

## **Governance Committee Report 2018-2019**

Committee: Cam Lanphier – Chair, Dan Englander – Co-Chair, Patty Hogan, Mark Holtschneider, Anton Mavrin, Bill O'Brien

Charge: The Governance shall (i) review the procedures of the corporation and make recommendations to the Board on those matters, (ii) establish procedures for evaluating director contributions and participation and (iii) establish procedures for exit interviews with departing directors.

This year was a busy year for the Governance Committee. Key accomplishments included:

**New Governance Proposal:** The Governance Committee studied the current bylaws and procedures and reached out to all Board members for input on potential changes. After discussing all the input, the committee proposed changes to the Governance structure which were adopted at the November Board meeting.

**ByLaw Changes:** The Committee has reviewed the bylaws and proposed bylaw changes to incorporate the new governance proposal. These will be voted on at the May meeting.

**Board and Self-Evaluation:** An on-line evaluation was sent to all Board members and was completed by everyone. It included sections on self-evaluation, full Board evaluation and Board leadership evaluation. The summary results were shared with all Board members.

**Conflict of Interest Policy:** The Conflict of Interest Policy was updated and approved by the Board at the November meeting. All Board members filled out new Conflict of Interest declarations.

**Committee Study:** The Governance Committee looked at the committee structure and proposed that a few committees (Men's and Women's Players Committee, Nominating and Governance) have a 3 year term limit. The Governance Committee has reached out to the Chairs of those committees and is beginning to get the terms of the members in compliance with this recommendation which was approved at the November Board meeting.

**New Member Orientation:** A handbook was created and distributed to new Board members to help them make a smooth transition to the Board. Each new Board member was assigned a mentor whose role is to help answer any questions and to occasionally check in with the new Board member.

**Guide Nominating Committee:** The Governance Committee made recommendations to the Nominating Committee as to what skills were needed on the Board and a proposed a process to reach out and find those candidates.

**Develop Exit Interview:** An on-line exit interview was developed to get feedback from outgoing Board members. Follow-up will be done by telephone.

**Propose Officer Slate:** In consultation with the President and from feedback obtained from the Board evaluation, the Governance Committee proposed a slate of officers for the 2019-2020 year.

Goals for 2019-2020: The Governance Committee expects to continue to carry out its charge with particular attention to monitoring the changes that have been made this past year.