

**MINUTES OF THE BOARD OF DIRECTORS MEETING
LAKE WINNIPEG FOUNDATION
October 16, 2018 – 6:00pm, LWF office, Winnipeg**

Mission Statement: to advocate for change and co-ordinate action to improve the health of Lake Winnipeg.

Present: Michael Stainton, Les McEwan, Bryan Allison, David Horne, Stephanie Guildford, Christopher Debicki, Liam Mulhall, Bill McDonald, Roger Mollot (phone), Kathryn Dompierre (phone), Selena Randall (phone)

Regrets: Florence Eastwood, Bruce Maclean, Jodi Goerzen, Amanda Karst

Absent: Scott Beaton

Guests: Daniel Kanu, Lake Winnipeg Indigenous Collective Director

Quorum established: 11 directors present

1. Opening Presentation

Daniel provided an overview of LWIC's priorities and actions to date, as well as his vision of the future opportunities for the collective. He emphasized the importance of building and strengthening reciprocal relationships between LWIC and LWF, so that both organizations can continue to support each other as they grow and become increasingly independent.

2. Record of electronic motions

2018:09:EM42 That the Lake Winnipeg Foundation hire Daniel Gladu Kanu as the LWIC director at an annual salary not exceeding \$58,000 per year. **Carried**

3. Approval of agenda

2018:10:M43 MS That the agenda for the October 2018 meeting be approved as amended and with quorum established. **Carried**

4. Approval of minutes

2018:10:M44 MS That the minutes from the August 2018 meeting of the board of directors be approved. **Carried**

5. Review of strategic goals and objectives

5.1. Executive Director's Report

The board reviewed the Executive Director's report for October 2018. The board discussed how to further LWF's efforts in promoting city of Winnipeg sewage treatment solutions following the civic election. The governance committee was tasked with drafting a motion to address the disclosure and management of conflicts of interest. It is recommended that declaration of conflicts of interest be added as a standing item to meeting agendas.

2018:10:M45 MS To approve the Executive Director report as presented. **Carried**

5.2. Appointment of a new director. Directors reviewed the resume and qualifications of Roger Ramsay, recommended for appointment to the board by LWF's Nominating Committee.

2018:10:M46 MS To appoint Roger Ramsay to the board of the Lake Winnipeg Foundation. **Carried**

5.3. Report from the Compensation and HR Committee. Staff recused themselves from the meeting. The committee presented the compensation review prepared by Acuity HR Solutions, along with committee recommendations for establishment of LWF salary ranges and adjustments to current staff salaries.

2018:10:M47 MS To approve the Compensation Committee's recommended pay scales for LWF staff positions, and to adjust salaries for the executive director, communications director and CBM coordinator to achieve the lower limit of the respective pay scales effective November 1, 2018. **Carried**

The board tasked the Compensation and HR Committee to continue working with an HR consultant over the coming year to strengthen HR policies and practices as LWF continues to grow.

5.4. Executive Director Performance Review. The board president and past president presented the executive director performance review, conducted in August 2018.

2018:10:M48 MS To accept the performance evaluation of the executive director as presented. **Carried**

6. Approval of Financial Statements

6.1. Financial statements for July & August 2018 were reviewed by directors.

2018:10:M49 MS

That the financial statements for July & August 2018 (attached) be approved
as presented

Carried

7. Next Meeting

The next board meeting will be held on December 18, 2018, 6pm, at the LWF office.

The meeting adjourned at 7:58 pm.

Chair

Secretary