



GOVERN for IMPACT Board 2022-2023 ANNUAL REPORT June 2022-June 2023

INTRODUCTION

The GOVERN for IMPACT Board has had a busy and productive year, working through several projects, continuing to contribute to the growth of the organization and to build upon and strengthen both the Board and its relationship with its Ownership. The waning of the Covid-19 pandemic has provided new opportunities and challenges to the work of the Board and the organization. We have focused our work on the future of governance, and building a strong, resilient organization.

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, Lindsay Grillet, William Frater, and Fiona Burgess 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. Karen, with the support of her leadership team, has worked together to continue along the path the Board has set through its Ends statements, providing Board support and bringing her expertise and experience to Board discussions.

EQUITY, DIVERSITY, INCLUSION AND JUSTICE (EDIJ)

After the 2022 Conference, the Board began an in-depth discussion about EDIJ. At our July 2022 retreat the Board set education and action on EDIJ as a priority for this year. Board members attended a series of live webinars on the topic, including webinars in September and October 2022 and the February 2023 Virtual Advanced FTF forum and healing circle, presented by GOVERN for IMPACT.

Follow-up from these sessions resulted in general discussion at our monthly Board meetings. The Board will dedicate time at the July retreat to discuss the impact of our EDIJ journey on Board policies and practices. Additional action items are expected to come out of those discussions.

A PHILANTHROPIC CULTURE AND THE ROLE OF THE BOARD

After meeting and working with the Resource Development Team in May 2022, the Board has continued to support and cultivate a culture of philanthropy within GOVERN for IMPACT.



We recognize that each member plays an essential leadership role in supporting GOVERN's sustainability and demonstrating a 100% rate of giving – “walking the walk”.

This ongoing commitment led to the revised policy change “Role of Director” policy to reflect members’ leadership roles.

The Board discussed and approved an updated “Role of Director Policy” at its August 2022 meeting. The policy included a statement detailing the role of Board members in Govern’s philanthropic culture, and the role of members as an Ambassador for the organization.

Members of the ownership linkage committee, led by Lindsey Grillet, began to draft a “Board Ambassador Manual” with key Board messages and guidelines to assist members in fulfilling their role as a director. This manual will be discussed and reviewed at Board meetings I in the summer of 2023.

MONITORING BOARD AND CEO PERFORMANCE

At our July 2022 Board retreat, we revised our regular meeting evaluation process to a quarterly process. Board members are sent links to an online survey to reflect on and assess our performance at regular Board meetings and Generative Discussion sessions.

At the December 2022 Board meeting, we discussed an enhanced Board Evaluation process, which included a statement of roles and responsibilities, and a checklist for Board members. A full Board evaluation will be completed at the July 2023 retreat.

Regular monitoring of Board policies is completed at each Regular Board meeting. Adjustments and updates to policies have been made to reflect current values and practices as needed. The Board will include an overall summary of Board policy monitoring as part of its Board evaluation process.

At the April Board Generative Session, the Board reviewed and discussed the CEO’s Ends’ Report. CEO Karen Fryday-Field provided a high-level summary, supported with an in-depth detailed report, of progress on Ends, and general organizational accomplishments and challenges for the past year. The Board discussed challenges with organizational sustainability, as well as the major strides that have been made to recover from the impact of COVID-19. 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 board wishes to offer our thanks and appreciation for what our CEO, her leadership team, and volunteers have achieved over the past year.

OWNERSHIP LINKAGE AND NOMINATIONS COMMITTEES

This year the Board established two standing committees to reflect the priority and on-going work of the Board. A Nomination Committee and Terms of Reference Policy which formalized the work of a Board Team and developed criteria and strategies for engagement of potential members.

The Nominations Committee has begun the process to enhance and document a refined New Member Orientation process to assist with a smooth transition of incoming members with the work of the Board.

The Ownership Linkage Committee is working on a similar Terms of Reference policy was also approved by the Board for the Ownership Linkage Committee.

In addition, the Ownership Linkage Committee has updated and refined the Board's Ownership Linkage plan, which was reviewed in a special meeting in May. We anticipate that more specific formal ownership linkage activities will be scheduled for this fall and the spring of 2024, to inform our next Ends Policy review process, which will likely be sometime in 2025.

CELEBRATIONS

The Board wants to officially congratulate CEO Karen Fryday-Field and the GOVERN team for their success in securing three grants this year: a grant from the Binda Foundation, a grant from the WK Kellogg Foundation, and most recently the SSHRC grant. We are excited about co-leading the research project entitled "From Intent to Action: Embedding Organizational Practices of Equity, Diversity, Inclusion and Decolonization in Leadership." Funded by a \$200,000 grant (over the next 3 years) from Canada's SSHRC (Social Sciences and Humanities Research Council), this project affirms the leadership role of GOVERN in improving governance in regard to leadership and EDIJ policy and practices.

CONCLUSION

This has been another demanding and rewarding year. 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 2023-2024.

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