

ENAGB Indigenous Youth Agency

Eshkiniigjik Naandwechigegamig, Aabiish Gaa Binjibaaying, A Place for Healing Our Youth, Where Did We Come From

May 31, June 31, 2021

ENAGB BOARD GOVERNANCE TRAINING

Board Members

Laurie Hermiston	- Present
Kateri Lucier-Laboucan	- Present
Troy Obed	- Present
Sam Kloestra	- Present
Brianna Olson-Pitawanakwat	- Absent
Lauren Lavallee	- Present
Lyla Hatt	- Present
Claudia Skunk	- Present
Jennifer Murrin	- Present

Youth Council

Briar Perrier	- Present
Damon Antoine	- Day 2
Memengwaan Bell	- Present
Christopher Wylde	- Present
Kiesha Erwin	- Absent
Kaitlyn Tomaselli	- Present
Shawntae Toulouse	- Absent
Caeley Genereux	- Present

Attendance - Cynthia Bell-Clayton, Executive Director

Training Commenced 5:30 – 8:30 p.m. both days

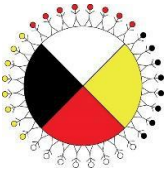
Location - Zoom Online

The Board and Youth Council attended a governance training with Sarah Beamish of Beamish Law. While the training was focused on Board governance, it was agreed that the Youth Council should strive to uphold the same duties and principles in its work.

During Day 1, the training covered “Fundamentals of Good Governance”, with a focus on the Board’s core legal/fiduciary duties (duties of care, loyalty, and obedience), conflict of interest, and the following ten basic responsibilities:

1. Determine mission and purposes, and advocate for them
2. Ensure effective planning
3. Ensure adequate financial resources
4. Select the Executive Director
5. Build a competent board
6. Enhance the organization’s public standing/reputation
7. Ensure legal and ethical integrity
8. Protect assets and provide financial oversight
9. Support and evaluate the Executive Director
10. Monitor and strengthen programs and services

During Day 2, the training covered principles of good governance, and common challenges and how to manage them. Then the group discussed what is working well with ENAGB’s



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governance, what could be improved, and what items or topics the Board may want to include in its development agenda for itself or the organization going forward.

It was broadly agreed that the Board and Youth Council are proud of the achievements since 2018 when ENAGB became an independent organization. Members feel that the Board and Youth Council work well together as partners, and that they feel safe and comfortable when carrying out their work. They feel optimistic and ambitious about the future of ENAGB.

Looking ahead to the next year, the group wants to do the following:

Strategy

1. Develop ENAGB's first strategic plan.
2. Ensure more regular time for strategic discussion at Board meetings.

Financial oversight

3. Ensure more regular discussion and oversight of the budget.
4. Consider ways of strengthening the Board's financial oversight capacities (eg. treasurer training, co-opting expert to advise the Board).

Conflict of interest

5. Get legal review to ensure that any payments made to Directors for work they do while acting in non-governance roles with ENAGB are legally compliant.
6. Have Youth Council members sign a confidentiality and conflict of interest agreement.

Board transitions

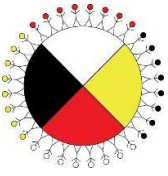
7. Discuss which Directors will step down this year, which will continue for another year, and which will seek a new term, to ensure staggered board terms and continuity.
8. Prepare materials and induction plan to support new Board members who join in the fall.

Team-building

9. Build more social time into the annual Board calendar.
10. Build more ice-breakers or other team-building activities into each meeting.
11. Discuss Board agreement on "ways of working" (eg. communications protocol).

Evaluations

12. Conduct an evaluation of the Executive Director in 2021.
13. Develop a plan for Board evaluation.



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Policy development

14. Develop Board policies, beginning by identifying which are a priority for the next 1-2 years.
15. By-law review (to be undertaken by Beamish Law)

It is understood that ENAGB cannot make all improvements at once, and that governance and organizational development will be an ongoing task. Each Board and Executive Director will choose priorities based on needs and capacity, building on the work already done.

Some longer-term strategic goals that were discussed included:

1. Working towards a young leader being able to step into the Executive Director within five years, with Cynthia's support in that process.
2. Considering an expansion of ENAGB's operations beyond Toronto, perhaps province-wide or even nationally.

In addition to these minutes, ENAGB has the following materials from this training available in its records:

1. Slides from both training days.
2. A video recording of Day 1.
3. A memo with online governance resources.
4. A group photo from the training.