

# **OUTSaskatoon AGM 2022**

## **Personnel Committee Report**

Chair: Adam Stacey

Members: Adam Stacey, Sean Homenick, Jennifer Addley, Krystal Nieckar, Melody Wood (ex-officio)

### **Role Description & Goals**

The Personnel Committee will advise the Board of Directors and Executive Director (ED) on matters related to OUTSaskatoon's staff administration. The committee does not exist to provide managerial or leadership oversight of staff members. Rather, the committee works to support OUTSaskatoon's human resource needs. The committee is responsible to conduct or oversee a performance review of the ED each year following the date of hire.

### **Work & Achievements**

The terms of reference for OUTSaskatoon's Personnel Committee were drafted by the committee and adopted by the Board of Directors in October of 2020. By default, the membership of the committee is composed of a minimum of four members of the board (Chair, Vice Chair, Treasurer and Secretary) and one member of the staff. Our current membership includes 5 board members and one staff member. The committee has met a total of 9 times since its inception. The majority of our meetings took place in 2020 as the committee was charged with executing the hiring process for our current Executive Director, Krystal Nieckar.

Shortly after she was hired Krystal notified the Board of Directors that she would be taking some time away for parental leave. We were all very excited for Krystal and her growing family, but this also necessitated a hiring search for an Interim Executive Director. The committee completed that search internally and advised the Board of Directors to hire Co-Interim EDs Amanda Gutherie and Jack Saddleback. The work of the committee has been ongoing and since our hiring blitz we have completed two comprehensive performance reviews of our former Co-Interim Executive Directors. Additionally, the committee is in communication with all OUTSaskatoon staff on an annual basis to remind them of the complaint structure that exists within the organization. This year the committee received and investigated 0 complaints from staff members.

### **Future Plans**

The next large task for the Personnel Committee will be the Executive Director's Annual Performance Review which will take place in the Fall of 2022. The committee looks forward to engaging board, staff, community partners throughout this process.