC office)

Chair: Ena Chadha

Vice Chair: Mary Joe Freire

Attendees: Michelle Tan, Kraymr Grenke, Sandi Bell, Remi Warner, Martial Moreau, Bryan Beatty, Tamar Witelson, Bessie Mavroutsikos, Stephanie Reyes (minutes)

Advanced Regrets: Evelyn Ball

Guests: Debra Bond-Gorr, Toby Young, Christina Ju, Rachel Aarons, Ginella Massa, Christopher Williams, Naorina Hussain

Item	Discussion
1	**Land Acknowledgement** Land Acknowledgement by Ena Chadha.
2	**Consent Agenda Items** a) Approval of April 13, 2026, Board of Directors Meeting Agenda b) Approval of February 11, 2026, Board Meeting Minutes c) Conflict of Interest Check d) Q4 26/27 Risk Summary e) JR & Appeals Chart

	f) Administrative Attestation g) Financial Attestation **Motion**: to approve the consent agenda items. **M/S**: Sandi Bell / Tamar Witelson Motion Carried.
3	**Board Development Fundraising Presentation** Debra Bond-Gorr gave a presentation on fundraising fundamentals for board members.
4	**Resource Development Strategy** Naorina Hussain presented a draft version of the resource development strategy for board feedback. **Motion**: to strike a resource development board committee **M/S**: Sandi Bell / Bryan Beatty Motion Carried.
5	**Chair's Update** The Board Chair, Ena Chadha, gave an update on the following: a) Negotiations and Mediations Training b) OBP c) MOU d) Pay Equity Application
6	**26-27 Budget** The Chief Administrative Officer, Bessie Mavroutsikos, presented the 26-27 budget for board approval. **Motion**: Acceptance of the permanent sustainability budget summary, subject to MAG confirmation. **M/S**: Bryan Beatty / Kraymr Grenke

	Motion Carried.
7	**25-28 & 26-29 Operational Business Plans** Communications Manager, Ginella Massa, gave a status update on HRLSC's 25-28 and 26-29 Operational Business Plans. **Motion**: to approve the final version of 25-28 OBP. **M/S**: Bryan Beatty / Michelle Tan Motion Carried. **Motion**: to approve the 26-29 OBP with notation in the minutes that pre-existing FTE was 59. **M/S**: Mary Joe Freire / Tamar Witelson Motion Carried.
8	**Management Update** The Executive Director, Remi Warner, included materials in the board package related to the agenda items below. The items have been deferred and were not formally discussed at the meeting. a) Target Outreach Population Research – Christopher Williams b) New Service Delivery Guideline#19: Access to Justice Legal Support Services – Ginella Massa c) JTS Onboarding – Remi Warner d) Labour Relations – Remi Warner e) LFO Funding & Reporting Updates – Remi & Naorina f) MAG Funding & Related Update – Remi Warner g) Strategic Plan Updates – Remi Warner
9	**2025-2026 Meetings** • AGM & Annual Report Meeting – June 24, 2026

10	**Adjournment of April 13, 2026, Board of Directors Meeting** **Motion**: to adjourn the meeting **M/S**: Sandi Bell / Mary Joe Freire Meeting was adjourned.

M/S = Moved/Seconded, **MAG** = Ministry of Attorney General, **JR** = Judicial Review, **OBP** = Operational Business Plan, **MOU** = Memorandum of Understanding, **FTE** = Full Time Equivalent, **JTS** = Justice Technology Services, **CTT** = Client Tracking Tool, **SDG** = Service Delivery Guideline, **LFO** = Law Foundation of Ontario, **AGM** = Annual General Membership