



Board of Directors Call for Nominations

The Canadian Association of the Deaf is seeking nominations for its Board of Directors. There will be an election to fill **Vice President** that will be held at our Annual General Meeting on July 11-13, 2013 in Winnipeg, Manitoba. We are searching for candidates who support the objectives and activities of the organization. To learn more about our organization, please visit at www.cad.ca.

The Canadian Association of the Deaf is intended to reflect a diversity of experience, skills, knowledge and abilities, suited to the strategic needs of the organization. We are looking for members from all areas of the community and from a range of backgrounds (e.g. gender, sexual orientation, gender identity, race, ethnicity, francophone, aboriginal, youth, and senior.)

The role of Board members is to be involved in the:

- Ongoing evaluation of the organization's mission, vision and values
- Monitoring the organization's progress towards achieving its mission and strategic direction
- Strategic planning
- Advocacy, community and stakeholder outreach
- Continued evaluation (and restructure as necessary) of the internal and external structures of the organization
- Financial oversight (due diligence)
- Board self-maintenance, including recruitment and orientation of new Directors

REQUIREMENTS OF DIRECTORS

Directors are expected to:

- Attend board meetings as scheduled, well prepared in advance
- Sit on at least two standing committee and, as needed, ad hoc committees
- Participate in Canadian Association of the Deaf activities including Annual General Meetings, advocacy, training, outreach, fundraising events, press conferences, and others as necessary.
- Be readily accessible and responsive to email communication

In addition to meeting the requirements outlined above, ideal candidates for Board will have demonstrated experience in a majority of the following areas:

Strategic Planning

- Determining multiple year strategies, long-term planning and projects to pursue
- Knowledge of direction-setting such as strategic planning and implementation skills that is required to work within our communities being supported.
- Understanding of relationships between non-profit and its stakeholders, including the communities served, corporate sponsors, funders and different levels of government

Community Outreach and Communication

- Familiarity with Deaf issues and proven ability to build networks with Deaf communities across Canada
- Experience building relationships with community members, community organizations, government officials, external relations

Financial Management

- Setting financial goals in conjunction with the overall strategic objectives;
- Familiarity with financial controls and structure required for non-profit organizations; and
- Financial planning and tools required to support long-range sustainability of non-profit organizations.

Legal / Governance

- Non-profit governance structure and requirements;
- Not-for-profits, charitable status; and
- Organization policies and procedures.

Human Resources

- Knowledge of human resources policy formation and implementation to support the strategic objectives of non-profit organizations;
- Demonstrated knowledge and experience with human resources challenges in a diverse nonprofit organization;
- Knowledge of evaluating performance of executive level personnel;
- Significant experience with navigating and/or leading an organization through significant, organization-wide change;
- Understanding of the implications for: communication internally, and externally with our communities; new ways of working for individuals and together in committees, working groups, as well as at the levels of staff members, and Board; and
- Knowledge of how to bring people together while a new structure is being created.

Advocacy, Public & Communications

- Ability to take a project from the initial brainstorming stage through to implementation or detailed implementation plan.
- Experience with advocacy on various issues in working with community members, community organizations, government officials, external relations

NOMINATIONS

1. To stand for election, an individual must:
 - a. Be 18 years of age or older
 - b. Be a Canadian citizen or permanent resident as defined in the Immigration and Refugee Protection Act (Canada)
 - c. Be a member in good standing from your provincial and local affiliate (Full Member and/or Associate Member of CAD)
 - d. Be nominated (and accept) or self-nominate by completing and submitting the Nomination Form (attached below)
 - e. Submit a statement of interest (up to 500 words) or ASL video for maximum 10 minutes through MailVU.com OR upload privately on VIMEO or Youtube that clearly demonstrating describing what knowledge, skills, abilities and experience you would bring to Canadian Association of the Deaf in the role of Director with explicit reference to the criteria set out above) and why you want to serve for as a Director)
 - f. Submit 3 references
2. Nominations can be made anytime up to **May 15th, 2013** and the Board Recruitment and Development Committee will review nominations received by the deadline and to make recommendations to the Board of Directors that are best suited to the role based on the following criteria:
 - a. Commitment to the organization and the communities we represent
 - b. Ability to contribute based on the criteria set out above
 - c. Approach as a Director
 - d. Relevant knowledge, ability and skill sets
3. The Board of Directors will make the final determination as to which candidates will be included on the Ballot at an Annual General Meeting for an election.

Please e-mail all documentations and completed acceptance forms to:

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