BOARD MEETING MINUTES
WEDNESDAY, FEBRUARY 26, 2025

Board Present: Anda Dima, Josephine Brcic, Anna Liu, Dhurv Patel, Rodger Linka, Jim Fallows, Kerrie Strathy, Bina Bilkhu
Regrets: Katherine Roy, Temi Adediji, Faye Nashir-Fehler & Pearl Yuzicappi,
Guest: Linda Zeng
Staff Present: Keith Karasin & Shelly Hill

Call meeting to order at 5:17 p.m.

1.0 Agenda:

- **Land Acknowledge:**
  - Acknowledgement of Treaty Land read by Anda– I would like to begin by acknowledging that we are on the traditional lands, referred to as Treat 4 Territory and that the city of Regina is located on Treaty 4 territory, the original lands of the Cree, Ojibwe(OJIB-WE), Saulteaux (SO-TO), Dakota, Nakota, Lakota, and on the home land of the Metis Nation.

    We respect and honor the Treaties that were made on all territories, we acknowledge the harms and mistakes of the past, and we are committed to move forward in partnership with Indigenous Nations in the spirit of reconciliation and collaboration.

- **Adoption of the Agenda:**
  MOTION #26: BRCIC/LINKA - adoption of the agenda as presented.
  CARRIED
- **Declaration of Conflict of Interest:**
  - None at this time.

2.0 Minutes:

- **Adoption of minutes – January 29th, 2025**
  MOTION #27: LINKA/STRATHY– adoption of January 29, 2025 minutes as presented
  CARRIED

- **Business Arising from Minutes:**
  - None at this time.

3.0 Accountabilities:

3.1. Stewardship:

- **Q3 Financial Update – Jim Fallows & Linda Zeng:**
  - Spoke to report as circulated. Report for period April 1st to December 31st.
  - Salary Increases – We are negotiating a 3% increase as well as additional 2-steps (3 to 5 steps) in the salary grid. Waiting on final approval from funder. Will bring this back to board for approval in April/June.

3.2. Strategic Direction and Monitoring:

- **ED Report (3-2-1 Format Re: Strategic Directions) – Keith Karasin:**
  - Spoke to report as circulated.
  - Metropolis Conference in Toronto – Tatiana, Ricardo, Getachew and Keith will be attending from March 13th to 15th.

- Keith will send a copy of the RODS Confidentiality agreement to Shelly and she will include this in the March board package.

⇨ ***Action Item:*** Keith to share the RODS Consultants Confidentiality Agreement with Shelly to share with the board.

- **Q3 Strategic Planning Update – Keith Karasin:**
  - Deferred to March

3.3. Governance:
- No items at this time.

3.4. ED Relationship:
- No items at this time.

3.5. Stakeholder and Strategic Alliances:
- No items at this time.

4.0 Committee Reports:

- **Executive Committee – Anda Dima:**
  - Committee meet a few times to work on the ED job description for Keith and they has an in-camera session to look at the performance assessment process for the ED. Committee came up with a 5-point form, which will be based on the expectations document that we developed last year for Keith. Further, discuss will happen at the March meeting. Draft expectations document for next fiscal year will be discussed further with board in the in-camera session tonight.

- **Finance Committee – Jim Fallows:**
  - Met February 5th and the main topic was Sale of properties.
  - Our Commercial Real Estate agent, Linely Schaefer from Avison. Linely has now seen both of the buildings and on his advise we have stop doing anything in the capital nature other than the bare minimum that's is needed for Smith Street. Linely believes that a buyer wouldn't be interested in the building or any upgrades, the buyer would most likely tear it down. With respect to Reception house we will list it soon, however, currently waiting on IRCC to review the list of Inventory assests. So our hope is by the end of March we can put the house up for sale.

- **Governance Committee – Anda Dima reporting on behalf of Kate Roy:**
  - No report at this time.

- **Parent Advisory Committee:**
  - No report at this time.

5.0 Review and Update Board Tracker (Motions & Action Items) – Anda Dima:
- No items at this time.

5.0 New Business:
- No items at this time.

6.0 Standing IN CAMERA Session – Anda Dima:

- The meeting went well. There are no suggestions for improvements.
- Kudos to Keith for the best ED report to date. The report was informative, timely and inclusive of consequences for RODS. Continue to present the ED report in the same way.
- The Board is supportive of the Executive Committee to share the ED Expectations Documents for 2025/2026 with Keith at their Executive Committee meeting on March 17, 2025.

7.0 Adjournment:

MOTION #28:

DIMA–the meeting be adjourned at 6:45 pm. Next board meeting is Wednesday, March 26th, 2025 at 5:15 pm. **CARRIED**

EMAIL MOTION:

On Friday, March 14th, 2025, the Board of Directors of the Regina Open Door Society approved the motion below:

MOTION #29:

LINKA/LIU– Motion that the Board approves the RODS salary grid as presented, with 3 % cost of living each year and the inclusion of 2 additional grid steps, 4 & 5 with 2% step increases, to commence in the 2025/26 fiscal year covering the fiscal years 2025/2026, 2026/2027, 2027/2028.

CARRIED