

BOARD OF DIRECTORS HIGHLIGHTS – DECEMBER 2024



Q3 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)

Overall financial results to date are favourable against budget. A representative from Leith Wheeler joined the meeting to give their annual presentation on the restricted reserve fund. The purpose of this fund is to cover insurance deductibles if there was widespread damage from a catastrophic event to GVHA properties. A representative from AON joined the meeting to give his annual presentation on GVHA's insurance. The committee reviewed GVHA's insurance and requested that staff explore supplemental parametric insurance.

First Nations Economic Development Committee (FNED)

GVHA, with a representative from one of our Lekwungen partners, accepted our gold certificate in the Canadian Council for Indigenous Relations' Partnership Accreditation on Indigenous Relations Program in Calgary on November 5. GVHA is one of 23 gold-certified companies in Canada. GVHA is moving forward on its mission of co-management and will be hiring a consultant to help explore models of co-management. The committee approved an application for \$125k to fund the X^wsepsəm Hands, Strong Future program. This program will highlight the connection between Coast Salish craftsmanship and the empowerment of the community today and moving forward, supporting community members to learn form line design and concepts for painting, carving and drawing. The project itself will produce a welcome figure or pole that will be erected in the community.

Human Resources Committee (HRC)

HRC received updates from management on employee engagement, staffing and compensation targets for 2025/26. The committee reviewed the annual compensation planning results and reviewed executive compensation with a motion to the Board to approve proposed changes. HRC also reviewed the new EDI Vision Statement that is reported on below. This was the last meeting of HRC as the committee will be combined with GNC in the new year.

Governance Nominating Committee (GNC)

GNC received reports on the AGM, Director recruitment and Director onboarding/offboarding process. The committee also reviewed the proposed board budget for 2025/26 and discussed the upcoming Board evaluation. GNC approved a change to the Director Education policy. This was the last meeting of GNC as the committee will be combined with HRC in the new year. GNC reviewed the Charter and workplan for the new committee.

Infrastructure Planning & Development Committee (IPAD)

The committee reviewed and discussed the progress of a number of projects:

- Shore Power: due diligence continues while staff work on a technology assessment and review emerging alternative technologies
- Breasting dolphin: project is in the first phase with the installation of fenders at North Pier A
- Transformer: new transformer is onsite awaiting BC Hydro approval.
- GVHA came to agreement with BC Hydro to install 16 electrical vehicle charging units onsite. The cost of the infrastructure is \$1.8M which will be borne by BC Hydro and will be installed in fiscal 25/26.

Integrated Planning

The Integrated Planning process for all GVHA assets was kicked off in the summer. The goal of the project is to review existing infrastructure and to engage partners and stakeholders to determine future needs for the harbour as a whole. The following partners have been engaged to form a steering committee: GVHA, Xwsepsum 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.

Director Transitions

Bruce Hale was nominated by the Victoria Esquimalt Harbour Society (VEHS) to join the Board as their Member Director and was approved by the Board at the December meeting with his term officially starting on January 1, 2025. Director Recruitment will continue in January to appoint a new Member Director from the Greater Victoria Chamber of Commerce.

We said goodbye to three members of the board on December 31, 2024 and thanked them for their invaluable contribution to GVHA:

- Ryan Burles who served as the VEHS Member Director from 2017-2024
- Dave Cowen who served on the board from 2010-2020, including five years as Board Chair and an additional four years as Past Chair from 2021-2024.
- Christine Willow who served on the board from 2017-2024, including four years as Board Chair. While no longer a Director, Christine will remain on the Board for two years as Past Chair.

Board Officer Elections

The board held its bi-annual officer elections. The following Directors were elected to Board Officer Positions to serve a two-year term:

Chair: Mark Mawhinney Vice Chair: Susan Brice

Cruise Tariff

The board approved the proposed cruise tariff for 2026. This will be communicated to the cruise lines over the next couple of months. The cruise tariff has a number of components and supports the operations at the cruise terminal as well as the repair and maintenance of the infrastructure that supports cruise.

Cruise Strategy

GVHA's Vice President, Strategic Partnership & Innovation and Director of Cruise Development have held a number of engagement sessions with local businesses on the future of cruise in Victoria. These sessions will continue into the new year and are focussing on the four pillars of the cruise strategy: Marquee Cruise Destination; Seamless Cruise Logistics Hub; Model for Sustainable Cruise Tourism; Competitive Port-of-Call.

Member Agency Representatives for 2025

Emails were sent to each Member Agency on November 18 to confirm their representative for 2025. Please respond asap if you have not already!

EDI Vision Statement

This year, GVHA staff participated in a visioning workshop to develop a personalized vision statement that spoke to how GVHA strives to create a diverse and inclusive environment. The EDI Vision Statement was shared with the Board.



GVHA EDI Vision Statement

Equity, diversity, and inclusion are foundational values for the Greater Victoria Harbour Authority.

Our strength lies in our diversity. From the people that navigate the waters to the communities that live along the shores, we are privileged to be surrounded by the abundant waters and lands of the Lekwungen People.

We share and make space for each other, so that we can build an environment where everyone can contribute to and benefit from the opportunities our working harbour provides.

We strive to ensure that equity guides our processes to create fair access to resources, opportunities, and growth for all. We embrace the insights of our team members, partners and stakeholders who offer us their unique skills and contributions. We work towards creating a harbour that better reflects, serves, and celebrates our community.

*Let's make equity, diversity, and inclusion the anchor for a *K'wamK'wəm* (vibrant) and *X'wčičtəs* (harmonious) harbour.*