



Board of Directors Meeting Open Session Agenda Package September 26th, 2025

The Students' Union exists to represent, advocate for, and support the primary stakeholders, the students of Wilfrid Laurier University, and to provide them with a holistic university experience, and an enhanced student life. The costs of these benefits will be justified by the results.

Students will benefit from:

- An organization that advocates for an affordable, accessible, and high quality academic experience.
- A safe, sustainable, and empowering environment.
- Diverse and inclusive social interaction.
- Products and services that cater to the financial needs of students.

Start	Duration	Agenda Item	Type	Presenter	Policy Reference
1:30 PM	1 min	Call to Order	adm	Chair Habtemichael	
1: 31PM	2 mins	Indigenous Land Acknowledgement	adm	Chair Habtemichael	
1:33PM	2 mins	Regrets	adm	Chair Habtemichael	GP #2c.8
1:35pm	1 min	Conflicts of Interest	adm	Chair Habtemichael	GP #2c.2
1:36pm	2 mins	Adoption of Agenda MOTION that the Board of Directors adopt the agenda as presented	D	Chair Habtemichael	
1:38pm	2 mins	Meeting Minutes Approval: September 8th, 2025 MOTION that the board of Directors approve the September 8th, 2025 meeting minutes	D	Chair Habtemichael	GP #2c
1:40pm	3 mins	Comments from the Chair of the Board & CGO	fi	Chair Habtemichael	
1:43pm	4 mins	Comments from the President & CEO	fi	President Jobby	
1:47pm	4 mins	Comments from the Executive Director and COO	fi	ED Champagne	
1:51pm	75 mins	Board of Directors By-Election	D	Chair Habtemichael	
3:06pm	5 mins	Spring/Summer Term Financial Report	D	ED Champagne	
3:11pm	2 mins	Announcements	fi	Chair Habtemichael	
3:13pm	2 mins	Action Item Summary	adm	Chair Habtemichael	
3:15pm	1 min	Adjournment MOTION that the Board of Directors adjourn the meeting	adm	Chair Habtemichael	
TOTAL	98 mins				

LEGEND

fi, For information

fd, For discussion

D, Decision required

adm, Administrative task



**Wilfrid Laurier University Students' Union
Board of Directors**

DATE: September 8th, 2025

**LOCATION: 2nd Floor, Fred Nichols Campus Centre
75 University Ave. W, Waterloo, N2L 3C5 and Online via Zoom
Board of Directors Meeting**

Board of Directors Present:

Chair of the Board & Chief Governance Officer: Lulia Habtemichael;

Vice Chair of the Board: Corey Ferguson;

Directors: Anas, Zhao; Murphy; Di Lollo; Bilodeau

Gallery Present:

President & CEO: Ryan Jobby

1. Call to Order: Chair Habtemichael

- The meeting was called to order via Zoom on September 8th, 2025, at 7:22 PM. We acknowledge that the offices of the Wilfrid Laurier Students' Union are on the traditional territory of the Neutral, Anishinaabe and Haudenosaunee peoples.

2. Regrets: Chair Habtemichael

- Director Rutherford, Ward, Chegahno sent Regrets.

3. Conflict of Interest: Chair Habtemichael

- No conflicts of interest were reported.
-

4. Training: DPRA Muller

- Board can access the agendas through the teams.
- Actively participating is the best way to serve WLU and the student body.
- Fi is for information; it provides board members with information.
- Briefing notes help breakdown things focusing on impact.
- Monitoring report provide information on if the CEO or Chair is complaint with the board polices.
- For Decision, expectation is that strong questions are proposed.

5. Adoption of Agenda: Chair Habtemichael

- **MOTION** (VC Ferguson/Director Murphy) that the Board of Directors as presented.
CARRIED.

6. Adoption of Consent Agenda: Chair Habtemichael

- **MOTION** (VC Ferguson/ Director **Anas**) that the board of directors accept the consent agenda expect EL #2B EL #2a **CARRIED**

7. Adoption of Monitoring Reports: CEO Jobby

- EL #2b Treatment of Staff is non-compliant, due to recent staff vacancies, but new on-boarding will deal with this, by hiring 2 new replacements.

- EL #2a Treatment of Consumers, SU will work to get student feedback and build interactions with the team.
 - Board will be provided a summary of themes in feedback by the president's team.
 - Feedback is provided by students through the form on SU website.
 - **MOTION** (VC Ferguson/Director Murphy) that the board of directors accept EL #2B EL #2a **CARRIED**
8. **Adoption of Meeting Minutes – August, 2025:** Chair Habtemichael
- **MOTION** (VC Ferguson Director Murphy / Director Bilodeau) that the board of directors approve the August 2025, meeting minutes. **CARRIED**.
9. **Comments from the Chair of the Board & CGO:** Chair Habtemichael
- Welcomes the BOD to the first in person meeting.
 - Booths in Brantford and Waterloo went well.
10. **Comments from the President & CEO:** President Jobby
- Welcomes the BOD to the first in person meeting.
 - Orientation has been successfully completed.
 - President's team is happy with the result of the programming.
 - Hiring committee will be ramping up since orientation has been completed.
 - DPRA Muller is back.
11. **Comments from the Executive Director and COO:** ED Champagne
- Welcomes the BOD to the first in person meeting.
 - Thanks Orientation team leaders and volunteers.
 - New HR generalist has been hired.
 - Asked board members to wear Business casual outfits or anything appropriate for headshots for the SU website next meeting.
 - Unsuccessful offer for hospitality GM.
 - Part-time team member who will split time with Alumni team and SU.
12. **Governance Election:** Chair Habtemichael
- No packages received for 1 position.
 - Plan a targeted marketing for position at the Brantford Campus.
 - open 2 director positions (1 Brantford campus student) and 1 governance and 1 senator.
13. **Finance Committee Election:** Chair Habtemichael
- Director Anas nominates himself.
 - VC Ferguson has been nominated by Director Murphy.
 - Director Bilodeau has been nominated by VC Ferguson
 - **MOTION** (VC Ferguson/ Director Anas) to elect Chair Habtemichael and Directors Anas, Bilodeau, and VC Ferguson to the Financial Committee **CARRIED**.
14. **Fall Meeting Schedule:** Chair Habtemichael
- Mondays won't be a good time for BOD.
 - Chair proposes evening or afternoon meetings.
 - Meetings will take place bi-weekly on Friday's at 1:30 pm.

- **MOTION** (VC Ferguson/ Director Murphy) to approve the fall meeting schedule for Friday at 1:30 pm starting the 26th of September **CARRIED**.

15. **Brantford SLL: DPRA Muller**

- Fund that is collected through student fees (specific to Brantford).
- Committee meet to distribute funds for different things across campus.
- Looking to see directors join, 1 meeting per semester.
- **MOTION** (VC Ferguson Director Zhao/ Director Bilodeau) to elect Chair Habtemichael and Directors Di Lollo and Anas to Brantford SLL committee **CARRIED**.

16. **Aramark Update: ED Champagne**

- Food service provider on Waterloo campus.
- Don't have jurisdiction over WILFs.
- Bid to continue contract with the University.
- Laurier has been in partnership for 15 years with Aramark.

17. **In Camera Session: Chair Habtemichael**

- **MOTION** (VC Ferguson/ Director Murphy) that the board of directors move to an in-camera session for the September 9th, 2025 board meeting at 8:15 PM **CARRIED**.

fi, For Information

fd, For Discussion

D, Decision required

adm, Administrative task

The preceding reflects an accurate and complete record of the proceedings at the aforementioned meeting of the Students' Union Board of Directors.

Date Signed:

Lulia Habtemichael

Chair of the Board & Chief Governance Officer
2025-2026 Wilfrid Laurier University Students' Union

President & CEO
Executive Director & COO
September 26, 2025

General Updates: Executive Team

- **VP: Internal Operations**

- One Volunteer Appreciation event complete in Waterloo, next one happening in Brantford on Tuesday.
- AVP's of Programming are in the process of completing appraisals for their O-Teams. Invites to request an appraisal have been sent to Icebreakers and Go-Team members.
- Weekly work and meetings with Hiring and Recruitment, ensuring that their processes are running smoothly.
- Meeting this week with PG and OG to discuss volunteer engagement strategies.

- **VP: Programming & Services - Brantford**

- Commencing Orientation Week debriefs within internal staff members and external campus partners
- Scheduled/reoccurring and independent programming has successfully been running on the Brantford campus with positive participation from the student body
- Services are now all successfully running and being utilized by the student body
 - Currently preparing for Hawk Walk's van program to relaunch in October
- Transitioning AVP: PSB duties from a primarily Orientation focused portfolio to a portfolio that supports committees and the department

- **VP: Programming & Services - Waterloo**

- Starting Orientation debriefs with the internal staff and with volunteers
- Services are up and running and being used by the student body
 - Hawk walk will be starting their van program in October
 - ERT started their services with athletics this week (intramurals and dance)
- Programming events are running on the Waterloo campus with good participation from the students in the Waterloo campus
 - Transitioned AVP to overseeing programming committees

- **VP: Government & Stakeholder Relations**

- Co-authoring the Mature Students policy paper for the Ontario Undergraduate Student Alliance, which is expected to pass at the Fall General Assembly in October
- Planning well underway for the Student Rights' Advisory Committee
- Supporting Associate Vice Presidents with passion projects
- Planning accommodations and travel plans for Fall General Assembly delegation

- **VP: Clubs & Associations**

- Meetings for updating and establishing new club registration timelines and forms
- Updating President's Training for Winter relaunch with new videos and new additional pages on MyLS
- Sparking interest in signing up for the club storage and bringing more awareness to what it is

- Improving club storage space with additional labelling and adding lockable storage
- Booking important dates for bigger events later in the semester- Budget Allocations, Get Involved Fair, more

General Updates: Directors

- **Director, Finance and Administration**

- Audited financial results will be presented to the Board in October
- The SU will receive our second advance of Fall student funding by the end of September
- We have completed some additional minor renovations in Wilfs' and the Belmont has undergone a significant remodelling.

- **Director, Member Services**

- Health and Dental Plan opt out and family opt in closed Friday September 19th, still workign to wrap up any adjustments and late fee assessments of co-op students
- SU Desk Waterloo return to office, SU Desk Brantford will be staffed by the Facilities and Admin role this year
- Working with new Human Resources Generalist for onboarding and yearly HR cycle
- Continue to work on hiring and onboarding for new staff

- **Director, Policy Research & Advocacy**

- Freedom of Expression and Academic Freedom Task Force reconvened last week; developing plans for public consultation.
- Participate in a training session with the VP: Government & Stakeholder Relations for Student Rights Advisory Committee coordinators.
- Working on the planning of the Students' Union's internal learning to mark the National Day for Truth and Reconciliation.

****More information related to reports/briefs can be provided at the Board's request****

WILFRID LAURIER UNIVERSITY STUDENTS' UNION

Schedule 1- Revenue

04 Periods Ending August 31, 2025

	Actual	Budget	Variance
Fred Nichols' Campus Centre	306,302	251,833	54,469
Health and Dental	9,861	-	9,861
Wilfs	87,493	119,239	(31,746)
Brantford Hospitality	-	-	-
U-Desk	154	-	154
Food Court/Leasing Operations	14,468	13,332	1,136
Services and programming	3,330	-	3,330
Governance and Student Fees	233,507	240,217	(6,710)
Brantford BSC, Admin, Fees	27,224	28,801	(1,577)
Brantford Activities			
Brantford Services			
Total	682,339	653,421	28,917

WILFRID LAURIER UNIVERSITY STUDENTS' UNION

Statement of Operations by Department

04 Periods Ending August 31, 2025

	Revenue	Expenses	Profit/Loss
Fred Nichols' Campus Centre	306,302	753,422	-\$447,120
Health and Dental	9,861	939,626	-\$929,765
Wilfs	87,493	165,507	-\$78,014
Brantford Hospitality	0	13,809	-\$13,809
U-Desk	154	5,379	-\$5,225
Food Court/Leasing Operations	14,468	65,287	-\$50,818
Governance and Stakeholder Relations	0	56,930	-\$56,930
Campus Clubs and Faculty Associations	0	1,035	-\$1,035
Services and programming	3,330	366,629	-\$363,300
Finance & Administration	0	10,169	-\$10,169
Governance and Student Fees	233,507	0	\$233,507
President	0	7,932	-\$7,932
Brantford BSC, Admin, Fees	27,224	95,324	-\$68,101
Brantford Activities	0	71,119	-\$71,119
Brantford Services	0	788	-\$788
Brantford Operations	0	0	\$0
Total	682,339	2,552,957	-\$1,870,618

Wilfrid Laurier University Students' Union

Statement of Financial Position

August 31, 2025

Assets

2026--P04

Curent assets	
Cash	\$ 4,957,853.83
Accounts Receivable	372,903.79
Short term Investment	
Due from Wilfrid Laurier University	
Inventories	53,562.92
Prepaid expenses	18,943.37
	5,403,263.91
Property and Equipment	4,210,535.66
Restricted Cash	1,249,933.42
	\$ 10,863,732.99

Liabilities and Fund Balance

Current Liabilities	
Accounts Payables and Accrued Liabilities	740,720.21
Deferred Revenue	1,819,740.04
Due to Campus Clubs	1,682,641.63
Current portion of long-term debt	261,033.75
Due from Wilfrid Laurier University	- 1,594,367.11
	2,909,768.52
Deferred Capital Contributions	904,983.04
Long-term debt	538,320.53
	1,443,303.57
	4,353,072.09
Fund balances	
Internally restricted	1,492,108.46
Unrestricted	5,018,552.44
	6,510,660.90
	10,863,732.99
Assets	10,863,732.99
Liabilities and Fund Balance	10,863,732.99

WILFRID LAURIER UNIVERSITY STUDENTS' UNION

Schedule 2- Expenses

04 Periods Ending August 31, 2025

	Actual	Budget	Variance
Fred Nichols' Campus Centre	753,422	1,147,718	394,296
Health and Dental	939,626	1,291,776	352,149
Wilfs	165,507	255,255	89,748
Brantford Hospitality	13,809	12,620	(1,189)
U-Desk	5,379	20,762	15,383
Food Court/Leasing Operations	65,287	77,110	11,823
Governance and Stakeholder Relations	56,930	9,155	(47,775)
Campus Clubs and Faculty Associations	1,035	157,380	156,345
Services and Programming	366,629	520,340	153,711
Finance & Administration	10,169	21,730	11,561
Governance and Student Fees	-	10,588	10,588
President	7,932	39,060	31,128
Brantford BSC, Admin, Fees	95,324	135,051	39,726
Brantford Activities	71,119	145,088	73,968
Brantford Services	788	4,450	3,662
Brantford Operations	-	-	-
Total	2,552,957	3,848,081	1,295,124