



FuseSocial BOARD OF DIRECTORS Call for Expression of Interest 2018

INTRODUCTION

The FuseSocial Board of Directors invites you to express your interest in serving on the Board of Directors. You may apply by responding to the questions below and submitting a letter of interest to michelle.lange@fusesocial.ca

Alternately, if you have any questions or concerns, contact 780-791-9333 ext 8207 or email michelle.lange@fusesocial.ca.

OVERVIEW OF FUSESOCIAL

Our Vision: to create a community culture for social innovation.

Our Mission: every day at FuseSocial we inspire the social profit sector and community to push boundaries that maximize all of our potential.

In 2013, Volunteer Wood Buffalo, Nonprofit Sector Link and Leadership Wood Buffalo merged to form a new, vibrant social profit organization, FuseSocial, focused on:

- Enhancing the capacity of individual Wood Buffalo social profit organizations;
- Creating collective influence for better Wood Buffalo social profit sector representation;
- Incubating Wood Buffalo social profit organizations and collaborations and;
- Encouraging and facilitating the development of community volunteers and leaders.

Our Values:

We challenge the limits

- I showcase success & learn from failures
- I am never satisfied with status quo seek internal or external acknowledgement of success and accomplishments
- I own it
- I take healthy, calculated risks to further the good I do
- I take responsibility for the good & bad, it's okay to try & fail

We believe different perspectives create the best solution

- I appreciate diverse nature of our community & sector



- I seek unity in diversity
- I seek diverse input & know that it creates happiness
- I believe the whole is greater than the sum of its parts

We believe in a community mosaic

- I know that everyone has something to contribute
- I understand that together, we achieve more
- I work together with the team on one goal
- I provide active & proactive facilitation as a leader

We believe our community is our home

- I look for passion & I am active in the community
- I put community first
- I engage the hearts & minds of many
- I encourage & nurture leadership in everyone

We believe in finding bold solutions

- I look outside the box for solutions
- I make decisions based on true need
- I build bold solutions to address specific community needs
- I foster experimentation
- I get as close to the heart of the matter as I can

We believe in a culture of open & transparent communication

- I foster a culture of trust, respect & collaboration
- I have a clear picture of what I represent
- I am honest, consistent, open & transparent in communications
- I am able to translate thoughts for clear understanding
- I believe listening is the key to effective communication



DUTIES & RESPONSIBILITIES OF A FUSESOCIAL BOARD DIRECTOR

As a Board Director, your duties and responsibilities will include:

- Appropriate preparation and active participation;
- Approve, where appropriate, policies and other recommendations received from the Board, its standing committees and Chief Social Entrepreneur;
- Monitor all Board policies;
- Review the bylaws and policy manual, and recommend changes to the membership;
- Review the Board's structure, approve changes, and prepare necessary amendments;
- Participate in the development of the FuseSocial strategic plan and annual review;
- Approve the FuseSocial annual budget;
- Approve the hiring and release of the Chief Social Entrepreneur, including the employment contract;
- Support and participate in evaluating the Chief Social Entrepreneur;
- Assist in developing and maintaining positive relations among the Board, committees, staff members, community and stakeholders to support and enhance FuseSocial;
- Be familiar with the mandate, bylaws and policies of FuseSocial, and;
- Be responsible for representing the Board's position, as one voice, to the public and media when requested.

Please also review **Appendix A** for examples of potential Board Committees. It is expected that each Board Member will participate in a minimum of two committees in the first year of their term.



List examples of capacity building projects and/or organizations you have experience with.

Please list any groups, organizations and/or companies you could facilitate a partnership with.

Skills and Knowledge: We don't expect people to score top marks across the board. We are looking for diversity of skills and high-level of integrity. What can you contribute?

Please assign a rating where: 3 is High, 2 is Medium, 1 is Low, and 0 is Not Applicable.		
<i>Board Skill & Knowledge</i>	<i>Explanation</i>	<i>Your Self Scoring</i>
Alignment to FuseSocial Vision & Mission	<p>The vision of FuseSocial is to create a community culture for social innovation.</p> <p>The Mission: Every day at FuseSocial we inspire the social profit sector and community to push boundaries that maximize all of our potential</p>	
Alignment to FuseSocial Values	<ul style="list-style-type: none"> • We challenge the limits • We believe different perspectives create the best solution • We believe in a community mosaic • We believe our community is our home • We believe in finding bold solutions • We believe in a culture of open & transparent communication 	
Previous Board Experience	Although not a requirement, ideally directors have extensive director experience and have completed formal training in governance and risk.	
Risk & Compliance	Identify key risks to the organization related to each key area of operations. Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.	
Financial & Audit	Experience in accounting and finance to analyze statements, assess financial viability, contribute	

	to financial planning, oversee budgets, and oversee funding arrangements.	
Strategic Thinking & Planning	Ability to identify and critically assess strategic opportunities and threats to the organization. Develop strategies in context to our policies and business objectives.	
Policy Development	Ability to identify key issues for the organization and develop appropriate policy parameters within which the organization should operate.	
Technology	Knowledge of IT Governance including privacy, data management and security.	
Performing performance management	Experience in evaluating performance of senior management, and oversight to strategic human capital planning.	
Operational Succession planning	Experience in succession planning and recruitment processes for senior staff positions (e.g. CEO, ED, GM).	
Fundraising for a social profit (non-profit) organization and/or within the social profit sector	Experience, understanding and/or ability to contribute to fundraising for the organization. Understanding of fundraising models and options for social profit sector. We are not a fundraising board, but provide strategic input to this need.	
Social profit governance	Understanding of Alberta Societies Act, Canada Revenue Agency registered charities, board governance, organizational governance, etc.	
Leadership	Make decisions and take necessary actions in the best interest of the organisation, and represent the organisation favorably. Analyze issues and contribute at board level to solutions.	
Ethics and Integrity	Understand role as director and continue to self-educate on legal responsibility, ability to maintain board confidentiality, declare any conflicts.	
Relationship management	Ability to work within and create/ build/ strengthen appropriate networks and relationships for organization, within social profit sector and with other sectors.	
Contribution	Ability to constructively contribute to board discussions and communicate effectively with management and other directors.	
Negotiation	Possess excellent negotiation skills, with the ability to drive stakeholder support for board decisions.	
Crisis Management	Ability to constructively manage crisis, provide leadership around solutions and contribute to communications strategy with stakeholders.	



Please list any additional skills, attributes and qualifications beneficial to the Board.

Please list your professional certifications and formal education

Relevant personal professional association memberships

How would this particular organization benefit by your involvement in the Board.

Optional: List and awards or honours you may have received.

I have the support of, my employer, and I have checked to ensure there are no company policies that preclude me from serving on the Board? (Circle one) Yes No

I agree to the above time commitment and duties/responsibilities and have attached a brief letter of interest to this application.

X

Applicant Signature



Appendix A to Call for Expression of Interest

Examples of FuseSocial Board Committees:

1 - Finance & Audit Committee

Position: Finance Committee Member

Purpose

The purpose of the Finance Committee is to monitor significant financial planning, management and reporting matters of FuseSocial, and make recommendations and deliver reports to the Board of Directors, and serve as the Board's Audit Committee.

2 – Governance Committee

Position: Governance Committee Member

Purpose

The purpose of the Governance Committee is to ensure that the board fulfills its legal, ethical, and functional responsibilities through adequate governance policy development, recruitment strategies, training programs, monitoring of board activities, and evaluation of Board Members' performance.

3 – Human Resource Committee

Position: Human Resource Committee Member

Purpose

The purpose of the Human Resources Committee (the "Committee") is to assist the Board of Directors (the "Board") in fulfilling its obligations relating to human resource and compensation matters; to establish a plan of continuity and development of senior management; and to oversee the development and implementation of human resource strategy, policy and practices.