

BOARD OF DIRECTORS HIGHLIGHTS – SEPTEMBER 2024



Q2 Board Meeting Report

GVHA Board Highlights provides a brief summary of items from each quarterly Board meeting. The summary is not inclusive of all agenda items.

Committee Report Highlights

Audit & Finance Committee (AFC)

KPMG attended the AFC meeting to present the results of the audit and the audited financial statements. The audited financial statements were approved by AFC and the board and will be presented at the AGM for final approval by Members. The committee also reviewed the performance of the auditors and recommend the appointment of KPMG as auditors for the current fiscal year. This will be voted on at the AGM. AFC received an update on the restricted reserve fund and Q1 financials both of which are positive.

First Nations Economic Development Committee (FNED)

GVHA has a goal that a minimum of 5% of positions are held by self-identified indigenous employees and is pleased to report that we have achieved 5.9% for permanent employees and 9.6% including seasonal staff. GVHA hosted a job shadowing program in July. The committee discussed options to make the First Nations Revenue Contribution Fund application process more accessible. GVHA has been working with Holland America to host an Alaskan cruise for our First Nations partners. The trip will develop partnerships with Indigenous tourism operators to support future economic development for our Lekwungen partners.

Human Resources Committee (HRC)

The results of the bi-annual Employee Engagement survey were presented. GVHA achieved 91% overall engagement which is very positive, especially in a time of transition to a new CEO. The committee reviewed the compensation policy, the HR three-year strategy and an annual review of policies. GVHA's Equity, Diversity and Inclusion (EDI) committee has arranged for the organization to undergo an inclusion audit for staff. The board agreed that they also will participate in this audit.

Governance Nominating Committee (GNC)

GNC reviewed the plan for Director Recruitment and identified skills gaps to be filled during this fall's recruitment. An update on recruitment is included below. The committee also reviewed and approved changes to the Board Succession policy. The Annual Report was reviewed and will be shared publicly following the AGM. Staff presented a new regulatory framework which will track the numerous regulatory requirements that GVHA needs to comply with. GNC will review this annually.

Infrastructure Planning & Development Committee (IPAD)

Due diligence continues on the Shore Power project while staff work on a technology assessment and review emerging alternative technologies. The committee and Board approved a motion to adjust the 24/25 Capital budget to allow for the Pier B South Breasting Dolphin and Pier North Fender Project to begin a year earlier than originally planned to accommodate a large cruise ship that is being deployed to Victoria. The committee and the Board received an update on the Integrated Planning project.

Integrated Planning

As reported last quarter, GVHA has started the Integrated Planning process for all GVHA assets. Initially this was going to be phased by area, but it was determined that looking at the harbour as a whole is a more effective approach. The following partners have been engaged to form a steering committee and enter into a Memorandum of Understanding: Esquimalt Nation, Songhees Nation, Township of Esquimalt and the City of Victoria. This will be a multi-year project and will involve consultation with all stakeholders including all Member Agencies. The board agreed that the IPAD committee would have oversight of the project.

SSA Marine

In September, it was announced that Western Stevedoring, a long-standing partner of GVHA and operator of the cruise terminal, has rebranded under SSA Marine. Western has been a subsidiary of Carrix family of companies since 2006. This rebranding reflects the company's important role as part of the global SSA Marine network of marine terminals. Stefano Borzone, President - Cruise Division for SSA Marine, presented to the Board on SSA Marine's shared vision for the future of sustainable cruise in Victoria.

Nominations Task Force

The GVHA Board of Directors establish a Nomination Task Force (NTF) every fall to fill Director positions that will expire at the end of the year. This year we have two Member Director seats that will expire: the Chamber and VEHS. The board has identified the skills gaps that they need to fill during this round of recruitment and will be contacting the two Member Agencies to provide nominees that have these skills. Nominees will be interviewed by the NTF with final candidates being presented to the board for approval in December.

Committee Changes for 2025

In 2023, the board formed an Environmental Stewardship Task Force to review and make recommendations on how the Board should best oversee environmental issues for GVHA. In May, the committee determined that the formation of a standalone committee would best fulfill this goal. The Environmental Sustainability Committee (ESC) will be introduced in January. At the same time, the Human Resources Committee and the Governance and Nominating Committee will be combined into one committee. Both committees had reviewed their structure and determined that there had been sufficient processes put into place that would allow the work of these committees to be streamlined into one allowing the Board to maintain only five committees.

Annual General Meeting

Tuesday, September 24, 2024

3:30pm – 5:00pm

Hotel Grand Pacific

The AGM is open to members of the public. Following the AGM, there will be a reception.

Ləkʷəŋən Placemaking Project

After two years of collaboration with the Ləkʷəŋən Placemaking Working Group, the placemaking projects in the Inner Harbour were installed in early September. The project is a collaboration between the Greater Victoria Harbour Authority (GVHA), X̱w̱sep̱əm Nation (Esquimalt), and Songhees Nation. PacifiCan provided \$49,000 in funding, which was matched by GVHA. Art installations include:



Ship Point gates designed by Brianna Bear



Marina gates designed by John Warren and Lajah Warren



Marina pile wraps designed by Melissa McClurg



Lamp post banners designed by Brianna Bear



Umbrellas designed by Clarence "Butch" Dick