

Executive Committee Meeting Notes

Date: October 21, 2025, 3:00 PM

Present: Keith and Anda Regrets: Bina

Notes:

1. Review progress on ED Performance Expectations - April 1, 2025/March 31, 2026.

See attached Document with Notes in green as discussed.

2. Discuss ED Performance review process from last year. Determine what process to follow this year.

Agreed to use the same process as last year.

3. Review Q1 Strat Plan Dashboard to be presented on Nov 5th

Q1 data - not available yet. It will be reviewed at the Nov 5 Board Meeting. Q2 data - will be presented at the Nov 26 meeting.

4. Review Succession Planning report from Laurie; determine next steps - deferred until Laurie follows up with the report.

Keith Confirmed that in the event of a short term/unexpected ED leave, Tatiana will be the acting ED. In this capacity, Tatiana will be attending all Board meetings with Keith.

5. Confirm Annual Board Work plan - document attached

Submit for board approval with minor changes. See attached; updates will be made depending on Strategic, Succession, and Reserves Planning activities.

6. Confirm Annual EC Work plan and TofR - document attached

Submit for board approval as is, and update as per future Strat planning, Succession Planning and Reserve Planning activities

7. Additional Items from Keith

Two informational HR issues:

1. Update on existing Human rights complaint about RODS not being able to accommodate a language instructor with a vision disability. The staff launched the complaint while on long term disability. Keith has been working with HR and legal counsel and has no concerns.
2. Internal HR operational issue: staff posting work related complaints on FB. Discipline as per RODS HR policies will follow. Keith has no concerns just everyday work.