

Attended: Christina Clarke, James Gatsi, Kris Wirk, Rose Arsenault, Jessica Stigant, Josue Dubon, Elizabeth Brown, Mary Lou Newbold, Spencer Walker, Ashka Wirk, Bruce Williams, Ashley McCartie (staff).

Regrets: Captain (Navy) Kevin Whiteside, Frumsa Ibrahim, Corey Gillon

We acknowledge with respect the Ləkʷəŋən speaking peoples, known as the Songhees and Esquimalt Nations, on whose traditional territory we are meeting today. We are grateful for their stewardship of these beautiful lands where we have the opportunity to live, work and play.

Motion to approve the agenda with the addition of a discussion on tariffs, an update on the Business Plan, and an update on the Canadian Chamber.

MOVED by Christina Clarke

SECONDED by Elizabeth Brown

CARRIED

Motion to approve the minutes from the previous Board meeting with the requested update to the CEO Update A1.

MOVED by Rose Arsenault

SECONDED by James Gatsi

CARRIED

1. Chair Report

- a. The Chair provided an update from the CEO Search Committee that Two Willows Consulting has received 19 applications and applications are now closed. Next step is for Two Willows Consulting to do a first screening of all candidates to develop a short list for interviews with the Search Committee. All candidates will remain confidential during the screening and interviewing process.

2. CEO Report

- a. CEO of BC Chamber has resigned. There have been several challenges for the BC Chamber over recent years and the fine from the Registrar of Lobbyists for BC may have been the final issue. They are moving ahead with a hiring search and have asked GVCC Chamber CEO to put forward any potential candidates.
- b. Stakeholder engagement
 - i. Met with JEDI Minister twice recently. The Minister is asking us to determine what businesses will be most impacted by the proposed US tariffs and to identify specific companies who export to the US.
 - ii. Met with Nina Krieger, MLA for Victoria-Swan Lake and Parliamentary Secretary for Arts and Film as well as Parliamentary Secretary to the Minister of Sport Tourism and Culture to provide a general overview of The Chamber. CEO mentioned our lack of traction with the previous government on Indigenous Economic Reconciliation and discussed the Victoria Hockey Legacy Society's funding request for the Stanley Cup Century Celebration in Oak Bay.
 - iii. Recent release regarding the cruise ship shuttle bus drop-off location. The Chamber, DGV and DVBA have successfully lobbied the City of

- Victoria to have the cruise ship tour bus drop-off location moved further up Government St. to put visitors in a better location to support local businesses in the downtown core.
- iv. Met with Minister Grace Lore to discuss potential funding avenues for the Aunty Collective in Rock Bay to make their second floor more accessible by putting in a lift.
 - v. Spoke at the Beacon Community Services Forum - Workforce Challenges - Strategizing Outside the Box this month.
 - vi. Met with Hudson Market to discuss ideas to further develop their offerings and rebrand who they are. Discussed the potential of adding immigrant owned food operations to the space.
 - vii. Met with new Indigenous member, Indigenous Roots Coffee Company Inc. about making connections for them for distribution.
 - viii. Met with Jon Stovell owner of Reliance Properties. They are building a community at Fisgard and Blanshard that will be the tallest building in Victoria.
 - ix. Had a discussion with Aryze about support for the project on Hovey Road in Saanichton that is being designed to provide housing for Indigenous Elders, Seniors, and low-income needs
 - x. Attended the Doane Grant Thornton Vibrant Communities full day event at the end of January at the Victoria Scottish Community Centre
 - xi. Spent a day in Vancouver for an energy information session with FortisBC.
 - xii. Attended the recent funding announcement with the government for shore power in Victoria.
 - xiii. Meeting with Kiewit as they are interested in moving into the Victoria market and going after large contracts here.
 - xiv. Discussion around the impact of tariffs on tourism from the states
- c. Port Angeles Chamber and Victoria Rotary met for welcome back to the Coho planning. Port Angeles Chamber leaned into their longstanding relationship with BC encouraging us to continue to visit and maintain our friendship. Their Board is going to come visit us here in the future.
 - d. Office of the Registrar of Lobbyists for BC – [BC Chamber Decision](#) – BC Chamber was fined \$4000 due to reporting error. Senior Manager Communication is looking into the parameters around the maximum gift we can offer elected officials and whether we need to charge them tickets to speak at our events.
 - e. Letters of Support Request from a member who is bringing companies forward to us as potential members. The member is working to support these businesses in immigrating their business to Victoria and the letter of support helps with that process. The letter of support confirms that the business is a member in good standing.

- f. Staff are now working in the new office. We are unpacked and completing the setup of the space. The kitchen has now been installed by the landlord and the countertop will arrive in 2-3 weeks. The red carpet strips will be replaced at the beginning of March and then the final furniture will be installed. Junk and recycling pick-up is happening this week.
- g. Chamber Senior Management is reviewing the current bonus structure for staff based on feedback and observations from staff that it is no longer serving its purpose of motivating staff to reach their KPI's. As discussed at the November Board Meeting, Management is reviewing the living wage in Victoria and think that integrating the current amounts set aside for bonuses into the base salaries of staff is a better recognition of how hard the team is working. Management recognizes that there will be a need for a more formal performance management structure to be in place to address circumstances where staff are not meeting their performance objectives or role requirements. The role of the Board in this discussion is to approve any changes to the budget when this plan is put in place. Discussed that the CEO role will retain a bonus structure.
- h. Tariff Discussion – Canadian Chamber is working on advocating against tariffs and have created the [Canada-U.S. Trade Tracker](#) to help inform decision makers on both sides of the border on the impact of trade tariff. Pascal Chan from the Canadian Chamber is working on a package for all Chambers to share with members to help them engage in discussions regarding the tariffs. Will have media outreach regarding the approach.
- i. The CEO shared that the 2025 Business Plan delivery to the Board has been delayed due to tasks surrounding the office move. The plan will be delivered at the March Board meeting.

3. Committee Reports

a. Executive & Governance Committee

- i. Executive will be taking a more in depth look into the language we are using within the External Board Appointments document to review the use of nomination versus appointment to ensure it is in line with the processes of each Board. They will also be looking at the relationships marked as defunct and any opportunities we have been missing.
- ii. The Public Policy and Advocacy Committee are working on developing position statements related to our Advocacy Priorities. Sub-committees will meet to work through the details under each of these bullets to determine how we have come to these priorities and how we will address them. They are brought to us by members and community members, enhanced and built on by input from the Committee, Stakeholders and subject matter experts. Suggest that we add a review of the Advocacy Priorities at the June Board meeting to ensure we are still in line with current affairs and ensure we are continuing to focus our efforts locally.

Motion to approve the 2025 Advocacy Priorities with the addition of tariff response and cost of living under Business Growth and Adaption, remove the crossed out "Home" under Finding and Keeping Workers, add sub-issue of inter-provincial trade on slide three under tariff response.

MOVED by Christina Clarke

SECONDED by Mary Lou Newbold

CARRIED

b. Finance & Audit Committee

- i. The 2024 audit is on track and fieldwork will wrap up shortly. The Chamber's Consultant will send any final samples and documentation to KPMG over the next week, as the Operations Manager is on vacation. So far, there have been no significant questions or concerns. KPMG has asked for a lot of clarity and documentation on our website project, looking for more evidence of tasks Caorda couldn't complete, a detailed project plan, etc. We do not see this turning into a significant issue because we have extensive documentation to back it up.
- ii. Finance and Audit Committee is welcoming Chanel Ratcliffe, CPA with Doane Grant Thornton, to the committee.

Motion to approve Chanel Rockliffe to the Finance and Audit Committee.

MOVED by Spencer Walker

SECONDED by Christina Clarke

CARRIED

Motion to Adjourn

MOVED by Christina Clarke

SECONDED by Josue Dubon

CARRIED

Next Board Meeting – March 25, 7:30 – 9:00am; Presentation from Victoria Airport Authority
9:00am – 9:30am; Location TBA


Secretary


Chair