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**ATTCH 4: PRESIDENT’S REPORT – AGM JUNE 6 2016**

Good evening – I want to thank you all for taking the time to come and hear what wonderful work the Board, volunteers and the staff have done over the last year.

I am so pleased to report that after not having a full time Executive Director for over 17 months & after an exhaustive search, the Human Resources Committee recommended & the Board hired Alice Kubicek as our new Executive Director. Over the last few years, Alice has worked first as a board member, then as President and interim volunteer part time Executive Director. As the permanent E.D., Alice brings her vast knowledge of governance, human resources and her unflappable spirit to the position. Her vision of the organization aligns perfectly with the Board’s. Her quiet strength creates a positive work atmosphere that benefits not only the staff and volunteers but also our tenants.

Thank you to the dedication of the Board of Directors, without whom the important work of Daybreak would not be as well organized. As President, I am in awe of the work done to move this organization forward.

As I mentioned the Human Resources committee recommended our new Executive Director after an extensive search and interviews. They did not stop there; they also reformulated the job descriptions for all the positions and wrote the new contracts for the staff.

The Finance and Audit committee was active again this year. Thanks to their diligence, we ended the year on a positive note. They finished off the remaining financial policies and tweaked a few policies to improve their efficiency.

The Governance committee reviewed and brought to the board for approval, the terms of references and the work plans of all the Daybreak committees. In addition, a Board competency survey assessment was conducted to guide succession planning and the Nominations process.

The Nominations committee (a subcommittee of Governance) led by the past president Rob Decker selected three new Board directors. In order to align the roles and the expectations of the board, an assessment exercise was completed to clarify expectations for the roles of the Board and the Executive Director. The results of this assessment will be available in the pending Board of Directors Manual for Daybreak.

Not to be outdone by the other committees, the Communications committee largest project this year was revamping the website. It was in dire need of an update and refresh. The work is almost complete; we are hoping it will be live within the next few weeks. So stay tuned. It is designed to be responsive to both mobile and tablets. The committee also worked diligently to improve our presence on Twitter and Facebook. They continued to prepare and design our newsletter, “Daybreaking News” and ensuring a wide distribution to members, supporters and local churches.

I would like to take a moment to thank this truly professional Board without whom Daybreak cannot function to its optimum goal. On behalf of the staff, tenants and especially myself – a very large thank you.

January Cohen – Member on Governance

Lauren Evans – Program Evaluation

Pamela MacDonald-Wolk – Member on Finance and Audit

Stephanie Izzard – Co-Chair of HRCC

Nancy Quattrocchi– Co-Chair of HRCC

Andre Rancourt – Treasurer

Brad Wassink – Communications

Ian Hayhow – Chair of Finance and Audit and Secretary

Linda Nesrallah / Julia Luo– Chair of Governance

Both Ian and Linda will be leaving the board this year. Please accept our deepest thanks and appreciation for all you have done for Daybreak.

Another sector of Daybreak that works so diligently in the background to ensure our tenants live in an inclusive and caring community is our truly dedicated volunteers. Without these loyal individuals, Daybreak could not create a special home for our 46 tenants.

Last but definitely not least, I want to take a moment to thank the staff whose enthusiasm and dedication to ensuring all the tenants have an opportunity to be their very best.

* Mike Haas:
  + Housing Support Worker: Property Management and Maintenance
* Corrine McMahon
  + Housing Support Worker: Residence and Tenant Matters.
* Lissa Boyd
  + Office Manager: Finance and Administration – Lissa just left us to pursue a career within another agency where she will find new challenges and opportunities.

In her place, we have hired Amanda Cuirrier. We look forward to working together as a team on pursuing our mission and vision.

I want to take a moment to thank Alice for her unwavering dedication to Daybreak. Alice truly exemplifies what the word commitment truly means. She stepped up immediately when the former Executive Director left, to ensure the smooth running of the organization. The staff accepted that she was there on a part time basis and also, stepped up to the challenge. On behalf of the Board, tenants and volunteers I want to acknowledge her hard work and thank her for the passion she brings to the organization.