



**BOARD OF DIRECTORS**  
**Open Meeting Minutes**  
**8:30 a.m. on Tuesday, April 22, 2025**  
**Caesars Windsor**

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Present:	Mayor Drew Dilkens Chair/Funder Marie Campagna Director	Dr. Robert Gordon Vice Chair Warden Hilda MacDonald Director/Funder	Federica Nazzani Treasurer Jimi Tjong Director	Chris Savard Past Chair
Regrets:	Alex Anobile Director	Waseem Habash Director	Jim Lyons Director	
Staff:	Keith Andrews COO & Strategic Advisor to the Board of Directors	Holly Connelly Executive Liaison		

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**1. CALL TO ORDER & DISCLOSURE OF CONFLICT OF INTEREST**

The meeting was called to order at 8:37 a.m. by Mayor Dilkens, Chair and quorum was met. No conflicts of interest were declared.

**2. AGENDA**

Motion Moved by Federica Nazzani  
Seconded by Jimi Tjong

*That the agenda for the April 22, 2025, meeting of Invest WindsorEssex Board of Directors is approved as presented. Carried.*

**3. CONSENT AGENDA**

- 3.1 Minutes – January 31, 2025
- 3.2 Monthly Performance Measures and Metrics
- 3.3 Department Updates

Motion Moved by Marie Campagna  
Seconded by Federica Nazzani

*THAT the consent agenda and the recommendations therein are approved. Carried.*

**4. BOARD OF DIRECTORS REPORTS**

**4.1 Chair’s Report**

The Chair reported discussions with the recruiter to broaden the CEO search to include candidates outside of the economic development world. The term of the COO and Strategic Advisor to the Board is to end June 30, 2025.

**4.2 COO’s Report**

- a. Strategic Planning Update

Consultants met with the IWE management team as well as meeting with stakeholders in the region. The process is on schedule and on budget with possible recommendations for further consultation in the future.

b. Stakeholder Visits

The COO continues to build relationships with regional and provincial partners meeting with Invest Ontario and a presentation to County Council.

c. Remote Work Policy

A new remote work policy will go into effect in September 2025 that will allow for one remote workday. Health & Safety in the remote workplace should be considered.

d. Benefits Review

The COO and staff reviewed the current benefits program and will investigate other options.

Motion Moved by Federica Nazzani

Seconded by Dr. Robert Gordon

*THAT the updates provided in the COO's Report are received. Carried.*

**5. NEW BUSINESS**

None

**6. NEXT MEETING**

The next meeting of the Invest WindsorEssex Board of Directors is TBD.

**7. ADJOURNMENT**

Motion Moved by Chris Savard

Seconded by Warden Hilda MacDonald

That the open meeting of the Invest WindsorEssex Board of Directors is adjourned at 8:48 a.m. and the meeting moved in camera. Carried.

The in-camera meeting was adjourned at 9:45 a.m.