



December 2, 2014

To: City of London Strategic Priorities and Policy Committee
Striking Committee Overseeing Board Appointments

c/o Cathy Saunders, City Clerk
City of London

From: London and Middlesex Housing Corporation

Regarding: London and Middlesex Housing Corporation Board Appointments

Background:

Over the course of the past few years, the London and Middlesex Housing Corporation (LMHC) Board has been guiding a strategic direction to strengthen, align, and advance the services and programs related to tenant services and property management at LMHC's 3282 units across London and Middlesex.

On November 25th, 2014, Municipal Council approved enhancements to the LMHC Board governance structure, supporting increased organizational stability and competency. The related report, completed by Civic Administration together with LMHC, recommended the staggering of board members and the addition of 2 additional citizen-at-large members as follows:

Summary of Board Structure for Staggered Terms:

Class	Revised Membership Structure	Notes:
1	2 Citizens-at Large (Gordon Saylor Robert Sexsmith)	There are not currently "classes" of membership. By Council's direction, the terms of the Class 1 incumbents can be extended beyond their maximum terms to facilitate staggering (to 2016)
2	2 Citizens-at Large (Glenn Hadley Joan Ball)	Incumbent members retain rights for one more term (3+1 years). These terms will need to be extended at a future date by 2 additional years to finalize the staggered term process (to 2018)
3	3 Citizens-at Large Vacant Vacant Vacant	The Council approved increase to the number of citizen-at-large directors provides for this additional class to accommodate staggering. The incoming members in this class will have 2 full terms of eligibility. (to 2022)
4	1 City of London Councillor and 1 County Recommended Member (Previously D. Reycraft)	The future representation of one City Councillor and one County Council recommended representative allow for 2 members aligned with the four year terms of municipal councils. (On 4 year Council terms to 2020)



Recommendations:

Based on this revised structure and strategy, the Board of LMHC recommends that,

1. The following existing Board members fulfill their terms as noted:
Gordon Saylor and Robert Sexsmith in their approved extensions in Class 1.
and
Glenn Hadley and Joan Ball within their current tenure of the Class 2 positions;
2. In the filling of the 3 citizen-at-large vacancies, consideration be given to retaining applicant **Douglas Reycraft** who helped guide LMHC's strategic direction as past board chair and County representative; and
3. In the filling of any additional citizen-at-large vacancies, considerations be made for strong business acumen including the following additional competencies, which will be added to the Declaration of the Sole Shareholder (Section 6.2 b):

- i) Additional Competency: Capital Planning and Development*
Strategic skills and knowledge in large-scale capital planning and development initiatives.

Justification:

LMHC, in partnership with the Housing Development Corporation, London, will be undertaking a strategic plan to regenerate and redevelop sites. These activities will require a level of competency at the Board to guide decisions and actions.

- ii) Additional Competency: Housing and Urban Regeneration*
Strategic skills related to research and study of urban planning, housing, and renewal/regeneration.

Justification:

The understanding of housing (including new mixed use developments within the context of the London Plan as well as addressing needs of existing LMHC tenants and properties) will help advance LMHC's strategic directions.

- iii) Additional Competency: Public Administration and/or Legal Skills*
Strategic skills related to the governance of a business corporation in a public sector environment.

Justification:

LMHC's leadership in shared services and strategic partnerships requires knowledge of navigating in a public sector environment with partnerships in various service sectors and pillars.

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In line with these additional competencies, LMHC recognizes the names of two board applicants, Michael Buzzelli and William (Bill) Campbell, who met with LMHC staff in consideration of these Board appointments.

The Board of the London and Middlesex Housing Corporation recognizes Council's responsibilities as the sole shareholder in the appointment of Board members and hopes that these revised competencies can be taken into consideration in supporting the continued stability and strategic direction of its public housing corporation partner.

Sincerely,

Steve Matthew
Executive Director, LMHC

NOTE: Given the advanced timeframes of the City's Striking Committee Meeting, a quorum of the Board of LMHC approved these recommendations with documented electronic responses. Any amendments have been included herein. This letter will be ratified at the December 18, 2014 meeting of the Board.