

Board Report for ANKORS 2025 AGM

Greetings, everyone, and welcome to ANKORS' 2025 Annual General Meeting.

ANKORS recognizes and acknowledges that it is privileged to live, learn, collaborate, work and play together within the traditional, ancestral, and unceded territories of the Ktunaxa, Sinixt, Nlaka'pamux, Secwépemc, St'át'imc, Syilx, Dākelh Dené, Métis, and T̓silhqot'in Nations.

ANKORS also recognizes and acknowledges the presence of other Indigenous peoples of Canada and beyond who also contribute through their presence to the well-being of the communities within the Kootenay Boundary region that ANKORS serves.

The past year at ANKORS has seen the continual growth of programs dedicated to increasing harm reduction and improving the lives and well-being of vulnerable peoples. Where there have been apparent setbacks, I have witnessed the resilience of the staff and peers to create alternative approaches to achieve similar goals, and I and the Board of Directors are impressed!

The continual growth of programs with attendant increased staffing have led to the realization that there needs to be more attention paid to the structures that support these valuable people and programs. To that end, the Board of Directors has undertaken addressing the gaps in information with the goal in mind to have better clarity and definition of roles, responsibilities, benefits and opportunities.

In the past year the Board tackled the complex issues of group benefits and medical leave for staff. During the coming year, the Board will be looking into the development of more clear and comprehensive job descriptions and employment contracts. There are still issues with expense tracking that will be reviewed as well.

The goal with better delineation of roles and responsibilities is to facilitate a smooth and natural flow within the work environment while retaining the creative ability and inspiration needed to pivot to a new format as circumstances altering in a blink require.

The role of the Board of Directors, while unglamorous, still presents the opportunity to be creative in how seemingly banal yet necessary structures are developed to enable the stars of the show, the Staff and Executive Director, to address the demands of their work while meeting the requirements of the funders. As ANKORS grows, there are a few pains that come along with this growth, but nothing that we can't creatively address as we work together.

We are grateful to serve the interests of improving the lives of all within our communities and beyond.

Warm regards,

Nora Lilligren, ANKORS Board Chair, 2024-2025