

Minutes

Legacy Council Meeting

September 25, 2025

2-71 Hanlon Creek Blvd.

In-Person Meeting

Presiding Officer: Dr. Jessica Retterath

Members present:

- Dr. Patricia Alderson
- Dr. Kathleen Day Dunbar
- Mr. John de Bruyn
- Ms. Cathy Hecimovich
- Dr. Louise Kelly
- Ms. Catherine Knipe
- Dr. Lena Levison
- Dr. Sean Marshall
- Dr. Clayton MacKay
- Dr. Alana Parisi
- Dr. Sami Qureshi
- Mr. Douglas Reynolds
- Dr. Yashvir Varma
- Dr. Wade Wright
- Dr. Michael Zigler

Appointed Officer: Jan Robinson, Registrar and CEO

Staff attending:

- Ms. Kim Huson, Director, Communications & Engagement
- Dr. Kim Lambert, Associate Registrar, Regulatory Programs
- Ms. Kali Pieters, Policy & Projects Coordinator
- Ms. Lesley Rankin, Director, People & Resources
- Ms. Lindsay Sproule, Director, Regulatory Programs Performance
- Ms. Shilo Tooze, Deputy Registrar
- Ms. Alice Couto, Executive Assistant

1. Call to Order

A Land Acknowledgement was read aloud by the President.

Dr. Retterath called the meeting to order at 9:02 am and welcomed Councillors and guests.

2. Roll Call

A roll call was conducted.

3. Approval of Agenda

Agenda item 10.2 – Sandbox Proposed Amendment was added to the agenda.

MOTION: It was moved and seconded,

“That the agenda be adopted as amended.”

CARRIED

4. Conflict of Interest

Dr. Lena Levison declared a conflict with agenda item 8.3. Dr. Wade Wright declared a conflict with agenda item 10.2. Dr. Sean Marshall declared a conflict with agenda item 8.4.

5. Consent Agenda

Councillors reviewed the consent agenda.

The following consent agenda items were approved as presented:

- 5.1. Approval of Minutes
 - June 18, 2025 Legacy Council Meeting
- 5.3. Registrar’s Report
- 5.4. Committee Reports
 - 5.4.1. Accreditation
 - 5.4.2. Registration
 - 5.4.3. Complaints
 - 5.4.4. Discipline
 - 5.4.5. Executive
 - 5.4.6. Quality Assurance

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 5.2 – President’s Report to be discussed separately.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go in-camera to discuss the President’s Report.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go out of in-camera.”

CARRIED

6. Strategic Alignment

6.1 Evaluation

Dr. Jessica Retterath introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held on June 18, 2025.

6.2 Strategic Plan

6.2.1 Year-3 Tactics Progress Report

Ms. Shilo Tooze, Deputy Registrar joined the table and introduced this topic. Ms. Tooze provided Councillors with the Summary from Year-3 Tactics.

Ms. Tooze and the Registrar answered questions from Council members.

6.3 Performance Measurement

6.3.1 Key Performance Indicators

Ms. Tooze introduced this topic.

The performance indicators are intended to assist Council to focus on the risks to the organization and within the practice of veterinary medicine. Council is provided with a Dashboard on a quarterly basis.

A discussion ensued and Ms. Tooze answered questions posed by Council.

6.4 Outcomes Focused Regulation

6.4.1 Update

The outcomes focused regulation updates were provided for information. A discussion ensued and Ms. Tooze and the Registrar answered questions posed by Council.

7.0 Finance

7.1 Financial Statement ending July 31, 2025

Ms. Lesley Rankin, Director, People and Resources joined the table. Council reviewed the Variance Report, Balance Sheet, and Revenue and Expense Statement ending July 31, 2025.

Ms. Rankin and the Registrar answered questions posed by Council members.

The documents are presented as information only.

7.2 Budget 2026

Ms. Rankin provided an overview on the key areas of importance in formulating the proposed 2026 budget.

The Registrar and Ms. Tooze responded to additional questions of Councillors regarding a more detailed explanation of certain budget lines and a discussion ensued.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed Operating Budget for the year 2026 as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the proposed Capital Budget for the year 2026 as presented.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Special Projects Budget for the year 2026 as presented.”

CARRIED

7.3 Reserve Target: Setting a Minimum Balance for Reserve Funds

Ms. Tooze provided an outline of the proposed minimum unrestricted reserve balance for 2025/2026.

A discussion ensued and the Registrar answered questions posed by Council.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario approve the Reserve Target 2025/2026 as presented.”

CARRIED

8. Public Policy

8.1 Language Benchmark

Dr. Kim Lambert, Associate Registrar, Regulatory Programs and Ms. Lindsay Sproule, Director, Regulatory Programs Performance joined the table.

Council was provided with a copy of the final Language Evaluation report that described the benchmarks of the speaking, listening, reading and writing tasks required of veterinarians in Ontario. Dr. Lambert noted that each Canadian veterinary regulator was presented with the report and is supportive of adopting the validated language benchmarking scores as a national standard.

A discussion ensued and the Registrar answered questions posed by Council.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the report be accepted and that the proposed scores be adopted: CLB/NCLC 9 for Reading, Writing, Listening, and Speaking.”

CARRIED

8.2 Report on Matawa First Nations Project

The Registrar introduced this agenda item noting that in the Fall of 2024, the College was approached by then Minister Flack at the Ministry of Agriculture, Food and Agribusiness, to consider a request of the Matawa First Nations and assist in seeking solutions to improve veterinary services in their communities.

College staff met with Matawa First Nations Management staff to better understand their concerns. An Advisory Circle was formed with agreed terms of reference and met on several occasions. It produced a series of recommended objectives and tactics set for approval in the fall of 2025 by the Chiefs Council of Matawa First Nations and the College of Veterinarians of Ontario.

Council was provided with the report from the Advisory Circle. The Registrar noted that the objectives and tactics in the report outline key leads, including the College. The College is agreeing to be a facilitator and convenor of the work along with the Matawa First Nations Management team. The completion date for the proposed set of objectives is June 2026.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the Advisory Circle Report be approved as received.”

CARRIED

8.3 Regulatory Sandbox Proposal (in-camera)

At this time, Dr. Lena Levison left the meeting due to a conflict of interest.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario, the Registrar, Dr. Kim Lambert and the recording secretary move to go in-camera to discuss the Regulatory Sandbox Proposal.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go out of in-camera.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the OVRS proposal be approved as presented, with clarification needed for the definition of wildlife and clarity on the data that is being collected.”

CARRIED

8.4 National Examining Board (NEB) (in-camera)

At this time, Dr. Sean Marshall left the meeting due to a conflict of interest.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario, the Registrar, Dr. Kim Lambert, Ms. Shilo Tooze and the recording secretary move to go in-camera to discuss the National Examining Board.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go out of in-camera.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that Dr. Kerry Lissemore be nominated as the NEB representative.”

CARRIED

9. Council Roundtable

Public Trends

Councillors reviewed public trends that were provided by staff.

General Trends

Councillors were given the opportunity to raise any matters that they believe is relevant to the College and its activities. Comments included:

Commitment to Diversity, Equity, Inclusion, and Belonging in Veterinary Medicine: A joint statement from the Deans of Canada's Veterinary Colleges and the Canadian Veterinary Medical Association was shared. (Refer to Council Intranet)

Professional Standards Authority: Research reveals the need for clearer, more accessible complaints systems for healthcare professional regulators.

<https://www.professionalstandards.org.uk/news-and-updates/news/new-research-reveals-need-clearer-more-accessible-complaints-systems>

Chartered Governance Institute of Canada: What Directors Think – Balancing AI Risks with Opportunities in 2025.

<https://boardmember.com/what-directors-think-balancing-ai-risks-with-opportunities-in-2025/>

Ontario Veterinary Medical Association (OVMA) – Most recent strategic plan was released

<https://www.ovma.org/>

10. Other Business

10.1 2026 Proposed Council Meeting Dates

Council reviewed the proposed Council meeting dates for 2026. A survey will be sent out to Councillors for date selection voting.

10.2 Sandbox Proposed Amendment (in-camera)

At this time, Dr. Wade Wright left the meeting due to a conflict of interest.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario, Ms. Kali Pieters and the recording secretary, move to go in-camera to discuss the Sandbox Proposed Amendment.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario move to go out of in-camera.”

CARRIED

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the Sandbox proposed amendment be approved.”

CARRIED

11. Notice of Motion

A Notice of Motion is the way in which a Councillor can request Council take action on an issue, as per Robert's Rules.

No notice of motion was made by any Councillor.

12. Confidentiality

Councillors were reminded that Council meetings are public meetings.

Information discussed in in-camera sessions must be kept confidential by all in attendance. All budget/financial/strategic alignment documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material. Any inquiries regarding the package can be directed to the website where the public package is posted.

Minutes of the Council meeting are not approved until its next meeting.

13. Evaluation Form

The Council meeting evaluation form will be forwarded for completion electronically via Survey Monkey. Councillors are encouraged to complete the evaluation which is helpful in continually improving future Council meetings.

Councillors were reminded to submit their expense reports in a timely manner.

14. Date of Next Meeting

The next regular meeting of Council will be held on November 26. This will be an in-person meeting.

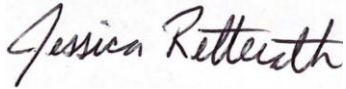
15. Adjourn

MOTION: It was moved and seconded,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 12:13 pm.



Dr. Jessica Retterath
President



Jan Robinson
Registrar and CEO



Alice Couto
Recording Secretary