Present: Mayor Kelly Linton
Councillor Ian MacRae
Councillor Kirk McElwain
Councillor Bob Foster
Councillor Neil Dunsmore
Councillor Stephen Kitras
Councillor Steven VanLeeuwen

Regrets:

Staff: Chief Administrative Officer, Andy Goldie
Manager of Legislative Services/Municipal Clerk, Kerri O'Kane
Supervisor of Customer Service/Deputy Clerk, Lisa Miller
Managing Director of Planning & Development, Brett Salmon
Managing Director of Community Services, Pat Newson
Managing Director of Infrastructure Services, Colin Baker
Managing Director of Corporate Services / Treasurer, Dan Wilson
Manager of Human Resources, Sandra Schulz
Communications Coordinator, Kendra Martin

1. Call to Order
   1.1 Mayor Linton called the meeting to order.

2. Disclosure of Pecuniary Interest Under the Municipal Conflict of Interest Act
   2.1 None declared.

3. Confirmation of Agenda
   3.1 Moved by Councillor Neil Dunsmore, Seconded by Councillor Ian MacRae.

   THAT the Council of the Township of Centre Wellington confirm the agenda for the meeting held April 8, 2019.

   Carried
4. **Workshop**
   4.1 **Integrative Thinking: Align on Good Governance**

   Brady Wilson, Juice Inc., reviewed the Team Norms developed at previous meetings which included:

   Juice Report CW Norms May 2019

   Council Norms:
   • Speak the truth, no holdbacks
   • Assume positive intent
   • We will drive for common ground to find the best option
   • Measure our trajectory
   • We will respect the decision
   • Bring no surprises
   • We represent and reflect the voice of the community

   Staff Norms:
   • Whatever we committed to do – we will deliver
   • Timely heads up
   • We will integrate our expertise with the best interests of the community
   • We always assume positive intent
   • When a decision is made – there is not looking back

   Members of Council and staff discussed good governance, bad governance and grey governance and aligning driving needs.

   Two Rules of Thumb were developed:
   1. Know your Role
   2. Consider all the positions before taking action

   A summary from the Brady Wilson is attached for reference.

5. **Adjourn**
   5.1 **Moved by Councillor Stephen Kitras, Seconded by Councillor Steven VanLeeuwen.**

   *THAT the meeting be adjourned.*

   CARRIED
Centre Wellington Executive Summary

Context
Centre Wellington chose to build stronger partnering relationships:
1. Within the newly elected council
2. Between council and the administration

The current context – onboarding new councilors – provided an opportunity to practice partnering by engaging in three pieces of work – each conducted in a half-day session:
1. Aligning on what energizes and depletes partnering
2. Aligning on the team norms that promote partnering
3. Aligning on good governance so partnering isn’t damaged

Session 1
Team Cohesion: 5 Driving Needs that Energize Partnering
Councilors and staff gained an understanding of each other’s driving needs – and how those needs energize partnering when met and deplete partnering when unmet.

Session 2
Integrative Thinking: Align on Team Norms
Council and staff worked in their functional groups to create, agree upon and commit to team norms that would enable partners to get their needs met skillfully.

Council’s Norms
- Speak the truth, no holdbacks
- Assume positive intent
- We will drive for common ground to find the best option
- Measure our trajectory
- We will respect the decision
- Bring no surprises
- We represent and reflect the voice of the community
Staff Norms

- Whatever we committed to do – we will deliver
- Timely heads up
- We will integrate our expertise with the best interests of the community
- We always assume positive intent
- When a decision is made – there is no looking back

Session 3
Integrative Thinking: Align on Good Governance

Council and staff worked together to create examples of good governance, grey governance and bad governance. Then they designed Rules of Thumb – a short-hand decision-making filter anyone could use in any situation to determine what good governance would look like.

Council’s Rules of Thumb

- Know your Role
- Consider all positions (and potential outcomes) before taking action

Making this work sustainable

To realize the full benefit of this work, Council and Staff (in their own forums) will make these Team Norms visible, refer to and utilize them in their ongoing meetings – respectfully holding each other accountable to these agreed-upon behaviours.

Council will use the Rules of Thumb as a decision filter, and once again, hold each other accountable to modeling good governance with Staff and in the community.