

Webinar

ULI British Columbia: Professional Development: How to be a Non Profit Board or Committee Member

Date: October 21, 2021

00:00:00 --> 00:00:02: Communities associated.

00:00:04 --> 00:00:05: Related

00:00:05 --> 00:00:07: to the real estate and affiliated disciplines,

00:00:07 --> 00:00:12: Katrina and I volunteer on while GS Professional Development Committee

00:00:12 --> 00:00:14: and we're appreciate your participate.

00:00:14 --> 00:00:18: Appreciate your participation in today's sold out event at the

00:00:18 --> 00:00:21: couple housekeeping items before we get started.

00:00:21 --> 00:00:23: First of all, for all of you participating,

00:00:23 --> 00:00:26: please remain on mute on during this session.

00:00:26 --> 00:00:29: Secondly, if you have questions that come up during the

00:00:29 --> 00:00:30: presentation,

00:00:30 --> 00:00:32: please click on in the chat and we'll do our

00:00:32 --> 00:00:35: best to address them at the Q&A session near the

00:00:35 --> 00:00:35: end.

00:00:35 --> 00:00:38: And furthermore, we have a linked resource that is from

00:00:38 --> 00:00:41: boardsource which is related to the life cycles of a

00:00:41 --> 00:00:44: board for you to take away and use as a

00:00:44 --> 00:00:46: resource for the event. Before we get started,

00:00:46 --> 00:00:49: we'd like to acknowledge that we are broadcasting to you

00:00:49 --> 00:00:53: from the traditional ancestral and unseeded territories of the Musqueam,

00:00:53 --> 00:00:55: Squamish, and sway the truth.

00:00:55 --> 00:00:57: First Nations, I'm going to hand it over to my

00:00:57 --> 00:00:58: colleague Katrina,

00:00:58 --> 00:01:00: who will introduce more interesting.

00:01:02 --> 00:01:06: I thank you everyone. So today's workshop on how to

00:01:06 --> 00:01:11: become a nonprofit board or committee member will be led

00:01:11 --> 00:01:12: by Moira Chestnut,

00:01:12 --> 00:01:16: who holds several decades of experience as a senior administrative

00:01:16 --> 00:01:18: professional in market,

00:01:18 --> 00:01:22: public and nonprofit sectors. She's a founding member of Catalyst

00:01:22 --> 00:01:24: Community Development Society,

00:01:24 --> 00:01:26: which is a local nonprofit developer,

00:01:26 --> 00:01:29: owner and operator. Below market rental,

00:01:29 --> 00:01:32: housing and community space and she's currently the VP of

00:01:32 --> 00:01:33: Special Projects there.

00:01:35 --> 00:01:38: We also have a couple of esteemed guests with us

00:01:39 --> 00:01:42: today we have Cecile van Niekerk who is a senior

00:01:42 --> 00:01:45: manager in assurance services at E Y in Vancouver.

00:01:45 --> 00:01:49: Steele is a chartered professional accountant and graduate from UBC

00:01:49 --> 00:01:53: with a double major in mathematics and English literature.

00:01:53 --> 00:01:57: And she is a board director and the Finance Committee

00:01:57 --> 00:01:59: chair at Catalyst.

00:01:59 --> 00:02:03: We have Gerard Maroney who has a masters in community

00:02:03 --> 00:02:04: and regional planning.

00:02:04 --> 00:02:08: And he's dedicated his career to helping charities and nonprofit

00:02:08 --> 00:02:13: housing societies strategically manage their real estate and development objectives.

00:02:13 --> 00:02:16: And he is the associate vice president of development at

00:02:16 --> 00:02:17: Colliers International,

00:02:17 --> 00:02:20: as well as a board member of the new Chelsea

00:02:20 --> 00:02:24: Society which is a local affordable housing provider.

00:02:24 --> 00:02:26: Affiliated with their Royal Canadian Legion.

00:02:28 --> 00:02:31: So, uhm, just to get a read on the room,

00:02:31 --> 00:02:34: we thought we would do a quick poll to see

00:02:34 --> 00:02:39: how many people on on today's session have experience on

00:02:39 --> 00:02:41: boards or committees.

00:02:41 --> 00:02:43: So the question is, have you been or are you

00:02:43 --> 00:02:47: currently a committee or board member for a nonprofit society?

00:02:52 --> 00:02:56: Slipping a moment here while people can actually,

00:02:56 --> 00:02:58: you know it's about, it's almost even.

00:03:05 --> 00:03:10: Alright, so. I think that's probably enough time for everyone,

00:03:10 --> 00:03:12: so thanks so much for participating.

00:03:12 --> 00:03:15: It's always nice to just know who's in the virtual

00:03:15 --> 00:03:17: room and that it's interesting to us.

00:03:17 --> 00:03:20: I think that there are quite a few folks who

00:03:20 --> 00:03:23: have experience which will be make for a great discussion later.

00:03:23 --> 00:03:23:

00:03:23 --> 00:03:26: So uhm, moving along here we've got.

00:03:26 --> 00:03:28: This is our agenda for today.

00:03:28 --> 00:03:30: So we're gonna have it more.

00:03:30 --> 00:03:35: I will lead an introduction to nonprofit governance structure.

00:03:35 --> 00:03:39: She'll discuss some key considerations when joining a committee or

00:03:39 --> 00:03:42: board she'll reference in ways of,

00:03:42 --> 00:03:45: you know, evaluating your skills and referred to a catalyst

00:03:45 --> 00:03:49: skills matrix and and then we'll move on to questions

00:03:49 --> 00:03:50: for Cecile and Jerrod,

00:03:50 --> 00:03:54: and asking them about their experience and insight.

00:03:54 --> 00:03:57: For us, then we'll break out into breakout rooms,

00:03:57 --> 00:03:59: so one of each of us will be sort of

00:03:59 --> 00:04:02: facilitating a discussion in each of their rooms on sort

00:04:02 --> 00:04:05: of the characteristics of healthy or unhealthy boards.

00:04:05 --> 00:04:09: Then we'll return. Together. We will do an audience Q&A,

00:04:09 --> 00:04:12: so just a reminder. Please enter your questions in the

00:04:12 --> 00:04:13: Q&A as we go or the chat.

00:04:13 --> 00:04:16: Rather, as we go through and then we'll wrap it

00:04:16 --> 00:04:18: up and stuff and everybody on their way.

00:04:18 --> 00:04:22: So thank you, I'll hand it over to Maura.

00:04:22 --> 00:04:23: Thanks

00:04:23 --> 00:04:25: Katrina, very happy to be here.

00:04:25 --> 00:04:28: Very happy to be talking about governance structures.

00:04:28 --> 00:04:31: It's not something I get a chance to talk to

00:04:31 --> 00:04:33: very often with very many people.

00:04:33 --> 00:04:38: So thank you for coming out this evening.

00:04:38 --> 00:04:41: First of all, I just wanted to sort of demystify

00:04:41 --> 00:04:43: the board structure a little bit.

00:04:43 --> 00:04:49: I think sometimes. When you're when working within the board,

00:04:49 --> 00:04:53: it's you forget that other people may not understand the

00:04:54 --> 00:04:55: language of governance.

00:04:55 --> 00:04:59: So wanting to talk a little bit here about the

00:04:59 --> 00:05:03: difference between being being on a board versus being on

00:05:03 --> 00:05:07: a committee and the key differences are that when you're

00:05:07 --> 00:05:10: on board, you are the decision maker.

00:05:10 --> 00:05:15: You determine the strategic direction for the organization you're responsible

00:05:15 --> 00:05:18: primarily for managing the organizational risk.

00:05:18 --> 00:05:23: And you have personal liability and fiduciary responsibility for

the organization.

00:05:23 --> 00:05:24: If you are on a committee,

00:05:26 --> 00:05:27: you're making recommendations. There is no fiduciary responsibility,

00:05:27 --> 00:05:32: no personal liability. It is.

00:05:32 --> 00:05:35: It is an opportunity to have deeper discussions generally on specific topics or areas of expertise.

00:05:35 --> 00:05:40: It's I think it's a little bit less.

00:05:40 --> 00:05:44: Governance and more expertise and learning and that deeper conversation happens at the committee level.

00:05:44 --> 00:05:48: As an organization grows, and if it were to take on a CEO or President,

00:05:48 --> 00:05:54: the CEO or president is typically the only employee that reports directly to the Board of Directors,

00:05:54 --> 00:05:57: and there is a pretty hard line between the.

00:05:57 --> 00:06:01: At the CEO, so a board of directors does not typically engage directly with staff.

00:06:01 --> 00:06:03: Staff take direction from the CEO and the board hires the CEO.

00:06:03 --> 00:06:06: The CEO hires all of the other staff.

00:06:06 --> 00:06:08: The board delegates the responsibilities for action as it relates to the strategic direction that they have established.

00:06:08 --> 00:06:14: The CEO and the President do not determine the strategic direction for the organization.

00:06:14 --> 00:06:17: That's determined by the board with input from the committees,

00:06:17 --> 00:06:19: the CEO and staff. Next slide,

00:06:19 --> 00:06:24: please. Uh, this is a great illustration of the life stages of a board.

00:06:24 --> 00:06:25: I think there's a link in the chat come to the board source,

00:06:25 --> 00:06:28: which goes into more detail on this.

00:06:28 --> 00:06:34: A key aspect of understanding aboard is understanding where in its lifecycle the board sits there.

00:06:34 --> 00:06:39: Very different experiences if you're participating in a founding board.

00:06:39 --> 00:06:42: The pros are very creative.

00:06:42 --> 00:06:44: You have a greater say in the direction of the organization.

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00:07:27 --> 00:07:28:

00:07:28 --> 00:07:33: You are hands on. There's often no staff and it's
00:07:33 --> 00:07:38: got that excitement of a new organization and making a
00:07:38 --> 00:07:39: difference.
00:07:39 --> 00:07:42: And nobody tends to be jaded at that stage like
00:07:42 --> 00:07:45: the horns are that it is hands on.
00:07:45 --> 00:07:48: There's usually no staff, so the board is pitching in.
00:07:48 --> 00:07:53: It's often founder LED, which can mean that the board
00:07:53 --> 00:07:58: is following the founders concepts rather than developing its
00:07:58 --> 00:07:59: own.
00:07:59 --> 00:08:02: Direction it can be overwhelming.
00:08:02 --> 00:08:07: Lack clear direction. Often there's a lot of time.
00:08:07 --> 00:08:11: Spent arguing and debating what the organization is going to
00:08:11 --> 00:08:14: do and and people often drop out and come back
00:08:14 --> 00:08:17: on at this time and it can lead to burnout.
00:08:17 --> 00:08:21: So it's not a sustainable space for a board to.
00:08:21 --> 00:08:24: To stay in for very long and it transitions them
00:08:24 --> 00:08:28: into a governing board where it's becoming more stable.
00:08:28 --> 00:08:31: The strategic direction has been established.
00:08:31 --> 00:08:34: There are norms. Staff are on side.
00:08:34 --> 00:08:38: This is generally where you might start to see committees
00:08:39 --> 00:08:39: forming and.
00:08:39 --> 00:08:42: There's a longer term vision,
00:08:42 --> 00:08:46: and there is a the board beginning to take over
00:08:46 --> 00:08:51: that responsibility for the for the direction of the organization.
00:08:51 --> 00:08:54: The cons are that the transition between a founder LED
00:08:54 --> 00:08:57: board and a governance board is that there may be
00:08:57 --> 00:09:00: conflict between the boards direction and that of the founder
00:09:00 --> 00:09:03: or the original vision for the organization.
00:09:03 --> 00:09:07: The Governance Board tends to be focused more on.
00:09:07 --> 00:09:11: What's possible and the were founding board is has more
00:09:12 --> 00:09:15: of a romantic notion of what might be possible,
00:09:15 --> 00:09:20: so it's more practical and but it's still quite lively.
00:09:20 --> 00:09:24: And then you move onto an institutional board and at
00:09:24 --> 00:09:27: this stage it is typically not hands on.
00:09:27 --> 00:09:31: There are well established norms and protocols and the
00:09:31 --> 00:09:35: board
00:09:35 --> 00:09:37: tends to be focused on those higher level discussions.
00:09:37 --> 00:09:41: It is the least hands on and.
00:09:41 --> 00:09:44: Often board members and community members do not have
00:09:44 --> 00:09:47: that
00:09:47 --> 00:09:50: same sense of strong connection to the mission.
00:09:50 --> 00:09:53: So when you're considering joining a board,

00:09:47 --> 00:09:50: an important aspect to consider is what type of board

00:09:50 --> 00:09:53: is it and where in the life cycle is it

00:09:53 --> 00:09:55: the demands that are made on your time and your

00:09:55 --> 00:09:59: energy, but also a sense of satisfaction you have or

00:09:59 --> 00:10:03: really typed quite tightly to the stage of the board.

00:10:03 --> 00:10:10: Next slide, please. This is a sample of our board

00:10:10 --> 00:10:12: skills matrix,

00:10:12 --> 00:10:16: so for our art board early on we determined.

00:10:16 --> 00:10:19: What skills we needed to have on the board in

00:10:20 --> 00:10:23: order to ensure that we were able to manage risk

00:10:23 --> 00:10:26: and that we were getting a variety of important input

00:10:26 --> 00:10:30: as it related to the strategic direction for the organization,

00:10:30 --> 00:10:34: and so every time someone comes in on the board

00:10:34 --> 00:10:35: or on a committee,

00:10:35 --> 00:10:41: we we. Put that person's individual skills into the matrix

00:10:41 --> 00:10:45: to determine where there are gaps.

00:10:45 --> 00:10:48: When boards are recruiting, this is a key tool for

00:10:48 --> 00:10:51: recruitment because it will show where the board either has

00:10:51 --> 00:10:54: a current gap or is anticipating a gap in the

00:10:54 --> 00:11:00: future. And I also wanted to just note that sometimes

00:11:00 --> 00:11:03: the skills that a board is looking for,

00:11:03 --> 00:11:06: or maybe not necessarily obvious.

00:11:06 --> 00:11:11: So for us as a development organization,

00:11:11 --> 00:11:15: event management and human resources.

00:11:15 --> 00:11:21: Organizational development are perhaps items that you

00:11:21 --> 00:11:23: might not expect

00:11:23 --> 00:11:25: to see on our skills matrix.

00:11:25 --> 00:11:28: So just wanted to share that with you.

00:11:28 --> 00:11:31: That's how the board is looking and evaluating your

00:11:31 --> 00:11:34: applications.

00:11:34 --> 00:11:36: And also it's a timing thing.

00:11:36 --> 00:11:38: So if the board already has a lot of expertise

00:11:38 --> 00:11:40: and real estate development,

00:11:40 --> 00:11:42: it might not be the right time for you to

00:11:42 --> 00:11:44: to join that organization,

00:11:44 --> 00:11:46: but perhaps at a later time it would be.

00:11:46 --> 00:11:48: Next slide, please. So I think when we first started

00:11:48 --> 00:11:50: talking about this,

00:11:50 --> 00:11:53: we were talking about how to be on a board

00:11:53 --> 00:11:55: and it it became a conversation around.

00:11:55 --> 00:11:58: How do you join a board?

00:11:58 --> 00:12:00: What? What are the steps to joining a board?

00:12:00 --> 00:12:02:

00:12:02 --> 00:12:04: So for me the first thing to get clear on

00:12:04 --> 00:12:08: is what you really care about and where in your

00:12:08 --> 00:12:10: community you want to make a difference.

00:12:10 --> 00:12:14: It's a it's a time commitment and it is a

00:12:14 --> 00:12:16: heart commitment as well.

00:12:16 --> 00:12:18: You have to really care about.

00:12:18 --> 00:12:20: Our topic, if you are a board member or a

00:12:20 --> 00:12:21: committee member,

00:12:21 --> 00:12:25: you have to want to be a participant in the.

00:12:25 --> 00:12:29: Organization and. I think it is a happier and more

00:12:29 --> 00:12:31: fruitful experience.

00:12:31 --> 00:12:34: If you really do care about that organization.

00:12:34 --> 00:12:36: So first getting clear on that and then determining what

00:12:36 --> 00:12:38: skills you want to bring to the table.

00:12:38 --> 00:12:43: So it may be skills that you want to develop.

00:12:43 --> 00:12:44: I was working with a fellow him.

00:12:44 --> 00:12:49: He joined the Governance Committee real from real estate

00:12:49 --> 00:12:52: development

00:12:52 --> 00:12:54: and I everyone was kind of surprised that that was

00:12:54 --> 00:12:57: the committee that he was choosing.

00:12:57 --> 00:13:01: But he felt that he wanted to join a board

00:13:01 --> 00:13:06: and he thought that joining the Governance Committee was a

00:13:06 --> 00:13:09: good introduction to governance as he decided where he

00:13:09 --> 00:13:12: wanted

00:13:12 --> 00:13:15: to go in terms of his volunteer career.

00:13:15 --> 00:13:18: So think outside the box and then find an organization

00:13:18 --> 00:13:21: that shares your values and interests.

00:13:21 --> 00:13:24: Then do some research about the organization.

00:13:24 --> 00:13:28: Get to know who they really are and how they

00:13:28 --> 00:13:30: operate.

00:13:30 --> 00:13:33: It may not be a good fit for you as

00:13:33 --> 00:13:35: a person,

00:13:35 --> 00:13:38: even if the vision and the mission are good fit.

00:13:38 --> 00:13:39: You can ask for the strategic plan.

00:13:39 --> 00:13:42: The bylaws are. It will at least tell you how

00:13:42 --> 00:13:43: open that organization is.

00:13:43 --> 00:13:46: You want to understand the mission and the values of

00:13:46 --> 00:13:49: the organization,

00:13:49 --> 00:13:52: and you want to show how understand how people really

00:13:52 --> 00:13:55: show up.

00:13:55 --> 00:13:58: Wanna also be familiar with governance,

00:13:58 --> 00:14:01: UM, and for me I would recommend understanding some of

00:14:01 --> 00:14:04: the the points in the Roberts rules of order.

00:13:52 --> 00:13:56: It's a good guide to meeting structure and understanding the
00:13:56 --> 00:13:57: language of meetings,
00:13:57 --> 00:14:00: and I think that makes you a lot more comfortable
00:14:00 --> 00:14:03: when you go into those situations and you're in a
00:14:03 --> 00:14:04: governance.
00:14:04 --> 00:14:08: Language situation it's good to understand what that
language is.
00:14:08 --> 00:14:11: And then lastly the last thing I think to do
00:14:11 --> 00:14:13: is to reach out and get your name on a
00:14:13 --> 00:14:13: wait list.
00:14:13 --> 00:14:18: Check in periodically. Monitor the organizations job postings
and request
00:14:18 --> 00:14:22: an informational meeting with the committee or board chair
and
00:14:23 --> 00:14:25: you can also request to speak with staff.
00:14:25 --> 00:14:27: I know a catalyst I take a lot of calls
00:14:27 --> 00:14:31: from people just wanting to learn more about the
organization,
00:14:31 --> 00:14:36: and I think most organizations are keen to share their
00:14:36 --> 00:14:40: story and to meet people who are interested in and
00:14:40 --> 00:14:44: becoming a part of their organization.
00:14:44 --> 00:14:50: Next slide, please. Uh, these are just some groups that
00:14:50 --> 00:14:54: I care about and I was thinking that it would
00:14:54 --> 00:14:56: be an offering.
00:14:56 --> 00:15:02: It's the Minerva Foundation is working with leadership
development for
00:15:02 --> 00:15:04: women and girls.
00:15:04 --> 00:15:09: They have a board comprised of people from a broad
00:15:09 --> 00:15:12: variety of different sectors,
00:15:12 --> 00:15:18: from banking to mining, and it is a great organization.
00:15:18 --> 00:15:22: Farm folk City folk is focused on the agricultural land
00:15:22 --> 00:15:23: reserve.
00:15:23 --> 00:15:27: They are always looking for people with real estate
development
00:15:27 --> 00:15:30: expertise and they also focus on food security and the
00:15:30 --> 00:15:31: local food movement,
00:15:31 --> 00:15:34: and they have great snacks.
00:15:34 --> 00:15:38: And then green bricks is a small organization.
00:15:38 --> 00:15:43: Focusing on connecting youth with sustainability in the built
environment
00:15:43 --> 00:15:48: and they have a conference every year where they're looking
00:15:48 --> 00:15:51: for mentors to talk about moving into to the to
00:15:51 --> 00:15:57: careers in regarding sustainability in the built environment

and working
00:15:57 --> 00:15:59: with lead and other rating systems.
00:15:59 --> 00:16:02: And so I think Katrina has been a mentor there
00:16:03 --> 00:16:04: for many years.
00:16:04 --> 00:16:06: And then I've listed out some housing societies.
00:16:08 --> 00:16:13: Many of the housing societies are focused on particular
populations.
00:16:13 --> 00:16:18: Community living societies are focused on people with
developmental disabilities,
00:16:18 --> 00:16:22: and there's a community living society and many
municipalities.
00:16:22 --> 00:16:26: The Salisbury Housing Society, New Commons
development,
00:16:26 --> 00:16:28: the YWCA New Chelsea, a society.
00:16:28 --> 00:16:32: So even if it's not particularly flagging itself as a
00:16:32 --> 00:16:33: housing society,
00:16:33 --> 00:16:39: many nonprofits have Landon are seeking that real estate
expertise.
00:16:39 --> 00:16:44: Particularly right now when they're being approached by
market developers
00:16:44 --> 00:16:48: to redevelop so they would welcome that input from.
00:16:48 --> 00:16:51: I'm sure any of the Members of this group.
00:16:51 --> 00:16:55: And lastly, if your organization is a member of the
00:16:55 --> 00:16:55: CNPJ,
00:16:55 --> 00:16:57: they have a members list.
00:16:57 --> 00:17:00: That's a great place to get to know the groups
00:17:00 --> 00:17:03: that are in your community as well.
00:17:03 --> 00:17:10: Next slide, please. So you've agreed to join a committee
00:17:10 --> 00:17:11: or a board.
00:17:11 --> 00:17:16: What happens next? I I have gotten calls on several
00:17:16 --> 00:17:21: occasions from people asking if they are on the board
00:17:21 --> 00:17:24: and so I thought that it would be good to
00:17:24 --> 00:17:27: talk a little bit about how to know if you
00:17:27 --> 00:17:28: are on a board.
00:17:28 --> 00:17:33: The process for bringing someone onto a board is that.
00:17:35 --> 00:17:39: It varies, but typically the Governance Committee or board
member
00:17:39 --> 00:17:42: will make a recommendation to the board that they would.
00:17:42 --> 00:17:44: They would put forth your name.
00:17:44 --> 00:17:47: The board votes to bring you on.
00:17:47 --> 00:17:52: It's minted, so a vote to bring a board member
00:17:52 --> 00:17:54: on that happens.
00:17:54 --> 00:17:58: Outside of a meeting or that happens in camera is
00:17:58 --> 00:18:01: is not bringing someone on the board,

00:18:01 --> 00:18:04: so it's a minute it discussion item and then there

00:18:04 --> 00:18:07: are forms that need to be completed by both the

00:18:08 --> 00:18:11: board accepting that person onto the board and a form

00:18:11 --> 00:18:14: that needs to be completed by the person agreeing to

00:18:14 --> 00:18:15: join that board.

00:18:15 --> 00:18:19: Because when you join the board you do take on

00:18:19 --> 00:18:24: that personal responsibility and the fiduciary responsibility as well,

00:18:24 --> 00:18:27: so it's something to. Think seriously about and if you

00:18:27 --> 00:18:29: haven't filled in those forms,

00:18:29 --> 00:18:32: you're not legally on the board.

00:18:32 --> 00:18:34: If you are when you,

00:18:34 --> 00:18:36: once you've agreed to join,

00:18:36 --> 00:18:39: you also want to start asking for things like the

00:18:39 --> 00:18:42: committee terms of reference in the board policies which guide

00:18:43 --> 00:18:46: you in terms of what your specific responsibilities will be

00:18:46 --> 00:18:51: and what your organization's expectations are of you or your

00:18:51 --> 00:18:52: presence.

00:18:52 --> 00:18:57: In that role. There's also usually an annual rolling calendar

00:18:57 --> 00:18:58: which will identify.

00:18:58 --> 00:19:01: The process of things through the year.

00:19:01 --> 00:19:05: It's for most organizations I think there's quarterly meetings of

00:19:06 --> 00:19:07: a couple of hours.

00:19:07 --> 00:19:11: And then there's also reading through an agenda package which

00:19:11 --> 00:19:12: can take quite a lot of time.

00:19:12 --> 00:19:17: And then there might be special one off meetings.

00:19:17 --> 00:19:20: Want to clarify your role and responsibilities with your committee

00:19:20 --> 00:19:22: chair or with your board chair?

00:19:22 --> 00:19:24: You want to confirm the length of your term?

00:19:24 --> 00:19:26: If it's a two year term,

00:19:26 --> 00:19:27: if it's non limited term,

00:19:27 --> 00:19:31: you want to understand what you're committing to and then

00:19:31 --> 00:19:33: you can also ask for things like risk frameworks,

00:19:33 --> 00:19:36: which gives you a sense of where the organization is

00:19:36 --> 00:19:37: flag that it's currently.

00:19:40 --> 00:19:42: Feeling that it has the the areas of most risk

00:19:42 --> 00:19:45: and you can ask and you should ask for copies

00:19:45 --> 00:19:48: of the Minutes from the last four committee or board

00:19:48 --> 00:19:51: meetings. This will help you to get up to speed

00:19:51 --> 00:19:54: with what the discussion is currently about and what are

00:19:54 --> 00:19:57: kind of the hot topics for the committee or board
 00:19:57 --> 00:20:01: at this time. At the bottom of this slide,
 00:20:01 --> 00:20:05: courtesy of Margaret Mason at Norton Rose Fulbright are the
 00:20:05 --> 00:20:07: seven sins of directorship,
 00:20:07 --> 00:20:10: and I think this is a really great reference.
 00:20:10 --> 00:20:14: It highlights that it's not about saying you're on a
 00:20:14 --> 00:20:14: board,
 00:20:14 --> 00:20:18: it's about actually showing up all the time when you're
 00:20:18 --> 00:20:20: on a board and and having that commitment to the
 00:20:20 --> 00:20:24: mission and values of the organization and making your
 decisions
 00:20:24 --> 00:20:29: in coming from a well informed place and being involved.
 00:20:29 --> 00:20:33: And listening to a variety of opinions and giving careful
 00:20:33 --> 00:20:37: consideration to what's best for that organization,
 00:20:37 --> 00:20:40: I think the last thing I wanted to flag of
 00:20:40 --> 00:20:44: was that you you definitely need to ask for a
 00:20:44 --> 00:20:47: copy of your boards D&O insurance.
 00:20:47 --> 00:20:49: The directors and officers insurance,
 00:20:49 --> 00:20:51: and you want to confirm that the required filings are
 00:20:51 --> 00:20:51: happening.
 00:20:51 --> 00:20:57: So board members are personally liable for WCB source
 deductions,
 00:20:57 --> 00:20:59: so payroll deductions and TST.
 00:20:59 --> 00:21:02: Uhm, I had the great honor of working with someone
 00:21:02 --> 00:21:04: who's been on boards for a very,
 00:21:04 --> 00:21:09: very long time and. He had experienced pretty much
 anything
 00:21:09 --> 00:21:12: that could you could imagine on a board and he
 00:21:12 --> 00:21:15: told me a story of CRA knocking on his door
 00:21:15 --> 00:21:19: many years after he left the board and the organization
 00:21:19 --> 00:21:22: and not filed its GSTN CRA came to him looking
 00:21:22 --> 00:21:24: for that organization.
 00:21:24 --> 00:21:27: So GST payments. So it's it's not something to take
 00:21:27 --> 00:21:28: lightly.
 00:21:28 --> 00:21:32: It is an actual commitment that you're making to have
 00:21:32 --> 00:21:36: that oversight for the organization and it's a personal
 commitment.
 00:21:36 --> 00:21:47: Next slide, please. Kate. Think we're going to breakout
 rooms?
 00:21:47 --> 00:21:49: Her questions sorry
 00:21:49 --> 00:21:51: questions and at first to see Linda Rod
 00:21:53 --> 00:21:55: I can't actually see Cecile in Toronto.
 00:21:58 --> 00:21:59: Oh maybe.

00:22:00 --> 00:22:03: You had this issue, I think when we did our
00:22:03 --> 00:22:04: dry run it won't
00:22:04 --> 00:22:09: work. I I'm going to assume you're there.
00:22:09 --> 00:22:12: Thank you for joining the meeting.
00:22:12 --> 00:22:15: Cecile andraud. Did you want to take a moment to
00:22:15 --> 00:22:16: introduce yourselves?
00:22:18 --> 00:22:20: Sure, I can go first tomorrow.
00:22:20 --> 00:22:22: Thank you for your presentation.
00:22:22 --> 00:22:24: My name is Cecile van Niekerk,
00:22:24 --> 00:22:28: Ms senior manager and assurance services here in
Vancouver and
00:22:28 --> 00:22:30: I'm very happy to join you.
00:22:30 --> 00:22:34: I have some experience with Catalyst Community
Development society.
00:22:34 --> 00:22:38: Working with Myra on the Finance Committee and then later
00:22:38 --> 00:22:42: as the Finance Committee chair and and on the board
00:22:42 --> 00:22:43: is the Treasurer.
00:22:43 --> 00:22:46: So I've been. I'm very happy Moira asked me to
00:22:46 --> 00:22:47: join today.
00:22:49 --> 00:22:52: And the. Do
00:22:52 --> 00:22:55: you want to talk a little bit about catalyst from
00:22:55 --> 00:22:56: your perspective?
00:22:57 --> 00:23:01: Oh, I could talk about catalysts forever.
00:23:01 --> 00:23:03: But yeah, Catalyst Community development society.
00:23:03 --> 00:23:09: We at the organization basically has a mandate for below
00:23:09 --> 00:23:11: market housing,
00:23:11 --> 00:23:15: really catering to sort of.
00:23:15 --> 00:23:18: You know the way the people who are kind of,
00:23:18 --> 00:23:21: UM? Not catered to in a lot of scenarios,
00:23:21 --> 00:23:26: so people working making household making between you
know 30
00:23:27 --> 00:23:28: and 80 or 100,000 UM,
00:23:28 --> 00:23:33: especially in Vancouver like that's that's a demographic that's
had
00:23:33 --> 00:23:33: a hard time.
00:23:33 --> 00:23:38: Sort of finding stable housing recently so we really are
00:23:38 --> 00:23:41: working to to build those buildings.
00:23:41 --> 00:23:45: Make those vibrant communities and have that stable,
00:23:45 --> 00:23:49: wonderful community for people. And just to help have that.
00:23:49 --> 00:23:50: Agreed or sense of community,
00:23:50 --> 00:23:53: I guess around Vancouver and Victoria.
00:23:53 --> 00:23:55: And and also predicted where we're at.
00:23:55 --> 00:23:58: So it's it's a great organization.

00:23:58 --> 00:24:01: Housing is very dear to my heart and stability of
00:24:02 --> 00:24:05: housing is I think so important and I was very
00:24:05 --> 00:24:08: lucky to get to join such a great organization.
00:24:12 --> 00:24:15: So I'm I'm Gerard on my I'm ADT development with
00:24:15 --> 00:24:16: Colliers strategy consulting.
00:24:16 --> 00:24:20: So I've been with the team for for about 6
00:24:20 --> 00:24:20: years.
00:24:20 --> 00:24:22: Our team does a lot of work with nonprofits and
00:24:22 --> 00:24:23: charities,
00:24:23 --> 00:24:25: and so I've gotten to know a lot of the
00:24:25 --> 00:24:28: the the boards around the city for a lot of
00:24:28 --> 00:24:29: housing providers.
00:24:29 --> 00:24:34: And I actually got recruited to new Chelsea about two
00:24:34 --> 00:24:35: ish years ago.
00:24:35 --> 00:24:39: New Chelsea societies is fantastic organization that does a
lot
00:24:39 --> 00:24:41: of housing for seniors and veterans.
00:24:41 --> 00:24:43: Uh, and and the reason I wanted to join you
00:24:43 --> 00:24:46: Chelsea relative to to to any other board is that
00:24:46 --> 00:24:49: I leased up a seniors building a couple of years
00:24:49 --> 00:24:52: ago and that was just such a meaningful experience of
00:24:52 --> 00:24:55: providing housing for low income seniors and just a
demographic
00:24:55 --> 00:24:56: that's in my mind,
00:24:56 --> 00:24:59: completely forgot about in a lot of ways and and
00:24:59 --> 00:25:00: so there's such a demand for the housing,
00:25:00 --> 00:25:03: so it's just more than happy to provide my expertise
00:25:03 --> 00:25:05: to a organization that does that,
00:25:05 --> 00:25:06: you know, day in and day out.
00:25:09 --> 00:25:12: And cecile's money. If you could talk a little bit
00:25:12 --> 00:25:14: about your path to joining the board.
00:25:15 --> 00:25:19: Yeah, I was very very lucky come to get Sue
00:25:19 --> 00:25:23: to be involved with Catalyst come I guess a opening
00:25:23 --> 00:25:26: in the Finance Committee came up and one of our
00:25:26 --> 00:25:29: EY alumni passed it to a partner at our work
00:25:29 --> 00:25:31: and he passed it to me and said you know
00:25:31 --> 00:25:33: maybe you would be interested in this.
00:25:33 --> 00:25:36: Then I met with the Finance Committee chair and and
00:25:36 --> 00:25:38: that was kind of that and so I was on
00:25:38 --> 00:25:41: the committee as a member for about a year and
00:25:41 --> 00:25:44: a half I believe. And then UM was asked to
00:25:44 --> 00:25:45: join the board.
00:25:45 --> 00:25:48: So, uhm, it. It just was very,

00:25:48 --> 00:25:51: very natural and I was very lucky.

00:25:51 --> 00:25:55: I think to have that opportunity just come my way

00:25:55 --> 00:25:59: so easily come which I which I'm very grateful for.

00:25:59 --> 00:26:01: And then I think being on the committee was a

00:26:01 --> 00:26:05: nice step before joining the board and being the Finance

00:26:05 --> 00:26:09: Committee chair because I really got to understand our committee

00:26:09 --> 00:26:11: or different skill sets. You know the skills.

00:26:12 --> 00:26:14: I didn't have that the other committee members had and

00:26:15 --> 00:26:15: and then.

00:26:15 --> 00:26:17: You know, go on to lead the committee and and

00:26:17 --> 00:26:20: really draw out those skill sets from our team.

00:26:20 --> 00:26:22: So that was kind of my past.

00:26:22 --> 00:26:25: I, I know that's actually somewhat of an unusual path,

00:26:25 --> 00:26:29: but I think I was just really lucky in that

00:26:29 --> 00:26:29: regard.

00:26:31 --> 00:26:37: Thanks Cecile and Jerrod. I think your path was shorter.

00:26:39 --> 00:26:41: Yeah it was. It was I was recruited by previous

00:26:41 --> 00:26:41: clients.

00:26:41 --> 00:26:43: In my mind it was like it was interesting.

00:26:43 --> 00:26:44: It really gave me an insight on time.

00:26:44 --> 00:26:48: Like I'm really happy that kind of approach that like

00:26:48 --> 00:26:50: interviewing a job right.

00:26:50 --> 00:26:52: And so like I met with the board chair,

00:26:52 --> 00:26:53: I met with the CEO.

00:26:53 --> 00:26:54: You know we sat down.

00:26:54 --> 00:26:55: We had a coffee. We kind of talked about.

00:26:55 --> 00:26:58: You know what their vision for the organization was kind

00:26:58 --> 00:27:00: of what has happened over the last number of years.

00:27:00 --> 00:27:03: Kind of wearing this stage of of that type of

00:27:03 --> 00:27:04: board that they were,

00:27:04 --> 00:27:05: and so they were just.

00:27:05 --> 00:27:07: They were so professional about the way that they they

00:27:07 --> 00:27:09: manage it and just made it.

00:27:09 --> 00:27:11: A really easy process to understand if I was going

00:27:11 --> 00:27:14: to be a good fit for for their board just

00:27:14 --> 00:27:17: based on the fact that they needed somebody who won't

00:27:17 --> 00:27:20: have some expertise on redevelopment because they're

00:27:20 --> 00:27:23: thinking about you

00:27:20 --> 00:27:23: know what their options for for their housing in the

00:27:23 --> 00:27:23: future was.

00:27:23 --> 00:27:25: So it was it was.

00:27:25 --> 00:27:27: It was pretty seamless. So it was a great great
00:27:27 --> 00:27:27: opportunity.
00:27:29 --> 00:27:33: Thank you John and on the when you're looking at
00:27:33 --> 00:27:35: the life cycle of boards.
00:27:35 --> 00:27:37: Is there one it? It seems to me that you
00:27:37 --> 00:27:41: are likely on a either governing or an institutional board,
00:27:41 --> 00:27:45: because organization is. Quite mature,
00:27:45 --> 00:27:49: did did you relate to the the observations on the
00:27:49 --> 00:27:51: life cycle of a board?
00:27:51 --> 00:27:51: No,
00:27:51 --> 00:27:53: it's it's. It's a spot on kind of like three
00:27:53 --> 00:27:54: cycles like so.
00:27:54 --> 00:27:55: It's new shells is kind of a.
00:27:55 --> 00:27:57: It's more of a governance board.
00:27:57 --> 00:27:59: So while it is an older organization like I've done
00:27:59 --> 00:28:02: some work with the Canadian Cancer Society and I would
00:28:02 --> 00:28:04: kind of see that as more of an institutional board.
00:28:04 --> 00:28:06: That's a bit a bit kind of further back,
00:28:06 --> 00:28:09: but they're the people that are on the board for
00:28:09 --> 00:28:11: New Chelsea are bit more hands on.
00:28:11 --> 00:28:13: It's not a working board or a founding board or
00:28:13 --> 00:28:14: anything like that.
00:28:14 --> 00:28:16: But it's a bit more directly involved.
00:28:16 --> 00:28:18: It's definitely not. It's definitely not brand new and it's
00:28:18 --> 00:28:20: you know they have a CEO and they have a
00:28:20 --> 00:28:23: lot of institutional knowledge with that organization.
00:28:23 --> 00:28:26: But it's a I think that that those three things,
00:28:26 --> 00:28:29: just like succinctly captured with different types of boards that
00:28:29 --> 00:28:31: that people will likely encounter,
00:28:31 --> 00:28:33: kind of where they're looking for for their passions.
00:28:35 --> 00:28:40: And Cecile, I think you kind of transitioned with catalyst
00:28:40 --> 00:28:44: between a founding board and Governance Board.
00:28:44 --> 00:28:48: I think you were actually at the third Finance Committee
00:28:48 --> 00:28:49: meeting that was ever held.
00:28:49 --> 00:28:53: I think you joined. Pretty soon after the fight,
00:28:53 --> 00:28:54: I don't think I do.
00:28:54 --> 00:28:55: It was that early.
00:28:58 --> 00:29:01: Yeah, so do you? Did you see that 'cause we
00:29:01 --> 00:29:02: we did?
00:29:02 --> 00:29:03: I think you were there for a transition as we
00:29:04 --> 00:29:05: went from founder to governance.
00:29:05 --> 00:29:08: I was wondering if you had any thoughts to share

00:29:08 --> 00:29:10: on that transition and.

00:29:10 --> 00:29:10: Yeah,

00:29:10 --> 00:29:13: I think it's been a good transition for us.

00:29:13 --> 00:29:16: I wouldn't call our board members working sort of a

00:29:16 --> 00:29:18: working board anymore.

00:29:18 --> 00:29:19: You know, I I have.

00:29:19 --> 00:29:22: We obviously talked quite a bit more when you were

00:29:22 --> 00:29:25: in the finance function and I talked to the Director

00:29:25 --> 00:29:26: of Finance fairly frequently,

00:29:26 --> 00:29:30: but, UM, we've it's definitely more of a check in

00:29:31 --> 00:29:31: and.

00:29:31 --> 00:29:34: And just keep that line of communication open for any

00:29:34 --> 00:29:37: potential issues that we might be able to help out

00:29:37 --> 00:29:37: with.

00:29:37 --> 00:29:40: But I've definitely noticed the transition to.

00:29:40 --> 00:29:42: Sort of more of a governing board.

00:29:42 --> 00:29:45: You know? We've put more committees and and as we've

00:29:45 --> 00:29:48: gone along and and sort of solidified those terms of

00:29:48 --> 00:29:49: reference and and really,

00:29:50 --> 00:29:53: what every committee and every board member is

00:29:53 --> 00:29:56: responsible for.

00:29:53 --> 00:29:56: So I think it's been actually a very smooth and

00:29:56 --> 00:30:01: and and and strong sort of transition into a governing

00:30:01 --> 00:30:01: board.

00:30:01 --> 00:30:04: And I've been really happy to be a part of

00:30:04 --> 00:30:04: it.

00:30:04 --> 00:30:06: It's II. I don't know that at any time it

00:30:06 --> 00:30:08: was sort of overwhelming,

00:30:08 --> 00:30:10: so it was just everyone.

00:30:10 --> 00:30:14: It's such a great participants and management was so

00:30:14 --> 00:30:16: dedicated

00:30:14 --> 00:30:16: that I think it it made it a great experience.

00:30:18 --> 00:30:21: And uhm, what would be your words of advice to

00:30:21 --> 00:30:25: somebody thinking about joining a committee or board?

00:30:25 --> 00:30:26: And what would be your cautions?

00:30:29 --> 00:30:32: I think my words of advice would be not to

00:30:32 --> 00:30:34: discount your skill set.

00:30:34 --> 00:30:37: I think it's you know we're we're really moving ahead

00:30:37 --> 00:30:39: as the society on board diversity,

00:30:39 --> 00:30:40: and that's for a reason.

00:30:40 --> 00:30:44: Because you know, you as you as you bring yourself

00:30:44 --> 00:30:47: skill set and your viewpoint to the board.

00:30:47 --> 00:30:50: And that's valuable in any capacity.

00:30:50 --> 00:30:53: So I think a lot of especially younger people will

00:30:53 --> 00:30:56: discount their knowledge and their skills.

00:30:56 --> 00:30:57: But I think you know,

00:30:57 --> 00:30:59: really, don't do that like you.

00:30:59 --> 00:31:01: Have a lot to offer.

00:31:01 --> 00:31:03: And my caution, I guess,

00:31:03 --> 00:31:06: would be to make sure that you you believe in

00:31:06 --> 00:31:10: whatever the board is and the organization,

00:31:10 --> 00:31:12: and if it's something that's dear to your heart,

00:31:12 --> 00:31:16: I think the the enthusiasm will show and and that

00:31:16 --> 00:31:20: will just make your life happier and translates to a

00:31:20 --> 00:31:24: better contribution per volunteer hour that you've given.

00:31:24 --> 00:31:26: So I, I think it's just ensuring that that you

00:31:26 --> 00:31:29: have the time to give and then going ahead and

00:31:29 --> 00:31:31: just going gung ho and giving it.

00:31:34 --> 00:31:35: Injured

00:31:35 --> 00:31:36: in festival.

00:31:37 --> 00:31:37: Yeah,

00:31:39 --> 00:31:40: well, let's finish the question.

00:31:40 --> 00:31:42: And then we're gonna move it to breakout rooms if

00:31:42 --> 00:31:42: that's OK.

00:31:42 --> 00:31:42: Sure,

00:31:42 --> 00:31:45: yeah. I think I just think that the time commitment

00:31:45 --> 00:31:45: is a big one,

00:31:45 --> 00:31:47: right? It's a it is a really big commitment.

00:31:47 --> 00:31:49: It's a really important commitment.

00:31:49 --> 00:31:50: It affects a lot of people's lives,

00:31:50 --> 00:31:52: and so you know, I've heard some people say,

00:31:52 --> 00:31:53: I'll just, you know, just join a board second iPad,

00:31:53 --> 00:31:54: their resume. And that's like,

00:31:54 --> 00:31:57: definitely not the reason that you want to join a

00:31:57 --> 00:31:57: board,

00:31:57 --> 00:31:59: and so it should be really something that you're.

00:31:59 --> 00:32:02: You're excited. And I think just like quickly like one

00:32:02 --> 00:32:05: thing that I would like wanna make sure I caught

00:32:05 --> 00:32:07: myself on when I joined the board.

00:32:07 --> 00:32:09: Is like you know my day job I'm just so

00:32:09 --> 00:32:11: used to kind of going in and taking charge and

00:32:11 --> 00:32:13: providing expertise and I really wanted to make sure that

00:32:13 --> 00:32:16: I took time to listen to really understand the culture

00:32:16 --> 00:32:19: of the board before I started to try to bring

00:32:19 --> 00:32:19: in.

00:32:19 --> 00:32:21: You know my conversation into into the mix and so

00:32:22 --> 00:32:24: it was really helpful to understand,

00:32:24 --> 00:32:26: like the institutional knowledge of of the organization.

00:32:26 --> 00:32:29: So to really respect the history of everything that's happened

00:32:29 --> 00:32:29: previously.

00:32:31 --> 00:32:36: That's a great point. Hey,

00:32:36 --> 00:32:39: thanks for that trap so that we'd like to transition

00:32:39 --> 00:32:43: all the participants into a series of breakout rooms where

00:32:43 --> 00:32:44: we're going to.

00:32:46 --> 00:32:50: About what are the? I should get out of a

00:32:50 --> 00:32:53: healthy or unhealthy board,

00:32:53 --> 00:32:54: so that's it. Then it's going to be

00:32:54 --> 00:32:59: helping or. So it will be led by each of

00:32:59 --> 00:33:03: the rooms will be led by Maurice Cecile.

00:33:03 --> 00:33:06: Katrina tried for myself, so we'll see you over there

00:33:06 --> 00:33:08: for a quick 10 minute discussion.

00:33:10 --> 00:34:20: Thanks, Robin. Thanks

00:34:20 --> 00:34:24: so much everyone. Hopefully you had some good

00:34:24 --> 00:34:26: discussions in

00:34:24 --> 00:34:26: your breakout rooms.

00:34:26 --> 00:34:29: Uh, I know that we had a lot of interesting

00:34:29 --> 00:34:31: things to say and and.

00:34:31 --> 00:34:34: Uhm? So I wonder, I know we've we've there aren't

00:34:34 --> 00:34:36: any questions in the chat,

00:34:36 --> 00:34:37: but if just a reminder,

00:34:37 --> 00:34:41: if you did have something to ask any of the

00:34:42 --> 00:34:43: speakers or Maura?

00:34:43 --> 00:34:45: Or even just about. You,

00:34:45 --> 00:34:48: well, I we can. We can definitely answer those and

00:34:48 --> 00:34:50: then if not maybe we can just kind of go

00:34:50 --> 00:34:52: around in like debrief a little bit on some of

00:34:52 --> 00:34:59: the discussions. Uhm, so maybe while I wait or Robin.

00:34:59 --> 00:35:03: I know you had a couple of questions come.

00:35:03 --> 00:35:04: Maybe we can get started on those,

00:35:04 --> 00:35:05: or what do you think?

00:35:07 --> 00:35:08: Let's grease the wheels a little bit,

00:35:08 --> 00:35:14: so we've got some questions that are specific to Jerrod

00:35:14 --> 00:35:15: and Cecile.

00:35:15 --> 00:35:19: Referencing back to your experience on the nonprofit boards,

00:35:19 --> 00:35:21: what would say? What would you say is your personal

00:35:22 --> 00:35:25: largest area of growth that you have gained through the

00:35:25 --> 00:35:26: participation overtime?

00:35:30 --> 00:35:31: I tried to go first.

00:35:31 --> 00:35:32: Sure, yeah.

00:35:32 --> 00:35:36: I think for me it's like appreciation of different skill

00:35:36 --> 00:35:39: sets and so you know people that that that have

00:35:39 --> 00:35:41: just been around for a long time.

00:35:41 --> 00:35:44: Bring such a fantastic wealth of knowledge that's so useful

00:35:44 --> 00:35:47: and so just the diversity that is on a board

00:35:47 --> 00:35:48: is just so important.

00:35:48 --> 00:35:51: It's really not. It's not good to have you know

00:35:51 --> 00:35:53: one specific type of knowledgeable nurse so.

00:35:54 --> 00:35:55: Yeah, that's great.

00:35:57 --> 00:36:00: Yeah, I think definitely just building being on a board

00:36:00 --> 00:36:03: in the committees helped just build confidence,

00:36:03 --> 00:36:06: especially when I was more junior in my career and.

00:36:06 --> 00:36:10: You know, speaking to board to the board members and

00:36:10 --> 00:36:11: giving our updates.

00:36:11 --> 00:36:13: And just going through that process,

00:36:13 --> 00:36:15: you know getting a little bit nervous every time,

00:36:15 --> 00:36:17: but then having it go well,

00:36:17 --> 00:36:20: I think that just is a great a great thing

00:36:20 --> 00:36:22: to learn and become comfortable with.

00:36:25 --> 00:36:28: Yeah, that's great, absolutely. Maria,

00:36:28 --> 00:36:32: do you notice that being one of the major takeaways

00:36:32 --> 00:36:34: from some of the as you've experienced,

00:36:34 --> 00:36:36: sort of the growth of boards throughout your career?

00:36:36 --> 00:36:38: Have you noticed that that those are synonymous with major

00:36:38 --> 00:36:39: takeaways from other participants?

00:36:43 --> 00:36:44: You're also unmuted just giving you a heads up.

00:36:47 --> 00:36:48: Uhm?

00:36:50 --> 00:36:54: I would agree I I would agree with everything it

00:36:54 --> 00:36:57: it's interesting listening to.

00:36:57 --> 00:37:01: To everyone. Does seem like there are guiding forces with

00:37:01 --> 00:37:06: boards that are crossover regardless of the organization.

00:37:06 --> 00:37:10: UM, there's there is some kind of an energy or

00:37:10 --> 00:37:10: life cycle,

00:37:10 --> 00:37:15: and so I I find listening to all of the

00:37:15 --> 00:37:17: experiences here.

00:37:17 --> 00:37:19: Pretty consistent across across the board,

00:37:19 --> 00:37:20: no pun intended.

00:37:25 --> 00:37:28: We did have a question come through on the time

00:37:28 --> 00:37:32: commitment required to be effective at a committee level and

00:37:32 --> 00:37:34: then also at a board level.

00:37:37 --> 00:37:37: I think I

00:37:37 --> 00:37:40: think maybe they're really cool because you actually get to

00:37:40 --> 00:37:42: get into like the nitty gritty of the work,

00:37:42 --> 00:37:43: and so, like you know,

00:37:43 --> 00:37:46: boards usually expected the work is in a committee level

00:37:46 --> 00:37:49: and then come with recommendations and the polished product.

00:37:49 --> 00:37:50: And so I got really like.

00:37:50 --> 00:37:52: I've worked with a lot of committees.

00:37:52 --> 00:37:53: Most of the projects that I do,

00:37:53 --> 00:37:55: my day job or with steering committees and you just

00:37:55 --> 00:37:57: really get to get into the weeds on the work

00:37:57 --> 00:38:00: and it really helped build your skill set in confidence

00:38:00 --> 00:38:03: to be able to be comfortable making some of the

00:38:03 --> 00:38:04: bigger decisions of the board level.

00:38:04 --> 00:38:07: So on the time. Commitment wise it's it's a lot

00:38:07 --> 00:38:09: less usually like community meetings or you know,

00:38:09 --> 00:38:12: once or twice a month and they're usually not that

00:38:12 --> 00:38:12: long.

00:38:12 --> 00:38:14: So I would say it's no.

00:38:14 --> 00:38:16: It's a lot less than the board level,

00:38:16 --> 00:38:18: but it's also just super meaningful and

00:38:18 --> 00:38:20: different. Yeah,

00:38:21 --> 00:38:23: I would echo that and I think you know at

00:38:23 --> 00:38:24: the board level,

00:38:24 --> 00:38:27: at least for catalysts I probably spend.

00:38:27 --> 00:38:30: One or one or maybe two hours a week on

00:38:30 --> 00:38:31: catalyst items.

00:38:31 --> 00:38:33: Sort of every week other than maybe.

00:38:33 --> 00:38:35: In December and over the summer,

00:38:35 --> 00:38:37: so it it it's a good.

00:38:37 --> 00:38:40: A chunk of time. I really enjoy it,

00:38:40 --> 00:38:42: so it's it's great, but it's not.

00:38:42 --> 00:38:45: It's not nothing you know and it's.

00:38:45 --> 00:38:49: And it's kind of fitting that into your normal schedule.

00:38:49 --> 00:38:52: If you're a busy person already is important.

00:38:55 --> 00:38:55: Just

00:38:55 --> 00:38:57: just to follow up on that.

00:38:57 --> 00:39:00: So are you receiving communication weekly from the board that

00:39:00 --> 00:39:03: you have to respond to or is it more just?

00:39:03 --> 00:39:05: That's how it kind of breaks out throughout the month.

00:39:05 --> 00:39:09: Yeah, that for me is more sort of action item

00:39:09 --> 00:39:10: from our meeting.

00:39:10 --> 00:39:15: That'll action between meetings and usually touching base with.

00:39:15 --> 00:39:18: Arc or committees on things that we're trying to.

00:39:18 --> 00:39:22: Action between meetings and also with management if I'm helping

00:39:22 --> 00:39:26: management with a certain issue or or discussing something with

00:39:26 --> 00:39:27: them,

00:39:27 --> 00:39:30: like having those calls and meetings is kind of what

00:39:30 --> 00:39:33: that takes up that time and then obviously attending.

00:39:33 --> 00:39:36: All of the meetings and reading the packages.

00:39:36 --> 00:39:36: Let's

00:39:36 --> 00:39:40: see also catalyst I think.

00:39:40 --> 00:39:44: It's really important for the committee and board members to

00:39:44 --> 00:39:47: have that sense of connection to staff.

00:39:47 --> 00:39:51: I know during Kovid when it first happened we were

00:39:52 --> 00:39:52: meeting.

00:39:52 --> 00:39:54: More often than we normally would,

00:39:54 --> 00:39:57: and there was this sense it was it was amazing

00:39:57 --> 00:40:01: for staff to have that sense of connection and support

00:40:01 --> 00:40:04: from the committees and the boards when we were in

00:40:04 --> 00:40:07: such a such an unusual situation,

00:40:07 --> 00:40:11: it it was really heartening that our committees and boards

00:40:11 --> 00:40:14: were thinking about us when there was so much going

00:40:14 --> 00:40:15: on in their own lives.

00:40:15 --> 00:40:18: So I think. I don't know if you wanted to

00:40:19 --> 00:40:20: speak to that at all,

00:40:20 --> 00:40:23: so sealed it it wasn't just following the calendar,

00:40:23 --> 00:40:27: it was really caring about each other and the and

00:40:27 --> 00:40:29: the organization as a whole.

00:40:29 --> 00:40:30: Yeah,

00:40:30 --> 00:40:32: well, I think I lost a lot of sleep that

00:40:32 --> 00:40:32: first week.

00:40:32 --> 00:40:37: Just worried about. Worried about everything going on and obviously

00:40:37 --> 00:40:41: none of it really panned out to be worst case

00:40:41 --> 00:40:42: scenario,

00:40:42 --> 00:40:44: but it was it. It was good to kind of

00:40:44 --> 00:40:45: talk to people,

00:40:45 --> 00:40:48: talk to management and talked to the rest of the

00:40:48 --> 00:40:48: board.

00:40:48 --> 00:40:51: Uhm, especially in sort of a crisis like that.

00:40:55 --> 00:40:55: Great,

00:40:55 --> 00:40:58: so we've got one more question and then we're going

00:40:58 --> 00:41:01: to be mindful of everyone's time and wrap up the

00:41:01 --> 00:41:01: event.

00:41:01 --> 00:41:04: So what quick question, maybe we can direct this one

00:41:04 --> 00:41:07: at more and then Jerad and scale if you want

00:41:07 --> 00:41:07: to chime in.

00:41:07 --> 00:41:11: But I'm how much influence does the CEO or senior

00:41:11 --> 00:41:13: executive team on.

00:41:13 --> 00:41:15: The second team on the board at the founding government

00:41:15 --> 00:41:16: stage.

00:41:22 --> 00:41:25: I can take that and we were just going through

00:41:25 --> 00:41:26: a transition.

00:41:26 --> 00:41:29: Around this front we were just completing.

00:41:29 --> 00:41:33: I think the transition from a founding to governance board.

00:41:35 --> 00:41:39: If your founder is the CEO,

00:41:39 --> 00:41:42: sometimes the the founder is a board member.

00:41:42 --> 00:41:46: I think the the influence is significant then that that

00:41:46 --> 00:41:52: that executive director would have chosen the board would have

00:41:52 --> 00:41:56: who would have chosen a board that met that individual's

00:41:56 --> 00:41:59: needs. So I think it is really significant when you

00:42:00 --> 00:42:02: transition into the governance stage.

00:42:02 --> 00:42:05: That's when the board begins to make its own decisions

00:42:05 --> 00:42:05: about.

00:42:05 --> 00:42:07: What's best for the board?

00:42:07 --> 00:42:12: UM, and you transition away from an individuals?

00:42:12 --> 00:42:16: A vision for an organization to a broader vision and

00:42:16 --> 00:42:20: one that has more diversity and more inputs.

00:42:20 --> 00:42:23: I don't know if Jerrod or Cecile

00:42:23 --> 00:42:25: had any. Is

00:42:25 --> 00:42:27: an interesting question 'cause I've seen.

00:42:27 --> 00:42:29: I've I've gone through the transition with a couple of

00:42:29 --> 00:42:31: clients and not revenue Chelsea and it's it's.

00:42:31 --> 00:42:33: It's always fascinating because people are so involved in the

00:42:33 --> 00:42:34: operations in the beginning.

00:42:34 --> 00:42:37: When is when it's like a founding board and they

00:42:37 --> 00:42:39: may not have a CEO and so I think the

00:42:39 --> 00:42:42: the most interesting thing is the process of letting go

00:42:42 --> 00:42:46: and letting the CEO could have managed the operations relative

00:42:46 --> 00:42:48: to being involved in every single meeting,

00:42:48 --> 00:42:50: like they're 'cause they're so passionate,
00:42:50 --> 00:42:51: right? And it totally makes sense,
00:42:51 --> 00:42:54: but it is like it is like a bit of
00:42:54 --> 00:42:55: a a.
00:42:55 --> 00:42:58: Philosophical exercise, it just kind of just letting go and
00:42:58 --> 00:43:01: and letting people that you hired run the organization so
00:43:01 --> 00:43:02: it's you know it's a.
00:43:02 --> 00:43:04: It's an interesting time, but the CEO,
00:43:04 --> 00:43:07: should, you know, on a governance board have more and
00:43:07 --> 00:43:10: complete control of a lot of the operations and really
00:43:10 --> 00:43:13: provide a lot of reporting to the the Board and
00:43:13 --> 00:43:14: the board's job is to,
00:43:14 --> 00:43:18: you know, direct the strategic vision of everything.
00:43:18 --> 00:43:20: So it's a it's a big difference between a founding
00:43:20 --> 00:43:21: and governance board.
00:43:21 --> 00:43:22: I don't know what you think is still on that.
00:43:24 --> 00:43:26: Yeah, I think I would agree with that and he's
00:43:26 --> 00:43:28: kind of interesting at Catalyst.
00:43:28 --> 00:43:32: I was involved in kind of helping do interviews for
00:43:32 --> 00:43:35: our new president's there and and that was a really
00:43:35 --> 00:43:37: interesting process as well.
00:43:37 --> 00:43:40: So I was definitely sort of moving away to having
00:43:40 --> 00:43:43: him him be the face and the head of the
00:43:43 --> 00:43:45: company and reporting to us.
00:43:45 --> 00:43:48: But you know, he was really.
00:43:48 --> 00:43:50: He was really catalyst going forward.
00:43:50 --> 00:43:53: So yeah, I would echo all of that.
00:43:53 --> 00:43:55: I think more also kind of covered.
00:43:55 --> 00:43:56: Our history as well.
00:44:00 --> 00:44:00: Hey.
00:44:03 --> 00:44:07: So thank you everyone for a really thoughtful discussion that
00:44:07 --> 00:44:10: we really appreciate everyone for participating.
00:44:10 --> 00:44:14: A big thank you goes out to more asset stealing.
00:44:14 --> 00:44:17: Jerrod for all your insight and expertise today,
00:44:17 --> 00:44:20: we also really appreciate our audience.
00:44:20 --> 00:44:21: Thank you so much for your thoughts,
00:44:21 --> 00:44:25: the dialogue, and the really interesting discussions we had in
00:44:25 --> 00:44:26: the breakout rooms.
00:44:26 --> 00:44:29: We'd also like to acknowledge you Ally,
00:44:29 --> 00:44:31: and while G for providing us with this platform to
00:44:32 --> 00:44:32: host.
00:44:32 --> 00:44:35: The event today and if you would like to check

00:44:36 --> 00:44:37: out other UI events,
00:44:37 --> 00:44:41: we can provide a link in the chat with upcoming
00:44:41 --> 00:44:42: calendar and yeah,
00:44:42 --> 00:44:44: into every everyone enjoy your evening.
00:44:44 --> 00:44:47: Thanks so much for participating and feel free to go
00:44:47 --> 00:44:48: out there and get involved.
00:44:50 --> 00:44:50: Yeah,
00:44:51 --> 00:44:53: thank you so much. Bye everyone.
00:44:53 --> 00:44:54: Take care, have a nice day.
00:44:56 --> 00:44:58: My folks.

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