



## Director Call for Nominations



## About Pillar

For over 20 years, Pillar Nonprofit Network has championed cross-sectoral collaboration between and among governments, businesses, and the nonprofit sector as the three pillars of community impact and positive change.

Our mission is to strengthen, through a heightened equity lens, individuals, organizations, and enterprises that are invested in positive community impact, and we envision an engaged, inclusive and vibrant community.

We deliver on our mission by increasing awareness of nonprofits and social enterprises as social and economic drivers; supporting them to develop inclusive workplaces; facilitating collaboration through a network approach that connects nonprofit organizations to each other and business and government; and finding new ways, programs, and services to address our community's most persistent challenges.

Our current strategic plan binds us and empowers us to put equity, change, and recovery in action: to acknowledge our shared complicity in anti-Black and anti-Indigenous racism and all intersecting oppressions, and to drive ourselves and our network to action; to work together across sectors and shift inequitable structures and systems to create transformational change; and to promote an equitable and sustainable recovery that addresses the inequities exacerbated by the COVID-19 pandemic.

Representing thousands of people working in hundreds of organizations, we are a network of nonprofits, charities, foundations, social enterprises, cooperatives, social financiers, responsible investors, innovators, and caring individuals engaged in community care. Pillar exists to strengthen the effectiveness of the not-for-profit sector. Pillar supports not for profit sector organizations in fulfilling their missions in our community. Pillar provides leadership, advocacy, and support through the promotion of volunteerism, professional development, networking and information.

Pillar is based in the traditional territory of the Neutral, Attawandaron, Haudenosaunee, Anishinaabek, Lunaapeewak, Algonquin, Leni-Lunaape, and the Ojibwe/Chippewa peoples.

## Pillar's Culture and Values

Our staff-written Team Alliance includes commitments to:

- Build Relationships with Intention
- Foster Inclusion & Belonging
- Promote Trust & Integrity
- Say What Needs to be Heard
- Nurture a Culture of Caring
- Continuous Learning

Pillar is actively seeking a diverse group of board candidates who understand Pillar's role in advocating for and supporting the non-profit and broader social impact sector toward social and economic recovery. We are encouraging submissions from people who are Indigenous, racialized, LGBTQ2+, women, persons with disabilities, and other overlooked and underestimated groups.

## Pillar Board of Directors

Pillar is historically governed by an elected fifteen-member Board of Directors, each serving two-year staggered terms.

The Community Advisory Panel (CAP) indicated to the community at the February 28 Community Conversation that they intend to seek membership approval to reduce the number of Directors to nine at the 2023 AGM. The Panel believes a Board of nine will allow for effective recruitment in 2023.

The Board of Directors at Pillar ensures our members continue to be placed first in all that we do by creating a long-term sustainable plan, maintaining effective risk oversight, supporting world-class governance and engaging leadership to lead dedicated staff teams. The Board's mandate includes the overall responsibility and authority for the strategic direction of the organization, including leadership, stewardship, corporate governance, and monitoring performance.

## Important Dates

<b>Advance Nomination Period</b>	March 15-March 29, 2023
<b>Interview of Director Candidates by CAP</b>	2 days during the week of April 1-7, 2023
<b>Recommendation of slate</b>	April 12, 2023
<b>Elections at Annual General Meeting</b>	April 26, 2023

The Annual General Meeting (AGM) will be hosted in London on Wednesday, April 26, 2023 (location and format to be determined). A slate of Directors will be presented at the AGM for confirmation.

## 2023 Director Positions

There are nine positions open for election subject to by-law change at the AGM. With a new Board being elected the advisory panel recognizes that Pillar needs to move to an annual cycle that will see director vacancies each year. For the 2023 election cycle the advisory panel will be seeking three directors that will agree to a one-year term as a transition director. This will ensure that in 2024 there are three director vacancies. As such the advisory panel will be seeking the following:

- Three directors seeking a one-year term to ensure vacancies for 2024 AGM
- Six directors seeking a two-year term according to the by-laws.

This way we can place the new Board on a path of renewal when terms expire, and allow for an election each year going forward.

## Eligibility Criteria

To qualify to serve as a Pillar director you must meet the following requirements

- be at least 18 years of age;
- be a Canadian citizen or have permanent residency in Canada;
- not be an employee, director or agent of an organization in competitive business to Pillar.
- not be involved in a legal proceeding against Pillar or a Member of Pillar.

## Director Experience and Competencies

The Board of Directors has a responsibility to protect, enhance and monitor the operations and assets of Pillar. Directors act in good faith and with the care, diligence, and skill of a prudent person in the best interests of Pillar. The Board of Directors is a key leadership team at Pillar. It is important that the board has the right people, with the appropriate skills, knowledge, experience, and attributes, for the success of Pillar.

## Diversity, Equity and Inclusion

Pillar is committed to building an environment where everyone feels engaged, welcome and supported regardless of background, religion, race, gender, physical ability or sexual orientation.

Pillar seeks individuals to serve on the Board of Directors who may have:

- knowledge, living or lived experience with diversity, equity and inclusion matters.
- a commitment as a change-agent in diversity, equity and inclusion matters at Pillar and in the community.
- experience working in teams, community groups, boards or organizations, with experience in diversity, equity & inclusion working groups.
- a commitment to continuous learning and mutual inclusivity.
- The advisory panel will consider the following areas of diversity as they work to build the slate of directors. Diversity by age, gender, under-represented ethno-racial, indigenous, LGBTQIA2S+, protected grounds, and others while at the same time ensuring a strong skill set of the board.

## Skills and Competencies

The Board of Directors has established a base of desired skills and attributes.

Pillar seeks to build and maintain a diverse Board comprised of leaders with a variety of skills and attributes that will take an appropriate Governance and oversight function of Pillar. As governors of Pillar we are broadly seeking a Board with both Business acumen as well as community support and understanding. We recognize that not all directors will have the skills and attributes set out below at the beginning of their tenure on the Board. Pillar invests in Learning and Development opportunities for Board member growth and success.

Pillar seeks candidates with a commitment and aptitude to acquire the skills and competencies needed to effectively govern.

## Community and Leadership Competencies:

### **Board/Community Experience:**

Previous experience serving on governing Boards and community groups is an asset. This experience may include Community boards or task forces, corporate boards, not for profit boards, public institutions, leadership in grass roots initiatives, organizations with various staff team sizes (smaller < 50 staff to larger > 50 staff), multi-level system approaches, volunteer roles, environmental protection, legal system/non profit law, etc.

**Ethics & Governance** Directors demonstrate their fiduciary duty and promote transparent disclosure. Directors understand Pillar’s unique governance structure and support good governance processes. They seek to do what is right and to behave in a manner that reflects sound business.

**Strategic Planning:** Directors contribute to the development of Pillar’s strategic direction, core values, and strategic goals and objectives. Directors possess strategic vision and a commitment to work at a strategic level. The ability to think strategically about what might be, while ensuring services that add value to members is important. While the Board ultimately approves the strategic plan (approval), the plan itself is crafted by management in consultation with the Board via a strategic retreat with many inputs. This ensures strong alignment between management and the Board on the final plan. Input by many, plan crafted by management, approved by Board, and periodically reviewed.

**Leadership:** Directors commit the time and flexibility to participate in board, committee, and other leadership duties. They influence decisions through interest-based discussion and consensus building. Directors are effective communicators who skillfully challenge as part of deliberations and discussions. Demonstrated leadership via several traits is being sought for the Pillar Board. Below is a list of descriptors that the Community Advisory Panel is looking for in the members of the next Board.

- Culture
  - Collaborative
  - Inclusive
  - Team focused
- Board management relations including CEO Performance processes
- Demonstrated Ethics & Governance
- EDI

## Business Competencies:

**Financial Literacy:** Directors can read, interpret, understand and analyze financial information. Directors understand financial reports prepared by management and can identify variances between actual performance and objectives.

**Advocacy:** The ability to advocate to the community and all levels of government is important in the next Board. The list below highlights areas of advocacy importance and is not exhaustive.

- Culture/Recreation
- Development/Housing
- Education & Research
- Environment
- Health
- International
- Public Policy
- Research, Evaluation & Best Practices
- Law/Politics
- Philanthropic Intermediaries & Voluntarism Promotion
- Religion
- Social Services
- Social | Environmental Enterprise
- Technology

**Communications & Marketing:** The Board should have capabilities in communications, brand building and brand maintenance, media relations, along with leveraging technology and web development.

**Fund Development and Partnerships:** Directors should be well versed in the areas of fund development and partnership creation and maintenance. This may include oversight of proposal writing, sales management, volunteer management, community development and partnerships, corporate sponsorship/fundraising, event planning, etc.

**Human Resources:** Pillar as an organization is led by the CEO/ED who lead the staff team. A team who directly enables Pillar success. The board will have oversight of the staff team at Pillar through effective recruitment, on boarding, performance management, and direct communication with the CEO/ED. Having competency in Board-Management relationship building, workforce development, internal resourcefulness and CEO Performance Review processes are important.



## Commitments and Expectations

### Time Commitment

A significant time commitment is required of directors. This reflects Pillar's commitment to a strong and unique governance structure.

The Board meets monthly including an anticipated strategic planning session. Board meetings normally are scheduled to last two-three hours.

Directors attend the Annual General Meeting held in April

### Meeting Preparation

Directors are expected to prepare for, attend and actively participate in meetings to which they are invited.

Meeting materials are provided a week before the meeting. Directors need to devote sufficient time to review materials in advance to ensure productive discussions and informed decisions.

### Community Events

Directors are offered the opportunity to attend a variety of community and sector events including appropriate conferences.

## Nomination and Election Process

### Application

If after considering the responsibilities, role and time commitment of a Pillar director, you decide to proceed with submitting an application, please include the following:

1. Completed declaration of intention including:
  - a. Full name
  - b. What organization(s) and/or sector(s) do you represent?
  - c. Indicate that current CV/Resume is attached
  
2. Statements reflecting your interest and skill set:
  - d. Why you wish to sit as a director on the Board of Pillar?
  - e. What skill set(s) do you bring to the Pillar Board? (review list of skills and competencies in candidate guide)
  - f. Pillar is committed to recruiting a board that is diverse in skill set and identities. Is there anything you would like to share with the Community Advisory Panel about your identity/identities?

\*Please include your responses in the body of your email and attach your CV/Resume in PDF format.

Completed applications to be emailed to: [communitypanel@pillarnonprofit.ca](mailto:communitypanel@pillarnonprofit.ca)

If you are interested in nominating someone for a Director position, please provide their name and contact information to: [communitypanel@pillarnonprofit.ca](mailto:communitypanel@pillarnonprofit.ca)

### Candidate Meetings

Candidates will be invited to meet with members of the Community Advisory Panel. The advisory panel will schedule meetings over a two-day period to complete these interviews.

### Elections

**Director elections are conducted during the Annual General Meeting via a recommended slate. This has been past process for director elections and is an area that we recommend to the new board should be reviewed prior to the 2024 AGM.**

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