

# BRIEFING NOTE

**TO:** Board of Directors

**FROM:** Governance Committee

**DATE:** June 2, 2025

**SUBJECT:** 2025 Board Action Plan

For Decision

For Information

Monitoring Report

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**Purpose:**

To review and approve the Board of Directors 2025 Action Plan.

**Background:**

In March, the board met to review the results of the board and committee 2024 self-evaluations. Board and committee members held a working session to identify action plan items for the board to focus on in 2025.

**For Consideration:**

The action plan items identified by the board in March have been compiled into the attached draft 2025 action plan. Some items have been carried forward from prior years' action plans.

The Governance Committee reviewed the draft action plan at its meeting in May and confirmed that it accurately reflects the action plan items identified by the board in March.

**Public Interest Considerations:**

The board has identified the importance, from a governance perspective, of regularly engaging in self-reflection and in evaluating its own effectiveness. An action plan will ensure that the board remains accountable and transparent in maintaining good governance.

**Diversity, Equity and Inclusion (DEI) Considerations:**

As DEI training is provided to board and committee members on an ongoing basis, it was not included as a separate action item. The board most recently received training during its March 2025 meeting.

**Risk Management Considerations:**

The action plan has been developed in response to the results and key themes identified in the board and committee self-evaluations and contains actions for the board to manage any potential risks facing the COO. An action plan will ensure that the board remains accountable and on track to complete the actions assigned.

**Recommendations/Action Required:**

The Governance Committee recommends that the board approve the Board of Directors 2025 Action Plan.

**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 June 2025)
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 2025.
2.	Explore sunsetting one professional board seat <i>(Carried forward from 2022 Action Plan)</i> .	In progress	The Governance Committee began exploring election reforms in 2023. It was determined that the committee would focus on reforms to electoral districts in 2024. The board will be asked whether the committee should proceed to explore this initiative in 2025.
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	
4.	Provide mid-year refresher training on board members’ roles and responsibilities.	In progress	