

Call For Nominations

A special ad hoc NAFR committee will be formed to examine the significant structure issues. That group will be charged with looking at numerous issues such as the role of the National Office, the Regional and District structure, whether changes are needed to the Branch structure given the challenges in securing volunteers and the ongoing shrinkage of some Branches due to the lack of feeder sources, etc.? It should be clear that no decisions or predetermination has yet been made. Indeed, the committee's purpose is to look at this issue objectively and bring back possibilities and recommendations to the National Board and the membership at an AMM. It is only then for a determination of potential ways forward.

The committee will consist of nine members. Three will be from the National Board. They are the President [Roy Goodall], the Vice President [Helene Nadeau] and the Chair of the Governance Committee [Connie Kehler]. The National Board determined that this issue was so critical to our structure and our members that these key individuals needed to be the National Board delegates. The other six representatives will come from Branches, ideally both large as well as medium/small. Each of the existing six Districts will provide one delegate. The process for selecting the representatives is outlined below.

Within the Prairies and Northwest Territories District, each Branch will be able to put forward one nominee. These nominees should be forwarded to Connie and Rick in writing no later than January 19th. The proposed individual need not be on the Branch executive but needs to be qualified to participate in the review. The six delegates from Branches will be critical to the success of this review. Accordingly, people with the skills must be selected. Accordingly, I am attaching a breakdown of what the National Board determined were the abilities of the ideal candidate. Please note that each Branch is free to propose anyone they wish or not to have a nominee. The listing I've included is only a recommendation; however, the next few paragraphs should be considered.

Following January 19th, the District Directors will review the nominees and select two or three to be brought forward for consideration. Candidates selected to move forward from the District will need to have the majority or, ideally, all of the qualifications listed on the attached. One nominee will be forwarded from a large Prairie District Branch, [Winnipeg, Saskatoon, Regina, Calgary, or Edmonton] and one or two from small or medium-sized Branch(es). If three nominees are submitted to the National Board, then one will be from a small Branch [less than 800 members] and one from a medium-sized Branch [between 801 and 1,500 members]. That same process will be followed in the other five Districts.

Once the six Districts have submitted their nominees, the National Board representatives will select one of the nominees from each District. They will ensure that the delegates are representative of our Association linguistically, from a gender point of view, some from a spectrum of different-sized Branches, etc. They will also need to ensure the selected NAFR members have the necessary skills to carry out the committee's tasks according to the Terms of Reference.

If you have any questions, please reach out to the Southern Alberta Branch President (nafr18@shaw.ca) and/or directly to our Prairie District Officer - Connie Kehler (Ckehler@federalretirees.ca) or Rick Brick (rickbrick@federalretirees.ca)

Ideal Candidate – Branch Structure Review

There will be 9 members of the committee, one from each District and three from the National Board.

Ideal candidates will have the following attributes:

- They will have extensive experience as a volunteer with NAFR.
- They will have experience in operating within at least one [and ideally two] of the following NAFR components Branch level, Regional/District, National Board.

They should have the following knowledge, skills, and characteristics.

- Understanding of the roles of Branches, Regions, Districts, the National Board, and the NAFR staff components.
- A strong understanding of the association's bylaws, regulations, governance structure, and best practices in non-profit governance.
- Experience in managing or taking part in organizational structure or change management reviews and helping to guide the organization through any transition that may be required.
- Willing to work with a variety of views and concerns.
- The ability to analyze data and assess the impact of various restructuring options, including deferring judgments until points of view and positions have been analyzed.
- Understanding of the geographic, linguistic, and cultural elements of our Association and its potential Implications on structure.
- Strong presentation, writing, and speaking skills.
- Ability to prioritize and make clear recommendations.
- Skills in strategic thinking and planning to help assess the long-term goals and objectives of the association and help develop and evaluate different strategic options for the organization's future.
- Ability to work in a collaborative manner with other committee members, association staff, and stakeholders.