

To: ONE Joint Investment Board
From: Judy Dezell, Co-President/Co-CEO, ONE Investment
Date: November 17, 2021
Re: Board Skills Matrix Review
Report: ONE JIB-O36-21

1. RECOMMENDATIONS

It is recommended that the Board:

1. Approve the ONE JIB Skills Matrix attached as Appendix A
2. Direct ONE staff to provide the Board with the next review of the skills matrix in Fall 2022.

2. SUMMARY

ONE JIB needs to maintain a clear set of skills for Board recruitment that is made available to Participating Municipalities and broader public.

ONE JIB requested and good governance suggests the skills matrix should be reviewed at least annually.

The skills matrix was last reviewed by ONE JIB in Fall 2020.

3. BACKGROUND

ONE JIB is a skills-based board

ONE Investment worked with the Founding Municipalities to create the ONE JIB, as required by the *Municipal Act, 2001* and Part II of *Ontario Regulation 438/97*. ONE JIB is a skills-based board with up to nine members. In addition to the municipal treasurer perspective, the skills sought for the Board include investment industry experience in a range of products and markets, as well as risk management, compliance and accounting perspectives.

4. ANALYSIS

Good governance practices suggest reviewing the skills matrix

The skills matrix is an effective visual tool in recruiting for a broad range of skills. ONE Investment created a skills matrix, attached as Appendix A, to recruit for ONE JIB. The skills

matrix was reviewed by ONE JIB in November 2020 when it created the Nominating Committee to recruit earlier in 2021. The changes made at that time were minor and mostly to streamline the matrix. Recruitment also focused on finding individuals with skills related to alternative investments. Now with more than one full year of operation for ONE JIB the skills matrix remains comprehensive from the perspective of the ONE JIB's mandate. Currently, ONE Investment is not recommending any changes to the skills inventory.

5. CONCLUSION

ONE JIB is demonstrating good governance practices by annually reviewing the skills matrix.

Drafted by: Judy Dezell, Co-President/CEO

Approved by: Judy Dezell and Donna Herridge, Co-Presidents/CEO