

# Board of Directors Report: 2023-2024



FPS Annual General Meeting - April 13, 2024

# 2023-24: A Year in Review

- 6 directors
  - 4 re-elected at AGM 2023
  - 1 newly elected at AGM 2023
  - 1 appointed later in 2023
- Monthly: Board and committee meetings held virtually
- Oct. 2023: [Board newsletter](#) published
- Nov. 2023: In-person campus and Fulcrum office visit – connecting our Board to the spaces where our employees, volunteers, and members study, work, and live

# 2023-24: A Year in Review

- **Theme of the year: mapping it out**
  - Identified key needs and wants for the corporation for the coming years
  - Acknowledged our limits, that it's better to make a good plan for action than to rush to action
- **What are we planning for?**
  - **Governing proactively:** seeking expert input, thinking critically to make key changes to our corporate tools (e.g., fiscal year/AGM cycle adjustment, accessibility policy, co-EIC model)
  - **Understanding better:** what does our audience want, what do we do well, what should we let go, what will we improve (e.g., audience engagement survey)
  - **Staking our ground for the future:** using our newly changed tools and deeper understanding to face challenges strategically and continue securing our future

# Finance and Audit Committee

Chair: Ria Kunkulol

Assist the Board in fulfilling its obligations and oversight responsibilities relating to financial planning, the audit process, financial reporting, the system of corporate controls, and risk management.

## **This Year's Accomplishments:**

- approved the Terms of Reference and 2023/24 budget
- completed the yearly audit
- developed a Credit Card Fraud Policy
- finalized the 2024/25 budget

## **Next Year's Goals:**

- obtaining a credit card for Board use
- revenue diversification
- developing and selling FPS merchandise

# Governance Committee

Chair: Keelan Buck

The purpose of the Governance Committee is to review and make recommendations to the Board related to Board governance items (e.g. policies and procedures), FPS governance items, and to lead Board recruitment and nominations.

## **This Year's Accomplishments:**

- Built up Board membership through student recruitment in the fall (resulting in appointment) and comprehensive recruitment ahead of the AGM
- Conducted Board feedback survey to inform leadership

## **Next Year's Goals:**

- Codify policies around optional co-EIC management model
- In consultation with external experts, map out changes to governing documents for compliance with NFP legislation
- Lead Board recruitment and oversee transition to new leadership

# Human Resources Committee

Chair: Mark Asfar

The purpose of the HR Committee is to monitor, oversee, and make recommendations to the Board related to the FPS' human resources management, strategy and planning, Executive Director selection, and ensure the FPS has the necessary resources and policies to support employees' safety, compensation and benefits, training, and career progression.

## **This Year's Accomplishments:**

- Attended to various HR and personnel matters, supporting the EIC.
- Undertook a review of the FPS' compliance with employment and health and safety laws and obligations.
- Implemented new staff planning process with EICs and A&F Committee.

## **Next Year's Goals:**

- Develop multi-year accessibility plan and supporting policies to continue to meet organizational and legal obligations.
- Work with EICs and ED to continuously evaluate and improve staff training and resources.

# Marketing and Community Relations Committee

Chair: Emma Godmere

Develop strategies to increase the Fulcrum's visibility and increase readership, plan fundraising and marketing initiatives for the Fulcrum, and provide feedback on marketing activities at the bequest of FPS members or employees.

## **This Year's Accomplishments:**

- begin engagement survey project to better understand how students and community members access their news and connect with the Fulcrum
- study responses to impacts of the Online News Act and the related actions of tech giants

## **Next Year's Goals:**

- launch engagement survey and provide data snapshot to staff
- offer SEO training to support more engagement online
- offer staff more opportunities to connect with alum

# With special thanks to our Fulcrum managers

Your contributions to the Board's work have been invaluable!!

Bridget Coady, Editor-in-Chief

Simon Coakeley, Executive Director



# And a big thank you to our volunteer Board!!

Emma Godmere, Chair, Fulcrum Alumna

Ria Kunkulol, Treasurer, Student Representative

Chaymaa Nadi, Secretary, Student Representative

Mark Asfar-Flood, Director, Continuity Representative

Avesta Alani, Director, Community Representative

Keelan Buck, President, Contributor Representative

***And all the best to our departing directors!***