

**COO Board Effectiveness Evaluation:
2025 Action Plan**

In December 2024, all board members participated in a comprehensive self-evaluation of the board’s overall effectiveness. The board then met in March 2025 to review the results of the evaluation and to develop an action plan. Also included in the action plan are any items deferred from any previous action plans. The following is a summary of the action items identified by the board for 2025 and the status of each item.

Action		Status	Progress (as of February 2026)
1.	Consider whether governance reforms are necessary with respect to the role and composition of the Finance Committee <i>(Carried forward from 2021 Action Plan)</i> .	In progress	In 2022, the board prioritized exploring a reduction in overlap between the board and committees. In 2023 and 2024, the board has been focusing on election reform. Proposals on changes to the Finance Committee may be explored in 2026.
2.	Explore sunsetting one professional board seat <i>(Carried forward from 2022 Action Plan)</i> .	Complete	The Board approved updates to electoral districts in 2024 and implemented these updates in 2025. It was determined to maintain the status quo number of professional seats on the board for the time being, in order to reduce the risk of the board becoming unconstituted and unable to act due to an unexpected resignation.
3.	Explore the possibility of creating a formal process for receiving post-board meeting feedback from appointed members <i>(Carried forward from 2024 Action Plan)</i> .	In progress	This will be explored in 2026.
4.	Provide mid-year refresher training on board members’ roles and responsibilities.	Complete	Training took place in June 2025.