



REPORT

To: ONE Joint Investment Board
From: Judy Dezell, Co-President/Co-CEO, ONE Investment
Date: February 28, 2024
Re: ONE JIB Member Survey
Report: ONE JIB 2024-013

1. RECOMMENDATIONS

It is recommended that the Board:

1. Receive the report.

2. SUMMARY

ONE Investment is retaining a consultant to undertake a deeper discussion with each ONE JIB member individually on the governance of ONE JIB.

ONE JIB members will be invited to be interviewed in March 2024 with the results of the survey being shared with ONE JIB at its May 29, 2024 meeting.

3. BACKGROUND

ONE JIB is committed to good board governance

Every year since 2020, ONE JIB has taken time to do board governance self-evaluation surveys. The feedback from the surveys has sparked some changes in how ONE JIB operates and how ONE Investment supports ONE JIB. The next board governance self-evaluation is scheduled for Q3 2024.

Periodically, a deeper dive into the subject is helpful to gain a better understanding of the thoughts of individual members of ONE JIB that may not be captured on the annual survey.

4. ANALYSIS

Time for reflection before more growth

ONE JIB was created during a pandemic that prevented in-person meetings for the first two years of its existence. Further, it operates in a public environment with municipal rules and procedures that were unfamiliar to some ONE JIB members. It is also experiencing growth much more quickly than anticipated. Now almost four years old, with its membership about to expand in size, is a good time to survey members more deeply on subjects like ONE JIB's strategy, cohesion, and future opportunities.

ONE Investment has retained a governance expert to survey ONE JIB members

ONE Investment has retained Haddad & Associates Consulting to conduct the one-on-one member surveys. The lead consultant is Tony Haddad a trusted public affairs, communications, and management consultant. Mr. Haddad provided some of the training ONE JIB members participated in through the Institute of Corporate Directors in February 2023. Prior to opening his consulting firm, he was a Chief Administrative Officer (CAO) for a municipality in southwest Ontario.

The surveys will be conducted in March 2024 virtually one-on-one at a mutually convenient time for the member and the consultant. The time commitment for ONE JIB members is approximately 30 minutes and the results will be anonymous and aggregated to encourage honest feedback. ONE JIB will receive a report at its May 29, 2024 meeting on the results of the survey.

5. CONCLUSION

Conducting, periodically, a deeper conversation about the governance of ONE JIB is a good way to maintain an effective, strategic focused board.

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