

# ORGANIZATIONAL HEALTH TEAM

Doug Valerio, Board Vice-Chair

2025 Started with a number of questions we asked ourselves about the team makeup and the role of the OHT going forward. Did we have any skills gaps on the team? Given the current scope of work covered by the OHT, we figured the team was well-rounded.

We discussed increasing the scope of the OHT to include the Finance Committee and the other Board Committees that generally fall under Organizational Health. There would be some benefits to cross communication between the currently separate committees, but the logistics of getting the whole team together would be a significant hurdle. This remains an ongoing discussion.

Part of our regular work is to review policies, ensuring they are up to date and relevant. We found the Sexual Misconduct Policy was still referencing the Leadership Council and needed a rewrite. We consulted a number of sources and decided that the Ministerial Misconduct Policy we passed in 2022, while not exclusively for sexual misconduct, is a robust policy and procedural document that adequately supersedes the older policy.

Last year, the Conference gave the Board the authority to complete the Valleyview bless and release process. Brent Kipfer has been doing an excellent job in liaising between the OHT and the Valleyview Board. As of now, we are expecting to have the ONMB Board approve their final bylaws and release them by this Conference.

On the 2025 OHT, we brought Natasha Baines from Manotick Community Church in Ottawa to the team. She has had a number of roles in the Ottawa Carleton District School Board as an Executive member, Chief negotiator and President for Student Support Professionals. The other members of the team were Trevor Seath, Brent Kipfer, Jeff Martens and me.

Sadly, Brent will be stepping down from the Committee and the Board to engage in research for a book he is co-writing. We pray for every success for this new endeavour. I, too, will be stepping down from the OHT and the Board this year as I have accepted a call to a new role in a Vineyard Church here in Ottawa. It is with deep sadness that I will not be able to stay within the ONMB. It has been a highlight of my ministerial career to have served alongside you. My wife Becky and I have made so many good friends.

With two places vacant on the OHT, we are looking for leaders to add to our team. If you're interested in policy development work and could give a few hours a month to serve, we'd love to talk with you.

Love in Christ, Doug Valerio