

JHCA Canada TSA Team Meeting – Wednesday, November 08, 2023

Attendees

Kugathan Sarangapani
Raveendra Kandasamy
Buva Thirunavukarasu
Sutharsan Sirinivasan
Saba Guru
N. Ramesh
Sathiyarayanan Saravanapavananthan
R. Mathialagan
M. Wakisan
Sutha Subramaniam

Absentees

J. Shanthypoosan
T. Subosan
Murale Periampillai

Minutes Prepared by: Sutha Subramaniam

Meeting discussion outcomes are given in blue text.
Discussions were continued with the below given sequence

1. Welcome

TSA chair welcome the team members and started the meeting.

Then the chair said as I mentioned in my meeting invitation email, TSA Chair succession planning is the main discussion topic today.

2. TSA Chair Succession Planning

Chair Sutha said this is the right time for the leadership change that is good for the healthy growth of TSA. Thank you all for your support that you provided me so far. Your support made my work easier and smooth. I am ready to leave any time. We need to find a good successor from our team and have a good transition plan. I like to get all team members' input on this matter.

Then all the members gave their input and those points are given below

- Current chair can continue one more year until the charity registration completed.
- Last couple of years you guys are running the TSA good and in the right direction. If you want, you can continue. Also, if you find the right successor, have a transition plan, work on it and hand it over when he is ready.
- Finish the charity registration and start the transition after that.
- If you have someone in mind, mentor him, bring him to the speed and hand it over when time comes.
- You demonstrated your impartial leadership and worked with every party very well. The charity registration is the milestone in TSA's growth. You need to lead that even you stepdown and give the chair position to another person.
- Have a good transition plan, work with the successor for 6 to 8 months and give it to him.

- Anybody can do the chair job if he can put the mind in it. Changes are always good.

Then chair Sutha summarized the discussion. Thank you all for your kind words on my leadership and having good faith on me. Here is the outcome of the discussion

- Find a successor
- Have a transition plan and work with the successor for 6 to 8 months
- Handover the leadership to him when he is ready
- Sutha has to lead and complete the charity registration even after a change in leadership.

3. Nominating and approving the successor

Chair Sutha said you all know that I have been working with Ramesh very closely last 3 years. He has been contributing a lot for the TSA. Especially on communicating with the Ooruni TSA Coordinators and execute the projects. He brought some donors too. As per my personal evaluation, he will be the best fit for this TSA leadership position.

This is my suggestion. Do you all agree to endorse Ramesh. Also, if anyone has any different opinion or want to bring someone else for this position, please let me know. The group discussion was started.

Sutha said - Ramesh are you ready to take the leadership position.

Ramesh said - need to learn lots of things. Yes, I will take the position

Then team members said

- Ramesh it is serious responsibility and requires lots of effort and time. Are you OK with that? Ramesh said yes.
- Ramesh would do a good job.
- Sutha, you work with your TSA team members long time and you know everyone's capability. Also, you managed to navigate

through turbulences. Based on your creditability, I will accept your nomination.

- Put Ramesh as Co-Chair, work with him until he is ready. You don't have to leave right away.
- I am new to TSA team. How is the TSA chair nomination and approval process work?
- Anybody can do it if he put the mind in it. Ramesh can do this role. Why don't he share the load with Narayanan?
- Half and half leadership sharing is not practical. Ramesh should handle all the aspect of the leadership role.
- Ramesh has experience in work with all coordinators and communicate with donor. He just needs to get exposure on dealing with JHCA Canada EC team. You can train him on that.
- You can groom Ramesh as the next chair, we all can help him on sharing the workload.

Then Sutha answered question about TSA chair selection process. He said the normal process is TSA team select the new leader in their team meeting with everyone's acceptance. Then they bring up that proposal to the JHCA Canada AGM and get their approval. Also he said this is the same process was selected when I became the TSA Chair.

Also chair said based on everyone's input Ramesh will be appointed as Co-Chair, the job shadowing & transition work will be started asap and Ramesh will take over when he is ready to take over. It may take 6-8 months.

3. TSA Team 2024

- Continuing members
- Leaving members
- Projected work load

Chair Sutha said I talked to most of the members already and couple of them inform me about their decision of leaving TSA. If anyone else want to leave please let us know. Thank you all for the long serving members.

Buva, Murale and Saba Guru said they want to leave since they are serving long time and not much to do.

Then team talked about all the pro and cons of let the long serving members leave.

- They can do advisory role if necessary
- Their brain and maturity are important for the growth of TSA.
- If there is no maximum number of members restriction, you can have ..

New members for doing tasks

Experience members as advisors

If a long serving member really want to leave, we need to respect that decision

It is not advisable to let more than one third of the team members leaving the team same time.

The general external opinion is become a TSA member is hard. So it is our responsibility show everyone that what are the requirement and procedure to become a TSA member.

Ramesh will prepare and present a document describes the process of how to become a new TSA member.

After finishing the projected work load details by Sutha and Ramesh, we will finalize the number of leaving team members. TSA Team members for 2024 will be finalized in the next team meeting.

6. TSA Web Site Update

JHCA President and the TSA Chair decided to discuss this matter in the next meeting.

7. Other matters.

Chair Sutha requested the Treasurer and the President to send money to Sri Lanka for Nov & Dec 2023 and Jan & Feb 2024 students' payments. Treasurer said they will send it asap.

Meeting ended with that discussion.