

SATURNA ISLAND FIRE PROTECTION SOCIETY

ANNUAL GENERAL MEETING

NOTICE TO MEMBERS

Meeting Date: Saturday – June 17, 2023

Meeting Time: 1:00 p.m.

Location: Emergency Services Building #1

THE AGM AGENDA PACKAGE IS AVAILABLE AT SIFPS.CA

YOU MUST BE A MEMBER OF SIFPS TO BE ELIGIBLE TO VOTE ON ISSUES DURING THIS MEETING.

MEMBERSHIP IS FREE AND OPEN TO RESIDENTS AND PROPERTY ELECTORS OF SATURNA ISLAND AS DEFINED BY THE CAPITAL REGIONAL DISTRICT, AS WELL AS OTHER INDIVIDUALS APPROVED BY THE SIFPS BOARD.

MEMBERSHIP APPLICATIONS CAN BE SUBMITTED UNTIL 12:45 PM, AT EMERGENCY SERVICES BUILDING #1 ON SATURDAY, JUNE 17, 2023 – AFTER THAT NO FURTHER MEMBERSHIP APPLICATIONS WILL BE PROCESSED UNTIL AFTER THE MEETING.

NOMINATIONS TO THE SIFPS BOARD OF DIRECTORS FROM THE MEMBERSHIP ARE WELCOME, AND CAN BE RECEIVED BY THE NOMINATION COMMITTEE AT rmreservices@gmail.com. NOMINATIONS FROM THE FLOOR ON THE MEETING DAY ARE ALSO WELCOMED

SATURNA ISLAND FIRE PROTECTION SOCIETY

**ANNUAL GENERAL MEETING
JUNE 17, 2023**

AGENDA

1. CALL TO ORDER/CONFIRMATION OF QUORUM
2. APPROVAL OF AGENDA
3. APPROVAL OF MINUTES OF ANNUAL GENERAL MEETING HELD ON JUNE 4, 2022
4. BUSINESS ARISING FROM PREVIOUS MINUTES
5. PRESIDENT'S REPORT
6. TREASURER'S REPORT AND APPROVAL OF FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2022
7. CORPORATE AND ADMINISTRATION COMMITTEE REPORT
8. ASSET MANAGEMENT AND OPERATIONS REPORT
9. HUMAN RESOURCES COMMITTEE REPORT
10. NEW BUSINESS
11. APPROVAL OF ACTS OF SIFPS DIRECTORS JUNE 5, 2022 TO JUNE 16, 2023
12. NOMINATIONS COMMITTEE REPORT
13. RESIGNATION OF 2022-2023 DIRECTORS
14. ELECTION OF 2023-2024 DIRECTORS
15. ADJOURNMENT

**SATURNA ISLAND FIRE PROTECTION SOCIETY
ANNUAL GENERAL MEETING
JUNE 4, 2022**

MINUTES

1. The meeting was called to order at 1 pm. 16 members were in attendance and quorum of at least 10 members present was confirmed.
2. Agenda was approved as circulated.
3. A motion to approve the minutes of the Annual General Meeting June 26, 2021 by Stephen Hardy, seconded by Tony Marchigiano. **Carried.**
4. There was no business arising from the minutes.
5. President Eva Hage tabled her report and thanked the directors for the past year of service. She spoke to the challenges that the Saturna emergency services face, particularly Saturna Island Rescue and that it remains a key priority for the Board to continue to work towards a more sustainable structure. Eva announced she would not be standing for re-election. Motion to accept the President's report by Tony Marchigiano, seconded by Stephen Hardy. **Carried.**
6. Treasurer Stephen Hardy presented the SIFPS Annual Financial Statements for year ending December 31, 2021 prepared by Grant Thornton, Chartered Professional Accountants. He touched on a few key items: SIFPS is in excellent financial health; the loss for the year ending Dec 31, 2021 was \$24,000, which is in line with the previous year. The loss includes the non-cash costs of amortizing capital assets. The society has a very healthy cash reserve of approximately \$300,000, an increase of \$26,000 from 2020. Motion to approve annual financial statements as presented by John Wiznuk, seconded by Ron Monk. **Carried.**
7. Eva presented the Corporate and Administration Committee report in Melanie Watson's absence. She mentioned that insurance costs keep increasing and that there will be a search for a new insurance broker. Motion to accept the Corporate and Administration Committee report by Wayne Quinn, seconded by Paul Brent. **Carried**
8. John Wiznuk presented the asset management and operations report. The highlights of the year were the installation of solar system at ESB#2 thanks to a grant from the CRD (the grant was received in 2021) and the procurement of a sprinkler trailer that will be very valuable in fighting wild fires thanks to a resiliency grant. John mentioned that a decision has been made to replace Tender 1. Tex McLeod asked if there was sufficient money set aside to pay for the purchase of a new tender. John assured him the cash

reserve is sufficient and has been planned. Eva also explained the 5-year financial outlook for tax requests that is submitted to the CRD every year takes into account planned capital replacements to ensure there is enough money set aside for the day when the asset has to be replaced. Motion to accept the Asset Management and Operations report by Tex McLeod, seconded by Stephen Hardy. **Carried**

9. Ron Monk presented the Human Resources Committee report and spoke briefly about the challenges with SIR and the possibility of looking at some form of amalgamation, what form that would take remains to be determined and will be a key priority for the next year. He thanked all the volunteers for their commitment and hard work. Motion to accept the Human Resource Committee report by John Wiznuk, seconded by Tony Marchigiano. **Carried.**
10. There was no new business, but Tex McLeod reminded everyone that Adam Olsen, our MLA, will be on island on June 15 for a drop-in session and that it may be a good idea to bring the challenges with SIR to his attention.
11. The acts of SIFPS directors between June 27, 2021 and June 3, 2022 were approved. Moved by John Wiznuk, seconded by Wayne Quinn. **Carried.**
12. John Wiznuk, on the behalf of the Board, thanked outgoing president Eva Hage for her service over the past 12 years.
13. Eva asked Wayne Quinn to present the nominees for election of the SIFPS Board for 2022-23. The nominees were:

President:	Vacant
Vice-President:	Ron Monk
Treasurer:	Stephen Hardy
Corporate Secretary:	Melanie Watson

Directors at Large:
Ian Gaines
Tony Marchigiano
Tex McLeod
Keith Preston
Peter Stolting
John Wiznuk
14. The 2021-2022 directors resigned. Moved by John Wiznuk, seconded Ian Gaines. **Carried**
15. Wayne Quinn led the election for the SIFPS 2022-2023 directors. All nominees were acclaimed in the positions listed above.
16. Meeting was adjourned at 1:35 pm.

President/Vice President's Report

This past year has been filled with challenges as well as some noteworthy achievements. First, though, I must commend those who work so hard to provide emergency services to our island community.

Fire and SIR volunteers, contractors and board members all dedicate a lot of time and energy to provide these vital services. It really is a team effort and one of my goals this year was to build that sense of teamwork, with all the various parts appreciating what each does to contribute to the whole. It requires dedication and vision.

At last year's Annual General Meeting, no one stood for the position of President of the SIFPS Board. I turned down the nomination as I was facing a number of significant changes in my life and didn't think I could devote the time that was required. I found it ironic that with no President, the duties fell to the Vice President and I became de facto President. There were challenges, yes, and also rewards.

The Board of Directors have a fiduciary role in managing tax payers' money and ensuring that the society fulfills all its obligations. This can be difficult when volunteers feel the strain of long hours, when resources are hampered by rising costs, supply chain issues and demanding requirements and oversight, and the island population has increased by a third. Yet there is satisfaction in knowing that the island is well served, and we are doing it ourselves.

Challenges faced this year included some scrambling to bolster our roster of medical first responders. Tony Simmonds and David Rees-Thomas, both long serving and vital members of SIR, retired. David continues to support SIR in several capacities, but along with their retirements and the scaling back of other volunteers due to work commitments, the service was struggling to cover shifts. Thankfully, some Fire volunteers are able to transport patients if necessary.

In response, concerted effort was put into recruiting and training new volunteers. Costs associated with that program are reflected in the Treasurer's report. Recruitment, training and retention of volunteers remains a primary goal.

Nearly all "volunteer" fire and medical response personnel in the province receive some sort of compensation. From pay for call-outs to incentives to attend training or medical/dental programs, compensation varies from community to community. For the past two years, SIFPS has been looking at various forms of supporting and retaining volunteers through an appropriate, cost-effective compensation program. In consultation with Fire Chief Clark and SIR Chief Verbitsky, the Board has begun to institute a phased-in plan. As of May 1, 2023, SIR volunteers who wish to partake will receive some remuneration for their services. While modest, it is intended to offset some wage loss when volunteers are called out to respond or must be on stand-by. Next year, Fire personnel will benefit from a program which is yet to be

determined and which will reflect differing needs from SIR. Under the sage guidance of our treasurer, Stephen Hardy, a process for administering the plan has been worked out and will require ongoing oversight.

As outlined in our Christmas letter in December 2022 (posted on SIFPS web site), our Society's funding is primarily supported through the annual property tax requisition from the Capital Regional District (CRD). Until recently, CRD Bylaw 2165 did not allow for property tax revenues to be used to fund emergency response and patient transportation. This past year, the Board was able to:

- a. enter into a Collaboration and Patient Transportation Agreement with BC Emergency Health Services which formally allows SIFPS to provide such services on Saturna at the licensed Emergency Medical Responder (EMR) level. This brings us into compliance with the Emergency Services Health Act and allows SIR to perform those functions with indemnity.
- b. With that agreement in hand and with the assistance of CRD Director Paul Brent, Bylaw 2165 was amended to include "medical patient transportation services." This allows us to access tax revenues to fund our emergency response.
- c. SIFPS submitted a 2023 budget revenue requisition to the CRD of \$263,000. This represents a 42% increase over the \$185,000 requisition monies received in 2022. While no one wants a tax increase, it does allow us some certainty in funding our emergency response services.

For the coming year, the SIFPS Board will continue to pursue alternate sources of funding through grants and discussions with various levels of government. We are following through with recommendations from the "SIR Futures" report submitted last year, including the possible amalgamation of Fire and SIR. We are working on finalizing a counseling policy so that volunteers who experience trauma from a difficult call can be supported. And we will continue to keep our Society members and the populace of Saturna apprised of the initiatives the SIFPS Board undertakes. We welcome comments and input.

Respectfully submitted,

Ron Monk
Vice President
May 30, 2023

Saturna Island Fire Protection Society (SIFPS)

Annual General Meeting

Treasurer's Report for the Year Ending December 31, 2022

As in prior years, Grant Thornton, Chartered Professional Accountants, were engaged by the society to compile the 2022 annual financial statements based on information provided by management.

The following are the key highlights with respect to the SIFPS financial statements for the year ending December 31, 2022 and the comparative year.

A deficiency of revenues over expenditures resulted in a loss of \$61,566 as compared to a loss of \$24,180 reported in 2021, an increase in loss of \$37,386. The loss was driven by an increase in cash operating expenditures which exceeded the increase in revenues along with a smaller increase in amortization expense, which is the writing down of property, plant and equipment assets over their estimated useful life.

Revenues in 2022 were \$237,605 as compared to \$196,440 in 2021, an increase of \$41,165 or 21.0%. The change was mainly attributed to an increase in property tax assessments of \$20,124, an increase in donations of \$6,804, and the receipt of a CEPF Fire grant in the amount of \$14,374.

The sources of 2022 revenues consisted of \$188,305 (79.3% of total revenues) from property taxes and PILT, a \$14,374 (6.0%) CEPF Fire grant, \$11,500 (4.8%) from Island Health, \$10,900 (4.6%) from donations, and \$12,526 (5.3%) from various other sources including a Parks Canada lease and interest income.

Total expenditures were \$299,171 as compared to expenditures of \$220,620 in 2021, an increase of \$78,551 or 35.6%. Total expenditures included non-cash amortization of property, plant and equipment in the amount of \$69,808 (2021 - \$58,576), and cash operating expenditures of \$229,363 (2021 - \$162,044).

The breakdown of operating expenditures by department was as follows: \$63,046 for Saturna Island Rescue (2021 - \$34,156); \$113,097 for Firefighting (2021 - \$76,580); and \$53,220 combined for operating the two emergency buildings, communications, and administrative activities (2021 - \$51,308).

There were some notable cost escalations in the current year. The most significant being those for volunteer training which increased from \$9,089 in 2021 to \$58,435 with the total costs roughly equally split between SIR and Fire, although about one half of the firefighter training expenditures was funded by the CEPF Fire grant. Through a combination of attrition and other competing commitments, the SIR volunteer pool progressively shrunk as the year progressed reaching a critical low in the fall which threatened the ability to provide 24/7 emergency medical response and patient transportation. Fortunately, five newly recruited volunteers willingly committed to undertake initial EMR certificate training and some obtained their Class 4 driver's license.

COVID related supply chain challenges in 2021 resulted in delayed shipments of orders placed for firefighting turnout gear which eventually showed up in early 2022. Accordingly, costs for protective gear and uniforms increased by \$12,063 in the current year to an amount of \$17,515 whereas about half

of the increase really belonged in 2021. Significant cost inflation of over 30% was a key shock for the turnout gear purchase. A decrease in vehicle expenses of \$4,436 in 2022 provided some minor offset to the cost increases.

The society reported a \$24,031 decrease in cash and term deposit balances at the end of the current year mainly as a result of the reported loss. This compared to an increase in cash and term deposits of \$26,102 reported in the prior year.

An amount of \$3,961 was spent on capital purchases which was mainly for modifying two halves of a 40-foot metal shipping container acquired in 2021 and being used for live fire training. In addition, solar panels costing \$18,677 were installed at ESB2 which were fully funded by CRD grant money received in late 2021.

Despite the reported loss, the society's financial position remained strong. With a prudent use of funds, cash and term deposit balances at the end of 2022 are expected to be sufficient to fund the Society's anticipated operating and capital expenditure plans in 2023. However, it is worth noting that the Society's annual funding needs are growing and expected to continue doing so over the next several years. The reasons include ongoing recruiting and training expenses; the introduction of initial volunteer compensation for SIR volunteers; ongoing personal protection and equipment replacements; and a major six-figure capital purchase to replace the fire department's ancient water tender. This capital purchase has already been deferred once due to limited cash resources. The Board continues to seek out grant opportunities to help with funding and the 2023 property tax requisition request to the CRD has been increased.

Before signing off, I wish to thank all the society's volunteers for their continued participation, especially the unit chiefs and operational teams who selflessly give up large chunks of their personal time to train, practice and respond to emergency calls. Thankfully, the operational teams are always on alert, ready to provide emergency response to the island's residents and visitors when dispatch calls come in.

Respectfully submitted,

Stephen Hardy
SIFPS Treasurer
May 27, 2023



Compiled Financial Information

Saturna Island Fire Protection Society

December 31, 2022

Saturna Island Fire Protection Society

Contents

	Page
Compilation Engagement Report	1
Statement of Operations	2
Statement of Changes in Net Assets	3
Statement of Financial Position	4
Statement of Cash Flows	5
Notes to the Compiled Financial Information	6 - 8



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Compilation Engagement Report

To the Board of Directors of
Saturna Island Fire Protection Society

On the basis of information provided by Management, we have compiled the statement of financial position of Saturna Island Fire Protection Society as at December 31, 2022, the statements of operations, changes in net assets, and cash flows for the year then ended, and Note 2, which describes the basis of accounting applied in the preparation of the compiled financial information ("financial information").

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, *Compilation Engagements*, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial information.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information.

Readers are cautioned that the financial information may not be appropriate for their purposes.

Victoria, Canada
March 14, 2023

Chartered Professional Accountants

Saturna Island Fire Protection Society

Statement of Operations

Year ended December 31	2022	2021
Revenues		
Property tax assessments	\$ 177,796	\$ 157,672
Donations - VFD	4,450	700
Donations - SIR	6,450	3,396
FireSmart	-	3,642
Grant - VIHA	11,500	11,500
Grant - PILT	10,509	10,560
Grant - CRD	1,289	667
Grant - CEPF Fire	14,374	-
Lease	7,576	6,943
Interest and miscellaneous	3,661	1,360
	237,605	196,440
Expenditures		
Amortization	69,808	58,576
Facility service fee and rental	5,000	5,000
FireSmart	-	2,878
Honorarium and benefits	45,554	39,516
Insurance	23,617	24,460
Office	12,397	9,582
Professional fees	5,354	3,995
Protective gear and uniforms	17,515	5,452
Repairs and maintenance	29,806	27,697
Supplies	8,183	7,340
Tax collection	3,365	3,267
Training	58,435	9,089
Travel	-	200
Utilities	6,062	5,416
Vehicle	12,607	17,043
Worksafe BC	1,468	1,109
	299,171	220,620
Deficiency of revenues over expenditures	\$ (61,566)	\$ (24,180)

Saturna Island Fire Protection Society

Statement of Changes in Net Assets

Year ended December 31

	Net assets invested in property, plant and equipment	Unrestricted	Internally restricted capital reserve	Total 2022	Total 2021
Balance, beginning of year	\$ 784,526	\$ 101,080	\$ 100,000	\$ 985,606	\$ 1,009,786
(Deficiency) excess of revenues over expenditures	1,289	(62,855)	-	(61,566)	(24,180)
Purchase of property, plant and equipment (net of capital contribution)	3,671	(3,671)	-	-	-
Amortization on property, plant and equipment	<u>(69,808)</u>	<u>69,808</u>	<u>-</u>	<u>-</u>	<u>-</u>
Balance, end of year	<u>\$ 719,678</u>	<u>\$ 104,362</u>	<u>\$ 100,000</u>	<u>\$ 924,040</u>	<u>\$ 985,606</u>

Saturna Island Fire Protection Society

Statement of Financial Position

December 31	2022	2021
Assets		
Current		
Cash	\$ 19,913	\$ 100,217
Term deposits	256,653	200,380
Prepaid expenses	20,471	18,519
Goods and services tax receivable	<u>3,550</u>	<u>4,400</u>
	300,587	323,516
Long-term		
Property, plant and equipment (Note 4)	<u>755,732</u>	<u>803,193</u>
	<u>\$ 1,056,319</u>	<u>\$ 1,126,709</u>
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 3,131	\$ 3,129
Deferred income (Note 5)	87,308	91,951
Current portion of long-term debt (Note 6)	<u>2,893</u>	<u>2,893</u>
	<u>93,332</u>	<u>97,973</u>
Long-term debt (Note 6)		
Deferred capital contribution	2,893	5,786
	<u>36,054</u>	<u>37,344</u>
	<u>38,947</u>	<u>43,130</u>
	<u>132,279</u>	<u>141,103</u>
Net Assets		
Net assets invested in property, plant and equipment	719,678	784,526
Unrestricted	104,362	101,080
Internally restricted capital reserve	<u>100,000</u>	<u>100,000</u>
	<u>924,040</u>	<u>985,606</u>
	<u>\$ 1,056,319</u>	<u>\$ 1,126,709</u>

Saturna Island Fire Protection Society

Statement of Cash Flows

Year ended December 31	2022	2021
Increase (decrease) in cash		
Operating		
Deficiency of revenues over expenditures	\$ (61,566)	\$ (24,180)
Item not affecting cash		
Amortization	<u>69,808</u>	<u>58,576</u>
	8,242	34,396
Change in non-cash working capital items		
Accounts receivable	-	2,700
Prepaid expenses	(1,952)	(534)
Goods and services tax	850	(975)
Accounts payable and accrued liabilities	3	-
Deferred income	<u>(4,643)</u>	<u>(4,643)</u>
	<u>2,500</u>	<u>30,944</u>
Financing		
Repayment of long-term debt	(2,893)	(2,893)
Deferred capital contribution	<u>(1,290)</u>	<u>18,011</u>
	<u>(4,183)</u>	<u>15,118</u>
Investing		
Purchase of property, plant and equipment	<u>(22,348)</u>	<u>(19,960)</u>
(Decrease) increase in cash	(24,031)	26,102
Cash		
Beginning of year	<u>300,597</u>	<u>274,495</u>
End of year	<u>\$ 276,566</u>	<u>\$ 300,597</u>
Cash consists of:		
Cash	\$ 19,913	\$ 100,217
Term deposits	<u>256,653</u>	<u>200,380</u>
	<u>\$ 276,566</u>	<u>\$ 300,597</u>

Saturna Island Fire Protection Society

Notes to the Compiled Financial Information

December 31, 2022

1. General information

Saturna Island Fire Protection Society was incorporated under the Society Act of the Province of British Columbia on January 14, 1994. The purposes of the Society are to provide fire protection and emergency response services to the inhabitants of Saturna Island. The majority of the funds raised by the Society come from the taxation of real property on Saturna Island.

2. Basis of accounting

The basis of accounting applied in the preparation of the statement of financial position of Saturna Island Fire Protection Society as at December 31, 2022, the statements of operations, changes in net assets, and cash flows for the year then ended is on the cash basis of accounting with the addition of the following:

- (a) Accounts receivable are accrued as at the reporting date.
 - (b) Prepaid expenses are recorded based on the terms of the invoice.
 - (c) Property, plant and equipment are recorded at historical cost and are amortized over their expected useful life.
 - (d) Accounts payable and accrued liabilities are accrued as at the reporting date.
 - (e) Unrestricted contributions are recognized as revenue when received.
 - (f) Contributions that are restricted by third parties are recognized as revenue when the related expenses have been incurred. When the related expenses have not yet been incurred, contributions that are restricted by third parties are recorded as deferred revenue.
-

3. Significant accounting policy

Property, plant and equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated amortization and impairment losses. Amortization is calculated on a straight-line basis.

The amortization rates used for each class of property, plant and equipment are:

Buildings	4%
Equipment	20%
Emergency transportation vehicle	20%
Fire and support vehicles	20%
Radios	20%
Solar equipment	30 years

Saturna Island Fire Protection Society

Notes to the Compiled Financial Information

December 31, 2022

4. Property, plant and equipment			<u>2022</u>	<u>2021</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Land	\$ 115,651	\$ -	\$ 115,651	\$ 115,651
Buildings	1,116,410	531,233	585,177	629,834
Equipment	64,129	60,087	4,042	12,830
Emergency transportation vehicle	9,324	7,727	1,597	2,662
Fire and support vehicles	303,307	296,600	6,707	17,157
Radios	14,257	14,257	-	-
Solar equipment	45,055	2,497	42,558	25,059
	<u>\$ 1,668,133</u>	<u>\$ 912,401</u>	<u>\$ 755,732</u>	<u>\$ 803,193</u>

Saturna Island Fire Protection Society

Notes to the Compiled Financial Information

December 31, 2022

5. Deferred income	<u>2022</u>	<u>2021</u>
Grant - VIHA	\$ 2,875	\$ 2,875
Deferred lease - CRD	11,625	13,125
Deferred lease - Parks Canada	<u>72,808</u>	<u>75,951</u>
	<u>\$ 87,308</u>	<u>\$ 91,951</u>

The Society received a grant from the Vancouver Island Health Authority (VIHA) in support of Saturna Island Rescue of which \$2,875 is deferred.

The Society entered into a 20 year prepaid lease with the Southern Gulf Islands Emergency Management Commission (CRD) effective September 14, 2010 for the use of both Emergency Services Buildings. The prepaid deposit on the lease is amortized into income over the 20 year lease period.

The Society entered into a 35 year prepaid lease with Parks Canada effective February 29, 2011 for the use of a portion of Emergency Services Building #1. The prepaid deposit on the lease is amortized into income over the 35 year lease period.

6. Long-term debt	<u>2022</u>	<u>2021</u>
Financing arrangement with Crest for the purchase of 25 pagers and chargers at a total cost of \$20,250. Amount is non-interest bearing and is payable in equal annual payments over a 7 year term.	\$ 5,786	\$ 8,679
Less current portion	<u>2,893</u>	<u>2,893</u>
Due beyond one year	<u>\$ 2,893</u>	<u>\$ 5,786</u>

CORPORATE SECRETARY'S REPORT FOR AGM June 17, 2023 for Year End 2022

1. Vehicle Insurance. Amanda Gunn of Gulf Islands Insurance has renewed the vehicle insurance for 2022. \$3,783.00 for all vehicles including ambulances. Decrease of \$5.00 from 2021 however in 2021 we received rebates from ICBC totaling approx. \$829.00 due to COVID.
2. The CGL policy was \$10,687.00 renewed Nov. 2022. Increase in Premium of \$1,199.00 from 2021. This covers mishaps that occur by our volunteers. Unfortunately, this continues to increase as insurers do not like to cover this type of loss and there are more claims by others each year.
3. Directors' Liability Insurance \$1975.00 renewed June 2022. Increase of \$747.00 however increase of coverage from \$2,000,000 to \$5,000,000.
4. Property Insurance \$6,701.00 renewed Nov. 2022. Increase of \$464.00 from 2021.
5. Accident and Sickness Insurance. Paid for by the CRD directly.
6. Medical Malpractice Insurance \$1,865.00 renewed April 2021. Up \$255.00 from 2021.
7. VIHA (Victoria Island Health Assoc.) Contract has been renewed and monies received. \$11,500.00
8. Insurance for Fire Department Events is covered by the CRD and is free. We were covered for the Pig Roast Event. The contact person is Ross Cameron rlcameron@crd.bc.ca.

Joint Occupational Health and Safety Committee Report to the AGM 2023

The Joint Occupational Health and Safety Committee has spent the past year working through a 'to do' list of potential health and safety hazards identified in last year's Annual Inspection and addressing any other concerns Volunteers may have brought to the attention of the Committee. This approach to ensuring healthy and safe worksites continues.

Submitted by
Keith Preston

Human Resources Committee Report to the AGM 2023

This past year the Human Resources Committee worked with a Special Committee of Board Members to successfully address two issues identified by the Human Resources Committee in its 2022 Report to the AGM as being of particular importance. One was the CRD Bylaw change that now allows greater funding of medical responses. Another was the development of a Compensation Plan (implemented for SIR on May 1 of this year) as part of a response to the recruitment, training and retention of Volunteers.

Ongoing development of the existing Compensation Plan and working on other ways to address recruitment, training and retention (many identified last year by the HR Strategy Document, the SIR Futures Document and the Fire Chief's Special Report) will be required this coming year.

Submitted by
Keith Preston
Ron Monk

Nominating Committee's Report

The role of the Nominating Committee is to:

- Throughout the year, develop and maintain a list of potential nominees for SIFPS Director positions by receiving and assessing interested individuals, as well as proactively seeking out other identified individuals to determine their interest.
- Nominate those interested individuals who, in the opinion of the committee, will work together most effectively for the betterment of SIFPS and its constituent community.

The SIFPS Board must have at least five (5) Board members according to its Society's Bylaws but, for the Board to function effectively, at least nine (9) directors are needed. There are currently ten nominees.

The following candidates have agreed to stand for election for 2023-2024:

President:	Ron Monk
Vice-President:	Liz Gilliland *
Treasurer:	Stephen Hardy
Corporate Secretary:	Melanie Watson

Directors at Large:	Byron Fritzler *
	Ian Gaines
	Tex McLeod
	Keith Preston
	Doug Roy *
	John Wiznuk

*Denotes new candidates to the Board

A big Thank You to Tony Marchigiano who moved to Europe earlier this year, and Peter Stolting who is resigning from the Board after two years' service.

John Hutchinson
Ron Monk
Nominating Committee
May 30, 2023