



Board Annual Report June 2021 to June 2022

INTRODUCTION

The GOVERN for IMPACT (GOVERN) Board has had a busy and productive year, working through several projects, continuing to contribute to the growth of the organization and build upon and strengthen both the Board and its relationship with its Ownership. The existential threat of the Covid-19 pandemic has added additional challenges to the work of the Board and the organization. We believe that we have met that challenge, and successfully continued our work under the Policy Governance model.

We believe that as a Board and organization we have continued to meet that challenge, and successfully continued our work under the Policy Governance model.

This Report is a summary of the activities of the year and represents only an overview of the work of individual Board members, advisors and consultants, and our CEO and her team. While it is difficult to capture all the time and effort that went into our year's work, it is important to acknowledge the important contributions each Board Member and Associate has made to this process.

A heart-felt thank-you goes out to Chuck Namit, Harry Nijkamp, Chantal Ouellette, Ray Tooley, Elaine Vandale, Fiona Burgess and Lindsay Grillet for their consistent and dedicated work on the Board this past year.

It is also important to acknowledge our CEO, Karen Fryday-Field, for all the work in shepherding the organization through these challenging times while continuing along the path to the Board's vision, providing Board support and bringing her expertise and experience to Board discussions.

BOARD MEMBERSHIP

The Board welcomed one new At-Large member this year, Lindsay Grillet, who had previously served as an Associate member representing the Young Professionals Governors association. Lindsay's appointment was made in March 2022 with her term ending June 30, 2025. Lindsay has provided great insight and a new perspective to the Board activities over the past couple of years and we look forward to our continued relationship.

BOARD ANNUAL WORK PLAN

As we reported last year, having a clear and focused work plan has contributed to the effective work of the Board including ongoing education, ownership linkage and prioritizing its "to-do".

A change the Board adopted at its July 2021 Retreat when it reviewed its Annual Work Plan was to incorporate “generative/strategic” focused meetings into its regular meeting schedule. The Board continues to meet once a month, except in July when an additional session is scheduled to accommodate the Annual Retreat. Five of these meetings, including the retreat, are generative/strategic in nature which allows the Board to dedicate time and focus on a specific topic/issue it has identified.

OWNERSHIP LINKAGE

Last year, the Board engaged in an ownership linkage process, sending out a survey to Affiliates and other organizational contacts, to gather information and feedback on the updated Ends statements the Board approved earlier in the year. The Board reported on its initial impressions and findings during a short session at the June 2021 Annual Conference.

In our July 2021 Board retreat, we analyzed the results, focusing on both the quantitative data and the qualitative feedback we received. In addition, we separated out data regarding operational issues, and forwarded this input to our CEO for review and follow-up.

What the Board determined through its review and analysis was that the newly approved Ends were consistent with GOVERN’s ownerships’ feedback and the organization’s Vision and Mission. The feedback we received was immensely valuable in providing insight into our purpose and the impact we should be making in the world. Thank you again to all those who took the time to participate and contribute. We look forward to your continued engagement and input building GOVERN’s future.

We have continued to fine tune our long-term ownership linkage plan with a focus on strengthening the Board’s connection with its ownership through enhanced communication and strategies. One such strategy is the development of a draft *Young Professional Governors Engagement Plan* that the Board will be reviewing during its Annual Retreat in July 2022.

CHANGE IN BYLAWS

In our July 2022 retreat, the Board discussed the challenges of maintaining a well-informed and effective Board membership and discussed methods to better ensure the continuity of effective Board leadership. We discussed the Board officer roles and responsibilities and determined that we needed to consider adding the role of a Vice-Chair. The Vice-Chair position would allow possible future Board Chair candidates time to learn the responsibilities of the Chair, as well as provide additional consistency and continuity within the Board membership.

The Board approved changes to the By-Laws, which will be ratified at our June 2022 AGM. If ratified, the Board will seek to fill that role this year.

ORGANIZATIONAL SUSTAINABILITY AND THE SHIFT TO A PHILANTHROPIC FOCUS

The past couple of years have been challenging both for GOVERN for IMPACT and for the Board. In our monthly meetings we have continued to discuss organizational sustainability, and the Board's role in supporting the financial sustainability of the organization.

To support our discussions, we expanded our knowledge on the nature of philanthropic organizations, and opportunities for GOVERN for IMPACT. The Board scheduled Generative Thinking workshops, in January and again in May, to discuss our organization's work to build a philanthropic culture within our community.

Through these sessions we obtained a better understanding of how philanthropic organizations work and how that impacts changes GOVERN has been undergoing. We began to discuss and explore the essential role that leadership has in a successful fund development strategy contributing to the strength and sustainability of GOVERN. These conversations are ongoing, but one result is that the Board will be making revisions to its' policy on the Role of the Board, to acknowledge our role and commitment to building GOVERN's philanthropic culture. We will be working on a final draft of that policy at our July 2022 Board retreat.

MONITORING BOARD AND CEO PERFORMANCE

Board Performance

The board carefully monitored our own performance by diligently assessing Governance Process and Governance – Management Connection policy monitoring reports on a regular basis. All reports were accepted by the board with a number of improvements adopted as we go forward. The board takes improving our performance and compliance with the principles of Policy Governance seriously in order to maximize Govern's achievements.

A Board priority this past year was to review our monitoring of Board meeting performance. The Board had been reviewing each monthly meeting, to evaluate compliance with Policy Governance principles, but we felt that it was time to change up the schedule, the focus and the questions for each review. We are now evaluating our Board meetings on a quarterly basis, and also evaluating our quarterly Generative Thinking workshops as well.

We have continued to utilize a rating of 1 to 5 stars for each of the following factors with an opportunity for members to provide comments to support their assessment.

Assessment Factors:

- compliance with the principles of Policy Governance
- degree of future focus
- proactivity in deliberations
- effectiveness in meeting processes.

An average meeting rating range of 4 to 5 stars (out of 5) was achieved for the past 12 months.

CEO Performance

As per its monitoring schedule the Board reviewed the CEO's End's Monitoring Report at its April 2022 meeting. After a thorough review and discussion, the report was accepted unanimously. Members were very pleased with the results achieved and acknowledged the level of commitment and dedication for the CEO and her team in achieving them.

The high value outcomes achieved for our beneficiaries, as documented in our CEO's Ends monitoring reports, were also accepted by the board as reasonable with credible data supporting the accomplishments. The board wishes to offer our thanks and appreciation for what our CEO, her leadership team, and volunteers have achieved over the past year.

All Executive Limitations were monitored as per the schedule and accepted by the Board.

CONCLUSION

This has been another demanding and rewarding year. The Covid-19 pandemic has impacted millions of people and organizations world-wide and GOVERN for IMPACT was no exception. The Board has done its best to support our CEO and her team in creating an environment that would foster organizational sustainability, while also continuing to focus on Ends that will make a difference in the world. We would like to commend our CEO, Karen Fryday-Field, for achieving more with less, and continuing to move the organization forward under very trying circumstances. We look forward to a new year of opportunities, and the challenges that come with them in 2022-2023.

Patricia McCarver, Ph.D.
Board Chair
GOVERN for IMPACT