<u>BOARD MEETING MINUTES</u>
<u>WEDNESDAY, MARCH 25, 2026</u>

Board Present: Anda Dima, Bina Bilkhu, Jim Fallows, Josephine Brcic, Kofi Nkrumah-Young, Kate Nimegeers & Maria McCullough
Virtual: Temi Adediji
Regrets: Katherine Roy
Staff Present: Keith Karasin, Shelly Hill, Linda Zeng (present for 3.1 & 3.2 agenda items)

Call meeting to order at 5:11 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:**
  <u>MOTION #34:</u> NKRUMAH-YOUNG/MCCULLOUGH- adoption of the agenda as presented.

  CARRIED

- **Declaration of Conflict of Interest:**
  - None at this time.

2.0 Minutes:

- **Adoption of minutes – February 25, 2026:**
  <u>MOTION #35:</u> NKRUMAH-YOUNG/BRCIC– adoption of February 25, 2026 minutes as presented.

  CARRIED

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

3.0 Accountabilities:

3.1. Stewardship:

- **Decision Item: Approval of 2026-27 Salary Grid – Jim Fallows:**
  - The main discussion focused on approving a 2026-27 salary grid due to funding requirements from IRCC, which requires compensation increases to be approved by March 31st to be effective April 1st. The Finance Committee reviewed Linda's budget analysis, which indicated the organization would likely operate near break-even with the new grid. There were questions about potential risks if approval was delayed, with concerns raised about whether IRCC would fund any portion of the payroll if not approved immediately.

- The board discussed financial compliance issues with IRCC, particularly regarding timing of salary increases and expense recordings. Linda explained that IRCC requires retroactive implementation of salary changes, with penalties for non-compliance, and shared examples of past delays in payment reimbursement.
- Following the discussion, the following motion was made:

MOTION #36: **FALLOWS/MCCULLOUGH –** motion that the Board approves the salary schedule for 2026/27 as presented effective April 1st, 2026.

CARRIED

3.2. Strategic Direction and Monitoring:

- **ED Report (3-2-1 Format Re: Strategic Directions) – Keith Karasin:**
  - Spoke to report as circulated with key points as follows:
    - The meeting also covered significant budget cuts across settlement programs, with Settlement Services facing 14.6% cuts next year and 23% the following year, leading to staff reductions including 12 layoffs at Settlement and potential layoffs at Link. The board discussed challenges with their current facility lease and explored options for managing the space, including potential relocation or renovation, though they determined managing the building themselves would be more cost-effective than selling or renovating it.

- ***Action Item:*** Keith report back at the next meeting with proposal on Interim Federal Health Program and potential impact. Keith to follow up with Child Care branch regarding additional seats.

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:**
  - **Strategic Planning Committee Updates** – The strategic plan was successfully completed and we expect the final report next week.
  - **Succession Plan Policy update** – policy is completed with a few minor things to follow up on. Shelly has added that to the Governance Policy manual. Keith can implement this as he see fit. Anda will need to follow up with facilitator regarding payment for the service.
  - **Nominations Committee** – AGM is approaching and we need to look at whose terms are up. Anda announced that she would not be renewing her board term after 28 years, and the board needs to identify nominees for President and Vice-President positions for the upcoming AGM.

- ***Action item:*** ***Strategic Planning Committee*** to make suggested changes to strategic plan and send final information to Executive Committee (report expected next week). ***Anda*** to connect with Laurie Smith regarding the succession plan project and finalizing payment. ***Nominations Committee*** to identify the terms, which require re-election at the AGM in June and find potential individuals for the position of President & Vice-President.

    - **Finance Committee – Jim Fallows:**
        - The Finance Committee met with RBC and Dominion Securities to discuss investment options for reserves, with potential changes to the investment policy requiring further review at the next committee meeting.

- ***Action Item:*** Finance Committee to review and update investment policy at next meeting following the RBC Dominion Securities presentation.

    - **Governance Committee – Katherine Roy:**
        - No updates at this time.

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

5.0 Review and Update Board Tracker (Motions & Action Items) – Anda Dima:

- No updates at this time.

5.0 New Business:

- No items at this time.

6.0 Standing IN CAMERA Session – Anda Dima:

- Meeting feedback was positive. The board is delighted with Keith's nomination for the Regina 25 - Celebrating the best of Saskatchewan. Kate will ensure his nomination is submitted by Sunday's deadline. Recognition day is May 14. Discussion on the ED relationship and Bring'em Up Sask 2026 Gala will be revisited next month.

7.0 Adjournment:

MOTION #37:

NKRUMAH-YOUNG/NIMEGEERS – the meeting be adjourned at 6:47 pm. Next board meeting is Wednesday, April 29, 2026 at 5:15 pm.

CARRIED