

Governance call: 21 Jan 2022

Present: Victoria Mora, Melanie Weston, Marisa Leon, Manolo Espinosa, Aly Kassam-Remtulla, Preeti Khandelwal, Jon Schneider, Subitha Subramaniam

Minutes

1. Trustee / Committee Chair / Chair Tenure

It was agreed that the bylaws provide needed flexibility but board would benefit from establishing some clear parameters that will allow regular refreshing and succession planning. These parameters were agreed to be:

- i. Trustee: Two terms of three years each as per bylaws
- ii. Chair: Four year term, with potential for one additional year for renewal. In exceptional circumstances, tenure can be extended beyond this.
- iii. Committee Chairs: Two terms of three years each, with potential for annual renewal up to a maximum of nine total years on the board. We expect total time as Committee Chair to be no more than 6 years. In exceptional circumstances, tenure can be extended.

2. Senior Leadership team structure

Proposal for a new leadership team structure (see attached) was approved. Chair of Education and Chair of Board to meet with preferred candidate.

3. Trustee Pipeline:

- a. Fred Nathan / Eivind Djupedal / Aditya Joshi in the pipeline for October 2022
- b. Frank D'souza – Melanie/Preeti/Victoria to re-engage and conclude discussions over next month.

4. Committee assignments and Committee Chair succession: Below is the updated Committee list.

