

RODS Executive Committee Work Plan September 2025-September 2025

Date of Meeting	Work and Agenda Items	Committee Lead Accountability	Completed
September 2025 No meeting in Sept	- Special Project Continued – Succession Planning Update deferred to October - Special Project – Strategic Planning – set up committee, determine consultant firm, finalize date - Determine Orientation date and time at RODS - Draft Annual Board work plan - Draft Annual Exec Committee work plan	Chair	
October 21, 2025 EC Meeting	- Special Project – Succession Planning Update from Laurie - Special Project Strategic Planning – initial engagement meeting with consultant firm; discuss strategic planning process; communication to follow. - Metropolis Identities Conference in Saskatoon – Chair and ED will attend from this committee - Conduct Orientation for new Board members – Chair and ED (Oct 21,2025) Exec Committee Meeting (Oct 21, 2025) - Review progress on ED Performance expectations April 1, 2025/March 31, 2026 - Discuss ED Performance review process from last year. Determine what process to follow this year. - Review Q1 Strat Plan Dashboard – defer to Nov 5 Board meeting. - Review Succession Planning report from Laurie; Defer until report is received - Confirm Annual Board work plan - Confirm Annual EC work plan and ToR - Strategic planning confirmed date Jan 16,17	Chair and Executive Committee Chair and ED Chair and ED Executive Committee	
November 2025	Executive Committee meeting - Special Project – Succession Planning – Review report from Laurie; determine next steps - Special Project Strategic Planning activities and updates: - initiation Strategic Planning Meeting w/consultant IN CAMERA EC meeting as required	Chair and Executive Committee	
December 2025	IN CAMERA EC meeting as required.		
January 2026	Special Project Strategic Planning event: January 16&17 and follow up activities IN CAMERA EC meeting as required	Chair and Executive Committee	
February 2026 EC Meeting	- Special Project Strategic Planning event: follow up Exec Committee Meeting - Final review of ED Performance expectations document and achievements: April 1, 2025 to March 31, 2026. - Discuss proposed new ED performance goals and	Chair and Executive Committee	

	key objectives for April 1, 2026 to March 31st 2027 and include new strategic goals and objectives. Present document to the Board for review and approval. IN CAMERA EC meeting as required.		
March 2026 EC Meeting	Annually Develop ED performance review and finalize the Five Point Performance Review document; IN CAMERA EC meeting as needed.	Chair Executive Committee	
April 2026	Annually - Finalise ED performance review - Finalize ED's direction, performance goals and key objectives for 2026/2027. - Explore Retreat planning topics and timing; report at the April Board meeting IN CAMERA Board Meeting - Present to April Board meeting for feedback and/or approval: - ED performance evaluation plan, - ED direction, performance goals and key objectives. IN CAMERA EC meeting as needed.	Chair Executive Committee Chair	
May 2026 EC Meeting	Annually Executive Committee meeting - ED performance review - Review new direction and expectations regarding goals and objectives for April 1, 2026-March 31, 2027. IN CAMERA EC meeting as required.		
June 2026	Annually Develop ED compensation package proposal for 2026/2027 to present to Board for approval. IN CAMERA EC meeting as required	Executive Committee/Chair	
June 2026 AGM	Prepare for AGM and attend meeting	Chair	
July/August 2026	Annually Prepare for Fall Strategic Planning Session: initial engagement meeting with consultant firm; discuss strategic planning process; communication to follow.		
Sept 2026	Annually - Welcome new members, update Committee with Terms of Reference and establish committee meeting dates for the upcoming year. - Review Committee terms of reference - Establish Committee annual work plan to be approved at September board meeting.	Chair/Executive Committee	