

Board and Director Professional Development Policy

1 Introduction

- 1.1 The Trust values ongoing professional development. This policy outlines how the Trust supports continuing education and training for both the Board of Directors (the Board) as a whole, as well as for individual Directors.

2 Policy

Responsibilities

- 2.1 The Executive Committee is responsible for identifying the education and training needs of the Board and each individual Director. On at least an annual basis, the Executive Committee will discuss education and training needs of the Board as a whole, as well as those of individual Directors, and will review a summary of the previous year's activities in Board and individual Director education and training.
- 2.2 Individual Directors have a responsibility to advise the Chair if they consider that they personally, or the Board as a whole, would benefit from specific education or training respecting matters that fall within the responsibility of the Board or relate to the business of the Trust.

Board Professional Development

- 2.3 The Trust will schedule education and training sessions for the Board at least twice a year. These sessions may address general topics (e.g., corporate governance, First Nations history and rights, the Columbia River Treaty, investment seminars, etc.) or specific matters relating to the Trust's business (e.g., presentations by Trust Delivery Partners or presentations on Trust initiatives). It is expected that these sessions will coincide with a regularly scheduled Trust Board meeting, although special meetings may be held if necessary.

Board Committee Professional Development

- 2.4 Board Committee Chairs may schedule educational and training sessions relating to a Committee's mandate.

Individual Director Professional Development

- 2.5 The Trust will budget \$2,000 per year for each Director (the Director Education Allowance), which can be used by individual Directors for education and training opportunities that are relevant to their duties and responsibilities as a Trust Director (e.g., courses, seminars, one on one training).
- 2.6 The Director Education Allowance can be used to cover the costs of education or training events, as well as associated travel costs. Travel costs will be reimbursed in accordance with the Trust's Travel Expense Reimbursement Policy (Financial Management Policy 11.1). No meeting fees will be paid for attendance at professional development events (except where events are for the Board as a whole or a Board Committee).
- 2.7 Prior to use of the Director Education Allowance, a Director must obtain prior approval from either the Chair or, in the case or absence of the Chair, the Vice Chair.