

## CHCM BOARD DEVELOPMENT FUND

*Supporting growth in leadership excellence  
and compassion*



The Catholic Health Corporation of Manitoba (CHCM) has created a Board Development Fund as part of its commitment to providing ongoing support and training to its volunteer board members – men and women of all faiths and backgrounds who provide effective leadership, governance, and strategic oversight to CHCM and/or its Communities of Service (CoS).

CHCM is grateful for the wisdom, expertise and compassion each person contributes as a volunteer board director. Investing in our people will allow directors to perform their duties with confidence and to the best of their abilities, and help to create the conditions for them to grow throughout their journey with CHCM and/or its CoS. Moreover, effective board directors are essential to continuing the legacy entrusted to us by our Founding Sisters.

### **The Fund**

CHCM values excellence in board governance and leadership, and encourages its board members to explore ways to grow in compassion. The objective of the Fund is to provide Board directors with additional skills and knowledge to strengthen their effectiveness as board members and community leaders. Our hope is that by investing in the development of individuals and groups of board members today, our Communities of Service - and the community at large, will benefit for years to come.

CHCM will make \$40,000 available annually to fund director education and training opportunities. The maximum

grant allowed for individual director requests is \$2,000 per person per year, including any travel expenses. Exceptions can be made by CHCM at its sole discretion.

### **Eligibility**

To qualify for funding, appointed CHCM and/or CoS directors will have completed the orientation process at the CoS and CHCM levels within their first year of service.

### **Criteria**

Support is available for CHCM and CoS director education and training opportunities that are aligned with some or all of the following:

- Recognized best practices in board governance;
- Learning opportunities focused on their CoS' industry, the services provided, and/or trends and emerging future state of the industry;
- Education or training designed to enhance the director's knowledge, understanding, and/or relationship with elements of CHCM'S Sponsorship Accountability Framework (SAF) – spiritual purpose, ethical reflection, meeting unmet needs, excellence and sustainability.
- Programs and/or training opportunities designed to deepen understanding and practice of CHCM's core value of compassion (for example, CHCM Compassion Project offerings).

## Application Dates

Individuals or boards who wish to apply for funding for director training will submit their request by **March 1** as part of their annual board development plan.

We appreciate that new – and time-sensitive – opportunities may arise during the course of the year outside the regular application deadline for the Board Development Fund. In that event, requests will be submitted no less than 6 weeks prior to the education/training opportunity. CHCM will make every effort to provide a timely response.

## Granting Process

CHCM's Governance and Human Resources Committee will review all requests and grant approvals by mid-April.

CHCM will give preference to director training and board development initiatives that:

- Provide an opportunity for knowledge transfer to the whole of the CoS board and/or other CoS boards sponsored by CHCM;
- Leverage funding from other CoS sources.

Funds are allocated at the discretion of CHCM and need not be fully allocated in a given year. Surplus funds are not required to be carried over to the following year.

All decisions by the committee will be final and made at CHCM's sole discretion.

## How to apply

All requests will be submitted in writing, and must include a very brief description of:

- The education and training opportunity;
- The costs associated with the opportunity;
- The benefit for the board director's development and/or entire board development;
- Expected outcomes and transfer of knowledge to others within the Community of Service.

Please send requests to CHCM via e-mail at: [jlaroche@chcm-ccsm.ca](mailto:jlaroche@chcm-ccsm.ca)

## Final evaluation

To ensure that we are accountable for the funds awarded, grant recipients are invited to fill out an evaluation no later than 3 months after the funded educational opportunity. The evaluation includes: description of event/training, one to three key learning outcomes, and whether the grant recipient would recommend this education/training opportunity to other board members.