

JOIN THE BIG BROTHERS BIG SISTERS NATIONAL BOARD OF DIRECTORS 2025 CALL FOR NOMINATIONS

Who We Are: Big Brothers Big Sisters of Canada is a Federation comprised of member agencies servicing hundreds of communities nationwide. Together we mobilize over 17,000 volunteers who in turn mentor 32,000+ children and young people. The national organization unites the network and provides core services and programs to assist its member agencies. This support enables meaningful mentoring programs to be consistently delivered to children and families by trained staff and volunteer mentors. From risk management and IT services to our leading Child Safety Program, Big Brothers Big Sisters of Canada works diligently to ensure member agencies can ignite potential and deliver big impact to youth across the country.

Vision: All young people realize their full potential

Mission: Enabling life-changing mentoring relationships to ignite the power and potential of young people

Nomination Call

Position(s): We are looking for qualified candidates to join the National Board of Big Brothers Big Sisters of Canada. You should have a passion for serving youth, and an appreciation that one stable and committed relationship with an adult increases social-emotional competence, mental health and wellbeing, education engagement and employment readiness. You bring this compassion and expertise in one or more of the following areas: fundraising, finance, insurance, strategic organizational design and/or legal to be considered for one of these volunteer governance positions. Bilingualism is an asset.

We are pleased to share that we have 7 Board members seeking renewal in 2025. This will provide consistent leadership at the governance level as we continue to build towards the future. This also allows for proper transition and succession planning.

Board members standing for renewal:

- 1) Breanne Oliver
- 2) James Sliter
- 3) Gunvir Kalra
- 4) Daria Hobeika
- 5) Shaun Jeffrey
- 6) Raheela Khan
- 7) Peter Mackay

We are seeking to fill 3-4 additional positions in June 2025. Current or past governance experience with a BBBS Agency will be viewed as an asset.

To Apply: If you are interested in applying, please follow the below detailed directions:

- 1) Review the 'Big Brothers Big Sisters of Canada Board of Directors – Call for Nominations' ([available on the national website](#)).
- 2) If you feel you qualify and want to apply, fill out the – *Nomination Application Form* ([available on the national website](#)) in its entirety by April 4, 2025. This includes

confirming a Nominator and Secunder to support your candidacy and including their contact details within the Application Form.

- 3) Send the Nomination Application Form and your resume to dalia.grobovaite@bigbrothersbigsisters.ca by **April 4, 2025**.
- 4) Nominees meeting the qualifications and skills profile identified within the 'Call for Nominations' package will be invited for an interview by members of the Nomination Committee.
- 5) All Nominees will be informed of the status of their candidacy prior to the Slate of Nominations being approved by Members at the Annual General Meeting to be held on June 19, 2025.

Background and Attributes:

The Board of Directors is currently seeking strong leaders to advance mentoring in Canada and build a sustainable future for our federation. Nominees should have experience and skills in one or more of the following areas:

- Legal
- Fundraising
- Insurance

The Board strives to be reflective of diverse Canadian communities and encourages applications from those with skills or experiences as a mentee/mentor, or working alongside diverse or underrepresented Canadian communities, or with lived experience from one or more equity-seeking groups, including but not limited to: women, Indigenous peoples, people with disabilities, youth, racialized people, 2SLGBTQ+ people, francophones, and immigrants.

Director Responsibilities:

The major duties of the Board include:

- upholding the vision, mission and theory of change;
- overseeing the development and monitoring of the strategic plan;
- approving annual budgets, including the funding plan in place to support the organization and federation's operations;
- governing the organization through policies which are reviewed periodically;
- approving regular reporting to stakeholders for the operation of the organization and the use of donated funds;
- ensuring compliance with applicable laws and regulations;
- representing the organization as an ambassador and advocate in the community.
- selecting, supporting, and where necessary, replacing the CEO, including the regular review of performance based on a specific job description and approved objectives.

Board Member Fiduciary Responsibilities:

Duty of Due Care: Take care of the organization by ensuring prudent use of all assets, including facility, people, and good will; and provide oversight for all activities that advance the organization's effectiveness and sustainability.

Duty of Loyalty: Make decisions in the best interest of the organization; not individual self-interest.

Duty of Obedience: Ensure that the organization obeys applicable laws and acts in accordance with ethical practices; that the organization adheres to its stated corporate purposes, and its activities advance its mission.

For more information on fiduciary responsibilities, consider reviewing CPA Canada's Handbook: [Fiduciary duty: 20 questions not-for-profit organization directors should ask](#)

Qualifications:

Each Director Shall:

- 1) Meet the skill and competency requirements of a Director of the Corporation, as identified by the Board on an annual basis;
- 2) Be an individual who is at least eighteen (18) years of age;
- 3) Not have the status of bankrupt;
- 4) Not be a person who has been declared incapable of managing property by a court in Canada or elsewhere;
- 5) Have not been found guilty of any indictable offence or a summary conviction offense involving moral turpitude;
- 6) Not be a paid employee of the Corporation or any agency Member of the Corporation.

Term of Service: two (2) years, from election. Directors may be re-elected for up to four (4) consecutive terms.

Commitment:

Board Meetings – Meeting frequency is laid out in Appendix IV of the Board Recruitment Charter.

Committees – Each Director is expected to serve on at least one Board committee. These meetings are planned throughout the year as required between Board meetings.

Annual General Meeting (AGM) of BBBSC - once a year, typically in June.

National Convention / Regional Conventions – Directors are encouraged to attend when possible.

Board Personal Giving Policy – Each Director of the Board shall make an annual monetary donation to BBBSC, giving to the best of their means, at a level you would consider generous and is reflective of your circumstances and other commitments.

Recruitment Timelines and Process

Big Brothers Big Sisters of Canada (BBBSC) is committed to a transparent and equitable nomination process.

Steps	Process	Timeline
1.	Call for Nominations Posted and Distributed	March 10, 2025
2.	Deadline for Nomination Applications	April 4, 2025
3.	Committee Review of Applications	April 7-8, 2025
4.	Interviews of Applicants	April 10-11, 2025
5.	Review and Recommendation of Candidates by Governance Committee	April 15, 2025
6.	Sharing Recommendations with the full Board	April 24, 2025
7.	Candidates informed of their status	April 25, 2025
8.	Annual General Meeting where candidates are elected	June 19, 2025

If you have any questions, please contact dalia.grobovaite@bigbrothersbigsisters.ca

Appendix IV of the Board Recruitment Charter: 2025 Timeline | Meeting and Reporting Cadence

	Q1			Q2			Q3			Q4		
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
National Reporting to Network				Q1 Agency Report Apr-30 Federation-wide meeting			Q2 Agency Report Jul-30 Federation-wide meeting			Q3 Agency Report	Nov -5 Federation-wide meeting	
Board/ Committees	Executive Committee Finance & Audit Committee	Governance Committee Board	Executive Committee Governance Committee	Finance & Audit Committee Board	Board In-Person Strategy Session	Executive Committee Governance Committee Finance and Audit Committees	Finance and Audit Committee Board		Executive Committee Governance Committee	Finance and Audit Committee Board	Finance and Audit Committee	Board Meeting (Budget)
NMC	Jan 16	Feb 20	Mar 20	Apr 17	May 15	June 19	July 17	Aug 21	Sep 18	Oct 23	Nov 20	Dec 18
Key Dates						June 19 Annual General Meeting						