



THE BRITISH COLUMBIA SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS
(the “BC SPCA” or “Society”)

Finance & Audit Committee Annual General Meeting (“AGM”) Information Report

Submitted To:	BC SPCA Membership
Submitted By:	Catherine Ruby, Finance & Audit Committee Chair
AGM Date:	April 8, 2026

RECOMMENDATION:

That the membership of the BC SPCA receives this report on the activities of the Finance & Audit Committee over the 2025-2026 term for information.

COMMITTEE REPORTING STRUCTURE:

The Finance & Audit Committee (the “Committee”) is a standing committee of the BC SPCA Board of Directors (the “Board”) and reports to the Board.

PURPOSE:

The purpose of the Committee is to assist the Board in fulfilling its oversight function over finance, accounting, audit, information technology, investments, and related risk management.

Primary responsibility for the financial reporting, information systems and internal controls of the Society is vested in the BC SPCA management and is overseen by the Board.

COMPOSITION:

The current members of the Committee are:

- Catherine Ruby, Committee Chair and Board Treasurer
- Erin Egeland, Board Director
- Navida Suleman, Board Director
- Lisa Coltart, Board Director
- Mark Montemurro, Board Chair
- Rendal Tschritter, External Committee Member
- Luigi Di Sessa, External Committee Member

Staff support is provided by the Chief Executive Officer; Chief Financial Officer/Chief Innovation Officer; Senior Director, Finance; Senior Director, Information Technology; Senior Director, Governance & Executive Operations; and Board Secretary.

DUTIES AND RESPONSIBILITIES:

The Committee is responsible for overseeing the Society’s financial reporting, external audit, risk management, internal controls, investment activities, and related governance matters. Its work includes reviewing annual budgets, quarterly financial statements and budget monitoring report, recommending long-term financial plans for Board approval, and ensuring required regulatory filings are completed. It evaluates and engages with external auditors, monitors audit risks and independence, and reviews proposed changes to finance and technology related policies. The Committee also assesses financial and technological risks, internal controls, IT security, spending authorities, certain legal matters, insurance coverage, and financial related whistleblower reports. In addition, it periodically reviews key financial service providers and supports executive hiring related to financial leadership. Its investment duties include meeting annually with investment advisors, monitoring portfolio performance, and reviewing the investment policy statement.

ACTIVITIES:

The Committee convened regularly throughout the year, meeting four times since the Society's last AGM and carrying out the following activities:

- Received operational updates for finance and information technology.
- Reviewed the annual operating and capital budget.
- Reviewed quarterly and year-end financial statements.
- Confirmed statutory filings were completed before the deadlines.
- Reviewed the annual audit plan, audit findings report and audited financial statements.
- Met with auditors and investment advisors.
- Reviewed investment manager, policy, and performance.
- Reviewed reserve funds and allocations.
- Reviewed capital project funding plans.
- Reviewed financial policies and technological policies.
- Reviewed presentations on information systems and cybersecurity measures.
- Performed an annual review of the Society's insurance coverage.
- Formally assessed the Committee's effectiveness and addressed recommendations.
- Confirmed there were no financial related whistleblower or complaints reports.
- Reviewed the Committee's Terms of Reference.

The audited financial statements of the Society for the fiscal year ended September 30, 2025, will be made available on the Society's website under *Reports*.

BUDGET CONSIDERATIONS:

There were no costs associated with the Committee's activities for the past year.

STRATEGIC PLAN CONSIDERATIONS:

Imperative 3: Long-Term Organizational Health, which focuses on building a resilient workforce, enhancing digital technology, and strengthening financial stability. This imperative prioritizes elevating staff and volunteer roles, cultivating a supporting culture, and aligning infrastructure for meaningful community impact.

SUMMARY:

The Committee fulfilled its duties and obligations as noted above.

Respectively submitted by,
Catherine Ruby
Chair, Finance & Audit Committee



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Facilities Committee Annual General Meeting (“AGM”) Information Report

Submitted To:	BC SPCA Membership
Submitted By:	Harj Dhaliwal, Facilities Committee Chair
AGM Date:	April 8, 2026

RECOMMENDATION:

That the membership of the BC SPCA receives this report on the activities of the Facilities Committee over the 2025-2026 term for information.

COMMITTEE REPORTING STRUCTURE:

The Facilities Committee (the “Committee”) is a standing committee of the BC SPCA Board of Directors (the “Board”) and reports to the Board.

PURPOSE:

The purpose of the Committee is to assist the Board in fulfilling its oversight function of Society-operated facilities across the province by reviewing and obtaining reasonable assurances from management that the facilities and any new construction projects and/or sustaining, emergency and preventative maintenance are being managed effectively to mitigate key risks, maintain long-term facilities investments, and support the functional operations of the Society.

COMPOSITION:

The current members of the Committee are:

- Harj Dhaliwal, Committee Chair
- Mark Montemurro, Board Chair
- Catherine Ruby, Board Treasurer
- Erin Egeland, Board Director
- Lisa Knight, External Committee Member
- Natalie Briggs, External Committee Member

Staff support is provided by the Chief Executive Officer; Chief Financial Officer & Innovation Officer; Senior Director, Facilities; Senior Director, Governance and Executive Operations, and; Board Secretary.

DUTIES AND RESPONSIBILITIES:

The Committee oversees the Society’s long-range facilities planning and capital project governance, ensuring alignment with strategic facility needs, financial considerations, and established thresholds for material projects. Its responsibilities include reviewing major facility proposals, closures, leases, preventive maintenance frameworks, capital budgets, procurement practices, and risk management strategies. The Committee also monitors project progress and receives regular management updates on Major Projects and sustaining capital works. In addition, it provides guidance to management, participates in an annual self-evaluation, confirms its meeting schedule and Terms of Reference, and prepares an annual report for the Society’s AGM.

ACTIVITIES:

The Committee met on a regular and scheduled basis throughout the year, holding four meetings since the Society’s last AGM, and completing the following tasks:

- Reviewed and recommended the Board's approval of the Committee's revised terms of reference.
- Reviewed and recommended the Board's approval of the Major Capital Projects Policy.
- Received regular updates of the Society's major capital projects and ongoing facility maintenance plans.
- Reviewed and recommended that the Board approve proceeding to the next phase of capital projects in Vancouver and Prince George, in accordance with the steps outlined in the Major Capital Projects Policy.
- Successfully recruited and onboarded two new Committee members with the skills and experience required to support the Committee's mandate and contribute effectively to its ongoing work.
- Reviewed and recommended the Board's approval of the Society's 2026-2027 Sustaining Capital Budget.
- Received an annual progress report on sustaining capital projects with costs less than \$350,000.
- Reviewed the Society's proposed real estate strategy.
- Reviewed management's framework for making preventative maintenance decisions.

BUDGET CONSIDERATIONS:

There were no costs associated with the Committee's activities for the past year.

STRATEGIC PLAN CONSIDERATIONS:

Imperative 2: Safety Net, which focuses on strengthening the Safety Net to prevent suffering and reduce the vulnerability of animals.

Imperative 3: Long-Term Organizational Health, which focuses on building a resilient workforce, enhancing digital technology, and strengthening financial stability. This imperative prioritizes elevating staff and volunteer roles, cultivating a supporting culture, and aligning infrastructure for meaningful community impact.

SUMMARY:

The Committee fulfilled its duties and obligations as noted above.

Respectively submitted by,
Harj Dhaliwal
Chair, Facilities Committee



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Governance Committee Annual General Meeting (“AGM”) Information Report

Submitted To:	BC SPCA Membership
Submitted By:	Rochelle Stevenson, Governance Committee Chair
AGM Date:	April 8, 2026

RECOMMENDATION:

That the membership of the BC SPCA receives this report on the activities of the Governance Committee over the 2025-2026 term for information.

COMMITTEE REPORTING STRUCTURE:

The Governance Committee (the “Committee”) is a standing committee of the BC SPCA Board of Directors (the “Board”) and reports to the Board.

PURPOSE:

The purpose of the Committee is to assess and make recommendations to the Board regarding the governance structure, policies, and practices of the Society to ensure they are consistent with the Prevention of Cruelty to Animals Act, the Society’s Constitution and Bylaws, and Strategic Plan, and that they maximize the Society’s effectiveness for and on behalf of animals in British Columbia. Additionally, the Committee leads the process for identifying, recruiting, and nominating or appointing Board candidates and providing orientation and ongoing development of the Board.

COMPOSITION:

The current members of the Committee are:

- Rochelle Stevenson, Committee Chair and Board Vice-Chair
- Cheryl Pelletier, Board Director
- Nichola Wade, Board Director
- Valerie Mann, Board Director
- Mark Montemurro, Board Chair
- Lindsay Curry, External Committee Member
- Rebecca Levi, External Committee Member

Staff support is provided by the Senior Director, Governance and Executive Operations, and Board Secretary.

DUTIES AND RESPONSIBILITIES:

The Committee examines all aspects of the governance of the Society, its Constitution and Bylaws, and Regional Councils, and makes recommendations to the Board to ensure that governance structures and practices are consistent with the Society’s objectives, goals, and values as expressed in the Prevention of Cruelty to Animals Act and the BC SPCA Charter, to maximize the Society’s effectiveness for and on behalf of animals in B.C. The Committee conducts regular reviews of the Society’s governance structure, processes, and practices, including: BC SPCA Constitution and Bylaws; Regional Councils; Director Elections; Governance Policies; Society Membership; Strategic Planning; and other governance-related activities or documents of the Society, as well as ensuring that all Terms of Reference (“ToR”) for the Board, its committees, and Regional Councils are reviewed and updated.

ACTIVITIES:

The Committee met on a regular and scheduled basis throughout the year, holding four meetings since the Society's last AGM, and completing the following tasks:

- Reviewed and approved applications for Society membership.
- Formed a joint working group to review the ToR for the Governance Committee and Human Resources Committee to explore opportunities to better align each committee's work, resulting in revised ToR for each committee to take effect at the start of the 2026-2027 governance term.
- Reviewed and recommended the Board's approval of revised ToR for Regional Councils, Appointed Directors, Board Chair, Board of Directors, Board Vice-Chair, and Regional Directors.
- Reviewed and recommended the Board's approval of revised policies, including:
 - Access to Membership Register by Members
 - Application and Acceptance of Membership
 - Board Calendar
 - Board Code of Conduct
 - Board Operating Guidelines
 - Complaints Policy
 - Governance Member Code of Conduct
 - Guidelines for Committees of the Board
 - Member Code of Ethics
 - Member Proposals
 - Membership
 - Participating in Gaming Activities
 - Receiving and Addressing Member Input
 - Recruitment, Nomination and Election of Directors
 - Regional Director Terms of Reference
 - Requisitioning an Extraordinary General Meeting
 - Rules for Participating in Gaming Activities
 - Whistleblower
- Recommended the Board's approval of proposed standards for Board and committee meeting minutes.
- Formed and led a subcommittee to review Board Meeting Packages, and proposed changes to the Board for more concise meeting packages.
- Undertook succession planning for Board Officers and Committee Chairs.

BUDGET CONSIDERATIONS:

There were no costs associated with the Committee's activities for the past year.

STRATEGIC PLAN CONSIDERATIONS:

Imperative 3: Long-Term Organizational Health, which focuses on building a resilient workforce, enhancing digital technology, and strengthening financial stability. This imperative prioritizes elevating staff and volunteer roles, cultivating a supportive culture, and aligning infrastructure for meaningful community impact.

SUMMARY:

The Committee fulfilled its duties and obligations as noted above.

Respectively submitted by,
Rochelle Stevenson
Chair, Governance Committee



THE BRITISH COLUMBIA SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS
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Human Resources Committee Annual General Meeting (“AGM”) Information Report

Submitted To:	BC SPCA Membership
Submitted By:	Sydney Redpath, Human Resources Committee Chair
AGM Date:	April 8, 2026

RECOMMENDATION:

That the membership of the BC SPCA receives this report on the activities of the Human Resources Committee over the 2025-2026 term for information.

COMMITTEE REPORTING STRUCTURE:

The Human Resources Committee (the “Committee”) is a standing committee of the BC SPCA Board of Directors (the “Board”) and reports to the Board.

PURPOSE:

The purpose of the Committee is to provide, on behalf of the Board, oversight to human resources issues, including the review of key human resources policies, compensation, the performance of the Chief Executive Officer (“CEO”), organizational culture, and Code of Conduct/Ethics concerns relative to the Society’s strategies, vision and mission.

COMPOSITION:

The current members of the Committee are:

- Sydney Redpath, Committee Chair
- Mark Montemurro, Board Chair
- Rochelle Stevenson, Board Vice-Chair
- Cheryl Pelletier, Board Director
- Catherine Ruby, Board Treasurer
- Lisa Fuller, External Committee Member

Staff support is provided by the Chief Executive Officer, the Senior Director of Governance and Executive Operations, and the Board Secretary.

DUTIES AND RESPONSIBILITIES:

The Committee is responsible for overseeing CEO performance, compensation, succession planning, and development, as well as broader Human Resources-related policies and risk. Its work includes reviewing organizational structure changes, engagement results, and key governance documents on scheduled cycles; guiding Board composition and Director recruitment; and supporting Board and Committee evaluations, training, and succession planning. The Committee also monitors ethical conduct, reviews the Society’s compensation philosophy and guidelines, confirms annual meeting schedules, and prepares an annual report for the Society’s AGM.

ACTIVITIES:

The Committee met on a regular and scheduled basis throughout the year, holding four regular meetings and one ad-hoc meeting since the Society’s last AGM, and completing the following tasks:

- Formed a joint working group to review the terms of reference for the Human Resources Committee and the Governance Committee to explore opportunities to better align each committee’s work for Board composition, recruitment, and onboarding, resulting in new terms of reference that will take effect at the start of the 2026-2027 governance term.
- Reviewed and recommended the Board’s approval of revised policies, including the Whistleblower Policy and the CEO Succession Policy.
- Reviewed and recommended the Board’s approval of the Society’s compensation philosophy and guidelines.
- Reviewed the Board Skills Matrix and prioritized skills for the 2026 Director Elections and Appointments.
- Recommended the Board approve the appointment of the HRC Subcommittee to interview Board Director candidates for two vacant positions beginning in the 2026-2027 governance term and provide recommendations on approval of candidates to the Board. Also recommended the reappointment of two current sitting Directors for their second terms on the Board of Directors.
- Reviewed the CEO and Executive Leadership Team (“ELT”) succession and development plans.
- Reviewed and recommended the Board’s approval of the revised annual surveys, including Board of Directors Evaluation, Board Director Self-Evaluation, Board of Directors Evaluation of CEO Performance, ELT Evaluation of CEO Performance, CEO Evaluation on 2025/2026 Performance, and Committee Evaluations.
- Reviewed the Board and Committee succession and long-term composition plans.
- Reviewed the progress made by the CEO in achieving their 2025-2026 SMART Goals at the mid-year and year-end points. Provided input into the design and development of the CEO’s 2026-2027 SMART Goals.
- Reviewed and recommended the Board’s approval of the CEO succession plan, including a revised CEO Success Profile and CEO Job Description.
- Successfully recruited one new external Committee member with the skills and experience required to support the Human Resources Committee’s mandate and contribute effectively to its ongoing work.

BUDGET CONSIDERATIONS:

There were no costs associated with the Committee’s activities for the past year.

STRATEGIC PLAN CONSIDERATIONS:

Imperative 3: Long-Term Organizational Health, which focuses on building a resilient workforce, enhancing digital technology, and strengthening financial stability. This imperative prioritizes elevating staff and volunteer roles, cultivating a supporting culture, and aligning infrastructure for meaningful community impact.

SUMMARY:

The Committee fulfilled its duties and obligations as noted above.

Respectively submitted by,
 Sydney Redpath
 Chair, Human Resources Committee