

**REPORT OF THE BOARD CHAIR  
PAUL DE LUISA  
JUNE 26, 2019**

This past year we embraced change in many different ways and on many different levels.

The Ontario election brought a new government with -- what we expect will be -- a new direction for our sector. While we wait to learn more about the government's plans, we continue to work closely with our Regional Lead for the Ministry of Children, Community and Social Services.

Within our own operations, we reached a significant milestone when we finalized the Pay Equity Plan for our unionized employees. This was a huge undertaking, representing over 80 per cent of our workforce. On behalf of the Board, I want to thank the staff, union and management members of the Pay Equity Committee who made this happen.

The next phase of the Pay Equity exercise will see us develop a plan for non-unionized and management employees.

Another significant achievement occurred in March with the signing of a four-year Collective Agreement. This new Agreement will provide some stability to the organization. I want to thank the union and management members of the Negotiating Committee for their hard work on this front.

We also experienced some changes at the Board level with the departure of three Directors -- Keith Crigger, Christopher Rudyk and Linda Bot. We will be acknowledging their service to CLGS later on in the agenda, but as Board Chair, I want to thank them, personally, for their valuable contributions.

A significant change we saw this year was the departure of Leighton Roslyn, our former Executive Director. Leighton accomplished a great deal in his five years at CLGS. The Pay Equity Plan and Collective Agreement that I spoke of earlier were led by Leighton.

He wrestled large issues that had been present for several years, paving the way for us to now turn our attention to other matters. He did so with great integrity and ingenuity.

Leighton's departure was met with the arrival of our new Executive Director, Viviane Lapointe. Viviane is new to the sector, just like the skills she brings. For the Board, we look forward to seeing her apply her relationship-building, strategic planning and change management skills to CLGS.

In closing, I want to acknowledge the work of our staff and management team. They are a dedicated and hard-working group of people. They bring our mission to life every day. On behalf of everyone here tonight, I want to thank each of you for your dedicated service and daily contributions to the people we serve.