

SOCIAL PLANNING & RESEARCH COUNCIL OF HAMILTON

**BOARD MEMBERS' MANUAL
2009/2010**

GENERAL EDITION

Revised August 2009



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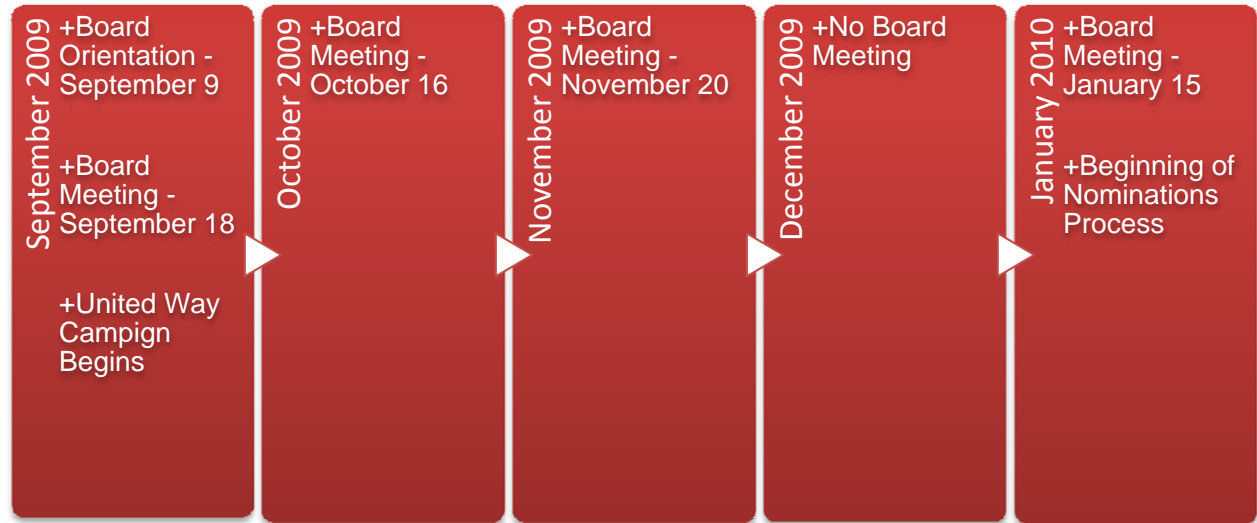
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SECTION 1: SCHEDULE OF BOARD MEETINGS



Where: Hamilton Polices Services, 3rd Floor Board Room, 155 King William Street, Hamilton

When: 12:00 pm - 2:00 pm. (The business meeting starts promptly at 12:15 and runs until 2:00 pm.)

A light lunch is provided at the Board meetings. (Please notify of any special dietary requirements or food allergies.)

Metre parking is available in the surrounding area of the Hamilton Police Services.

SECTION 2: STRATEGIC PLAN 2008 - 2011

Revised & Updated 2009

INTRODUCTION

Each year at fiscal year end, the Board of Directors and staff members engage in an exercise that provides for a review of achievements over the past year. Following that review of findings and experience, the Directors in consultation with staff, generate a revised prescription for achievements for the coming year. This annual review and revision of plans is based largely on an existing long term plan and priorities created several years ago for the organization.

This revised and updated Strategic Plan for the SPRC offers a comprehensive long range view to guide the work of the organization several years into the future. It takes account of recent accomplishments, current partnerships and commitments along with emerging community issues we have noted. This revised plan serves to reformulate to some extent the framework for the programs and services of the SPRC well into the future.

BACKGROUND AND PROCESS

A variety of information sources have been used as reference points for the development of this strategic plan. Informational sources include socio-demographic data and profiles that have been produced recently at SPRC and in the community as well as those that are currently under development at the SPRC. We have also incorporated a scan of significant broad based community planning initiatives that have taken shape over recent years to address significant community issues.

A significant influence in shaping a revised strategic plan is the extent to which the work of the SPRC is shaped by the choices of funders for voluntary sector service. As foundations and other charitable organization funders become increasingly focused on their own priorities and the need to generate impact in the community related to those, it has become increasingly important for the SPRC to develop its services in a way that will both inform funders as they define their priorities and then negotiate projects in concert with them. As a result, the SPRC increasingly must define collaborative projects and partnership initiatives with funders and other organizations in the community that will address significant issues.

Added to this material are the insights provided by several key informants, significant voluntary sector volunteer leaders of community action. Planning staff members of the SPRC have then built on this material by discussing and synthesizing this information and in the context of the mission, values and capacities of the SPRC developed a draft formula for this long range plan for the organization. Finally, this plan will be reviewed and modified by the Strategic Planning Committee of the SPRC and presented to the Board of Directors for discussion and approval.

MISSION

- To improve the quality of life for all citizens by engaging in activities, this will result in:
 - improved social policies and services
 - maximized access for all citizens to the opportunities afforded by society
 - effective citizen involvement in the continuing consideration of social issues



VISION

- To create a community that provides a socially, physically, and economically supportive environment and supports public participation and community integration to preserve and enhance the health and well being of our population.



VALUES

- The SPRC commits to ethical practice that will:
 - improve community conditions in a way that respects the rights of individuals
 - ensure that programs and priorities are developed through processes that ensure an opportunity for input from community members
 - endeavor to work for the empowerment of disenfranchised community members and ensure that resources and conditions necessary to well being are available to all
 - programs and policies of the SPRC will anticipate and respect diverse values, beliefs and cultures in the community
 - create sustainable, equitable, respectful and supportive environments that will enhance the physical and social environment

SOCIAL PRIORITY GOALS FOR SPRC IN THE COMMUNITY

POVERTY:

To provide information and support to local poverty reduction initiatives.

Continue support to groups and organizations including:

- Hamilton's Roundtable for Poverty Reduction,
- Campaign for Adequate Welfare and Disability Benefits,
- Poverty and Employment Precarious
- Worker Adjustment Services

Reports:

- Release report on Incomes and Poverty in 2009
- Release report on Women and Poverty in 2010
- Release report on Visible Minorities and Poverty 2011

AFFORDABLE HOUSING:

To provide information and support to local housing initiatives that will increase the supply of adequate affordable housing in Hamilton.

Reports:

- Release housing and homelessness in 2009
- Release housing and disadvantaged minorities 2010
- Release housing trends and issues in 2011

HEALTHY DEVELOPMENT OF CHILDREN AND YOUTH

To develop programs through Community Action Program for Children (CAPC) that will benefit the healthy development of children in east Hamilton.

- new partnership with Wesley Urban Ministries and CATCH in 2009
- expansion of child care services in Riverdale in 2010

Reports:

- Environmental scan of youth trends and issues

To increase student nourishment programs in Hamilton and the resources needed to support them.

To develop information that will support effective responses to the Street Involved Youth population in Hamilton.

EQUITY AND DIVERSITY:

To research and report on issues of cultural diversity, anti racism, anti oppression, diversity in sexual orientation.

- Invest significantly in research and development projects that examine and respond to the interests of marginalized and disadvantaged groups in Hamilton. Pay particular attention to the interests of cultural and racial minorities.
- Partner with other local organizations to initiate, advance and support the development of Positive Space Groups and Gay Straight Alliances.

NEW TRENDS AND ISSUES:

The SPRC will continue to be responsive to the continuous identification of and response to issues that emerge as vital community concerns, particularly where they will have an impact on socially excluded populations in Hamilton.

Issues related to an aging population in Hamilton are of increasing interest. The SPRC continues to monitor the extent to which the existing network of services in the community serving seniors are able to manage challenges or require the support of SPRC to do so.

VOLUNTARY AND PUBLIC SERVICE INNOVATION AND DEVELOPMENT**Geographic Information Service (GIS):**

- Establish a financially self sustaining GIS service to the voluntary sector in Hamilton over three years.

Community Economic Development (CED):

- Create a community economic resource network to support the development of micro-enterprise in Hamilton with particular emphasis on the development of licensed home child care in east Hamilton.

Social Development in Riverdale:

- support the development of a neighbourhood hub and improve access to social and recreational support services for the diverse community.

Development of services for the urban aboriginal population:

- support the development of housing and other support services to the aboriginal population in Hamilton

Response to Emerging Trends and Issues:

- - maintain capacity to consult, advise and assist community in identifying and responding to new and emerging issues.

ORGANIZATIONAL PRIORITIES FOR SPRC

People are our greatest asset:

- Staff members are to be adequately compensated, supported, trained and encouraged to be successful (*Ensure the salaries and benefit package for SPRC staff meets their individual and professional needs as well as the needs and capacities of the organization. Enhance investments in staff training and development*)
- Volunteers are to be engaged, respected and supported in their efforts to improve conditions in the community in concert with the SPRC (*Participate in and contribute where appropriate to the process of improving the profile and awareness of the Social Planning and Research Council of Hamilton and its service to the community.*)
- Strengthen SPRC internal policies and practice to serve as a model organization in terms of ethical practice, health and safety practice and high standards of service.

Effective relationships are essential to achieving results:

- Enhance communication to the community about the Social Planning and Research Council services in a way that will increase understanding of the work of SPRC and increase support for participation in our work
- Enhance relationships with funders of community services.
- Continue to facilitate funding agreement terms with the United Way to ensure that their needs as a funder are met and give appropriate consideration to the needs of the Social Planning and Research Council for flexibility and innovation in service delivery.
- Strengthen relationships with community leaders, voluntary sector service providers and policy makers

FISCAL MANAGEMENT:

Continue to make progress in building the Stabilization Fund to the target level of \$200,000 over the next ten years

Maintain a fundraising strategy that will contribute resources to the SPRC and build relationships amongst its supporters.

Selected References

Socio-demographic profiles and reports:

On Any Given Night, Community Profile Series: Former Municipalities of Hamilton, LHIN Strategic Plan, 2006 census data – selected characteristics (as yet unpublished), World Health Organization: Commission on Social Determinants of Health-Final Report

Community Planning Initiatives:

Hamilton's Roundtable for Poverty Reduction, Affordable Housing Flagship, Jobs Prosperity Collaborative, Skills Flagship, Human Services Plan for Hamilton, Immigration Strategy for Hamilton, Best Start Network, Street Youth Planning Collaborative, Social Planning Network of Ontario, Hamilton Council on Aging, Priority Areas of the United Way of Burlington and Greater Hamilton

SPRC Organizational documents:

Achievement targets for 2008-2009

SECTION 3: PERFORMANCE EXPECTATIONS & PRIORITIES

3.1 ACHIEVEMENT AREAS 2009 – 2010

The achievement areas for 2009/2010 are:

- Continue to facilitate funding agreement terms with the United Way of Burlington & Greater Hamilton to ensure that their needs as a funder are met and give appropriate consideration to the needs of the Social Planning and Research Council of Hamilton for flexibility and innovation in service delivery.
- Complete a strategic planning process that results in a report that will guide service development over the next three to five years.
- Enhance communication to the community about the Social Planning and Research Council of Hamilton services in a way that will increase understanding of the work of SPRC and increase support for participation in our work.
- Invest significantly in research and development projects that examine and respond to the interests of marginalized and disadvantaged groups in Hamilton. Pay particular attention to the interests of cultural and racial minorities.
- Ensure the salaries and benefit package for SPRC staff meets their individual and professional needs as well as the needs and capacities of the organization. Enhance investments in staff training and development.
- Continue to make progress in building the Stabilization Fund to the target level of \$200,000 over the next ten years.
- Maintain a fundraising strategy that will contribute resources to the SPRC and build relationships amongst its supporters.

In addition, the following areas for continued Board support are identified:

- Participate in and contribute where appropriate to the process of improving the profile and awareness of the Social Planning and Research Council of Hamilton and its service to the community.
- Continue to invest in the strategic planning process and particularly the consultation with moral ownership in the community to support annual planning processes.

Through allocation of the resources available to the SPRC, focus on the following priority areas:

1. **Homelessness and Housing**
 - take action which will result in the increased supply of affordable housing in Hamilton
 - improve information on affordable housing needs in Hamilton
2. **Impacts of Poverty**
 - improve information about conditions of poverty in Hamilton
 - develop strategies related to employability and skills development as a way of reducing poverty
3. **Children and Families**
 - develop strategies that make Hamilton a child friendly community
 - developing and supporting strategies that make Hamilton an inclusive community
 - educating citizens on the issues of families including non-traditional families
4. **Resource Development & New Issues**
 - monitor emerging trends and issues through research and participation in community processes
5. **Administration of the SPRC**

3.2 PRIORITIES & ACTIONS 2009 – 2010

IMPACTS OF POVERTY

- 25 in 5 Hamilton
- Campaign for Adequate Welfare and Disability Benefits
- Growing School Nutrition Programs
- Hamilton Health Care Providers Against Poverty
- Hamilton Partners in Nutrition (HPIN)
- Hamilton Roundtable for Poverty Reduction (HRPR)
- Hamilton Social Enterprise Network
- Income Security Working Group (ISWG)
- Incomes and Poverty Report in Hamilton
- Living Wage and Fair Employment Coalition
- ROCK - Raising Our Children's Kids
- Seniors and Poverty Working Group
- Youth Mentorship and Skills Development Initiative

FAMILY & CHILD WELFARE

- Assessment of Child Care Services in the Dundas Community
- Baby's Best Start
- Best Start Network
- Catholic Children Aid's Society Anti-Racist Organizational Change Initiative
- Childcare Micro-Enterprise Project
- Community Action Program for Children (CAPC)
 - babyshowers
 - CATCHville
 - Chill Hill Open Access Center
 - Community Access to Child Health (CATCH)
 - Hamilton Public Library
 - Health Babies Healthy Children
 - Home Management Workers
 - Riverdale Hub Development
 - Skills Through Activity and Recreation Hamilton (S.T.A.R.)
 - Today's Family Early Learning and Child Care
- Correctional Services Consortium - Needs Assessment
- Hamilton East Kiwanis Boys & Girls Club

HOMELESSNESS & HOUSING

- Aboriginal Homelessness Partnering Strategy
- Addressing the Needs of Street-Involved & Homeless Youth Project
- Affordable Housing Flagship Initiative
- Food, Shelter and Housing Advisory Committee
- Hamilton Executive Directors' Aboriginal Coalition (HEDAC)
- McQuesten Planning Team
- Ontario Youth Against Violence: Hamilton Project (OYAV)
- Photovoice Hamilton
- Solutions for Housing Action Committee (SHAC)
- Hamilton Tenant Education Project
- Woman Abuse Working Group (WAWG)

EQUITY AND DIVERSITY

- Community Coalition Against Racism
- Hamilton Centre for Civic Inclusion
- Hamilton Positive Space Collaborative
- Hamilton-Wentworth District School Board Student Equity Inventory
- Indo Canadian Networking Council - South Asian Seniors Survey

RESOURCE DEVELOPMENT & NEW ISSUES

- Communications and Telephone Competency for Careers Program - St. Joseph's Immigrant Women's Centre
- Community Mapping Service
- Community Profiles
- Community Social Data Strategy
- Human Services Planning Table
- Jobs Prosperity Collaborative & Quality of Life Project
- Social Planning Network of Ontario (SPNO)

SECTION 4: FINANCIAL BUDGET

CORE BUDGET 2009-2010

Revenue	
City of Hamilton	39,540
Contributions	510
Interest	3,500
Memberships	1,325
Purchase of Service	235,000
United Way	229,132
Total	509,007
Expenses:	
Benefits	76,500
Dues/Periodicals	2,000
Equipment & Maintenance	11,000
Insurance	4,000
Other Admin Cost	2,500
Postage	8,000
Professional Fees	4,000
Public Relations	4,000
Rent	32,500
Salaries	316,757
Stabilization Fund	10,500
Staff Development	6,000
Staff Transportation	2,250
Supplies	14,000
Telephone	10,000
Transfer to Capital Fund	-
Volunteer Expenses	5,000
Total	509,007
Previous Year Surplus	924
Current Year Surplus	0
Total Surplus	924

**Revised August 2009*

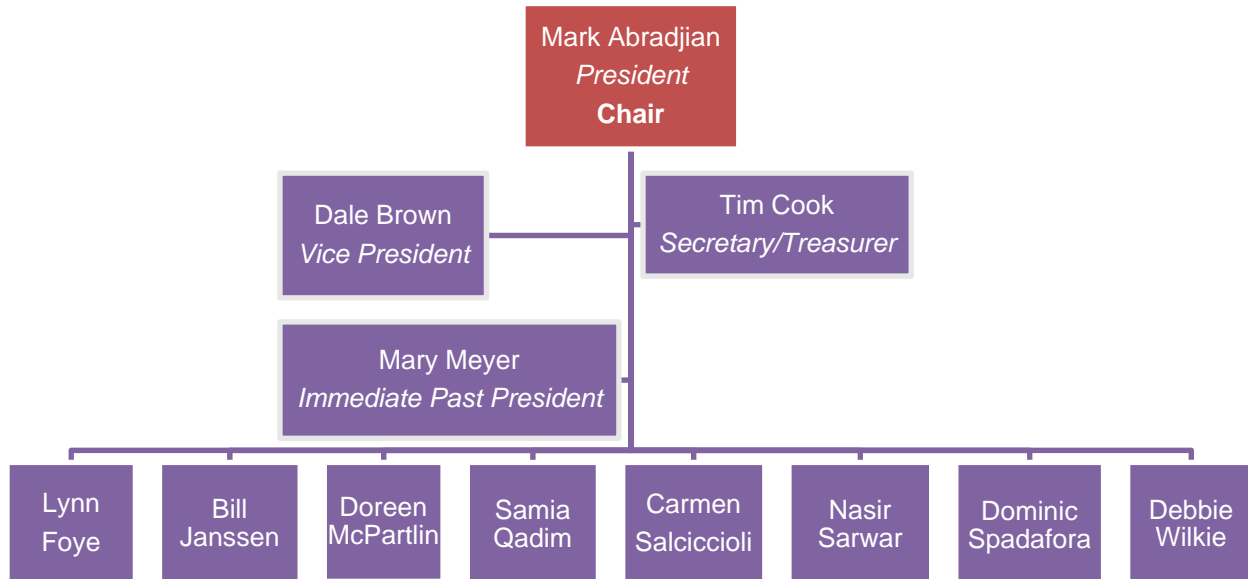
The total budget of the SPRC is divided into two components:

- a) **Core Budget:** Used to support the core staff and overhead costs of the SPRC.
- b) **Project Budget:** The revenues and expenditures related to funded projects which the SPRC undertakes.

The majority of project funds are used to pay project staff and cover project expenses. These funds do not flow through the Council's core budget. A small proportion of project funds do enter our core budget through the "purchase of service" revenue line. These funds compensate the SPRC for the core staff time that is used to support the project, eg. Project staff, administrative support etc. The SPRC periodically acts as a "trustee" for groups which have received funding but are unable to manage their own funds. These funds are typically set up as projects within the project budget. The project budget can fluctuate dramatically from year to year and is relatively unpredictable for projection purpose. As a result, the primary financial planning vehicle for the SPRC is the core budget.

SECTION 5: COMMITTEES

5.1 BOARD OF DIRECTORS COMMITTEE



5.1.1 BOARD JOB DESCRIPTION

Time Commitment: 2 hours per month

The Board of Directors are collectively accountable to funders, consumers and other groups who are committed to the philosophy of equal participation among all citizens in community affairs.

General Duties:

- Attend monthly Board meetings
- Work as a team member and support board decisions
- Participate in the review of the mission and objectives and the development of a strategic plan
- Approve the budget and monitor financial performance
- Abide by the by-laws, code of conduct and other policies that apply to the board
- Participate in hiring, releasing and performance evaluation of the Executive Director
- Participate in the recruitment of new Board members
- Participate in committee work
- Attend and participate in the Annual General Meeting
- Keep informed about community issues relevant to the mission and objectives of the SPRC

5.1.2 PAST-PRESIDENT JOB DESCRIPTION

Time Commitment: 6 hours per month

Duties:

- Attendance at monthly Board meetings, Issue Management Committee meetings and Annual General Meeting
- Provide support and counsel to the President
- Serve as chairman of the Nominating Committee
- Recruit and identify potential Board Members for the SPRC

5.1.3 PRESIDENT JOB DESCRIPTION

Time Commitment: 6 hours per month

Duties:

- Attendance at monthly Board meetings, Issue Management Committee meetings, Board Orientation and Annual General Meeting
- Chairing monthly Board meetings
- Ensuring that the Board operates in a manner consistent with the SPRC by-laws
- Ensure that the Board's behaviour is consistent with its own rules and those legitimately imposed upon it from outside the organization
- Responsible for insuring good board practices including the effectiveness of meetings and adherence to by-laws and other board rules
- Ensure that board members are aware of their duties and will set these out as required in policies that are directed to the work of the board itself
- Preparing for and chairing the Annual General Meeting
- Preparation of the President and Executive Directors report for inclusion in the Annual Report
- Co-signing contracts, proposals and grants on behalf of the SPRC
- Be available to the Executive Director for consultation purposes

5.1.4 VICE-PRESIDENT JOB DESCRIPTION

Time Commitment: 6 hours per month

Duties:

- Attendance at monthly Board meetings, Issue Management Committee meetings and Annual General Meeting
- Act on behalf of the Board Chair, in his/her's absence and shall have all the duties and responsibilities of the Board Chair
- Assist the Board Chair in ensuring that the Board operates in accordance with its own policies and procedures and in providing leadership and guidance to the board

5.1.5 SECRETARY/TREASURER JOB DESCRIPTION

Time Commitment: 6 hours per month

Duties:

- Attendance at monthly Board meetings, Issue Management Committee meetings and Annual General Meeting
- Ability to read/understand/interpret financial statements for Board members
- Signing authority on behalf of the Board for financial matters
- Approve payroll on bi-weekly basis
- Signing, approving and faxing financial documentation
- Keep in contact with the SPRC Financial Administrator
- Bi-weekly signing of cheques for bills by being available to meet with the Financial Administrator either at your office location or home.
- Annually signing of Board minutes once approved at Board meetings

5.2 ISSUES MANAGEMENT COMMITTEE

Time Commitment: 2 hours per month

Members: Dale Brown, *Vice-President* (Chair)
Don Jaffray
Mark Abradjian
Tim Cook
Mary Meyer

The Issues Management Committee will function on an ongoing basis to meet the needs of the Board of Directors for the efficient and effective utilization of Board time and resources. In fulfilling this function, the Issues Management Committee will act to:

- Ensure and enhance communication between programs through the involvement of chairpersons of standing committees
- Screen reports in preparation for presentation to the Board of Directors to ensure that end policy and social policy implications are clearly identified for Board deliberation
- Discuss project proposals and major consultations to ensure consistency with ends policies and priorities
- To review exceptional financial issues
- To act on any issues referred to it by the Board of Directors
- To assemble agenda for upcoming Board meetings

5.3 FUNDRAISING COMMITTEE

The existing committee mandate is understood as a short term mandate with specific short term results.

That a marketing/fundraising end be identified by the Board as the basis for a long-term function for an (operational or Board) committee. This long term committee may have fewer numbers but create short term ad hoc sub-committees around special events and initiatives over the coming years.

That the Fundraising Committee consider what process might be most useful in developing the long term marketing plan; a formal strategic planning process or use a more open and creative analysis and planning process.

5.4 PERSONNEL COMMITTEE

Members: Mary Meyer, *Immediate Past-President* (Chair)
Don Jaffray
Tim Cook

The Personnel Committee is responsible for the development of policies and practices with regard to the SPRC's personnel. It is responsible for all matters relating to salary and dealing with grievance matters.

5.5 NOMINATING COMMITTEE

Members: Mary Meyer, *Immediate Past President* (Chair)

The Nominating Committee is responsible for recommending a slate of nominees to the annual meeting in accordance with organizational by-laws.

The Nominating Committee is representative of the SPRC Board, the community at large and community agencies. Members are appointed each year.

5.6 STRATEGIC PLANNING COMMITTEE

The Strategic Planning Committee is an ad hoc sub-committee of the Board. The Strategic Planning Committee is responsible for focus on developing and reviewing a strategic plan. The role of the Strategic Planning Committee is to review the plan and ensure that it fits with the mission, vision, and values of the organization.

5.7 STAFF COMMITTEE: RIVERDALE CAPC COUNCIL

The Community Action Program for Children (CAPC) is a major project funded by Public Health Agency of Canada.

This council has an "open" membership, with any interested community member welcome to participate. Because of its diverse activities, the council has structured its membership so that particular tasks are "headed" by specific individuals.

The objective of the council is to enhance community relations by: linking with other community organizations, promoting CAPC projects, garnering publicity, hosting special events and developing new projects.

More specifically, the council has developed a work plan which includes the following initiatives:

- To increase community membership on the council and especially to increase ethnic diversity
- To find out what other services are available in the community and to exchange information
- To exchange information with the community by presenting CAPC information to agencies and community groups
- To organize and participate in community events such as the Riverdale Summerfest
- To brainstorm ideas for possible future projects

The Riverdale CAPC Council meets the second Tuesday evening every other month at the CAPC office. Dinner is provided as is child care.

Membership

The Riverdale CAPC Council membership is made up of community members, representatives from lead agencies, and a representative from the Social Planning and Research Council drawn from the SPRC Board of Directors.

5.8 COMMITTEE OPERATING PROCEDURES

CHAIRPERSON

To be appointed by the President in consultation with the Issues Management Committee (and in the case of a continuing committee, the committee involved) based on recommendations of the committee members involved. The appointment should be confirmed by the Board. All newly appointed chairpersons are expected to attend an orientation session for the purpose of reviewing the role of chairpersons within the SPRC and gaining an understanding of overall SPRC activities.

MEMBERS

To be appointed by the President in consultation with the committee chairperson and the Board. Committees with the power to add shall be so designated when the committee is first formed.

OBJECTIVES

The objectives of Board Advisory Committees, and their progress in meeting these objectives, shall be reviewed by the Board of Directors at least annually, following the annual meeting. Board Advisory Committees are responsible for confirming with the Board, changes which they may feel are appropriate in their community objectives. In these circumstances, where a Board Advisory committee is authorized to develop specific objectives, the objectives should be approved by the Board.

TENURE

Committee membership, including chairperson, shall be reviewed at least annually following the annual meeting. Committee chairpersons and members shall be appointed annually and may be re-appointed for a maximum of three years. Individual exceptions may be made (e.g. three year committee member who might be invited to continue as chairperson of that committee for a specified term).

TYPE OF COMMITTEE

The SPRC has standing, ad hoc, and staff Advisory Committees*. The SPRC's standing committees, subject to annual review, are:

- those committees dealing with overall administration matters, such as, Issues Management Committee, Nominating Committee; and
- the Advisory Committees perform an advisory role to staff.

COMMITTEE SIZE

The number of individuals on a committee may vary although it is suggested that seven members is a reasonable size for an effective working group.

BOARD COMMITTEES (STANDING & AD HOC)

- Committees of the Board report directly to the SPRC Board of Directors through their chairpersons or delegate, on all matters relating to policy
- The Executive Director is responsible for staff on all matters relating to personnel policy and practices.
- Budget and finance are the responsibility of the Board of Directors through the Executive Director.
- The approval of the Board is required when issuing policy statements (when expediency dictates, the issuing of policy statements can be approved tentatively by the Executive Director and the President)

Staff Committees (Advisory)*

- The role of the staff advisory committees is limited to advising staff on implementation strategies for policies already approved by the Board.

Committee (Policy Reports)

- Committee policy reports must be processed through the Issues Management Committee and the Board, with Board of Directors' approval, they become official policies of the SPRC.

Progress Reports

- At the end of each quarterly period, the Executive Director will give an update on those committees that have not reported to the Board during that time.

Public Information

- The SPRC Board of Directors meetings are open to the media. Material brought to the Board is considered public information at that time although there may be exceptional circumstances in which meetings are considered closed.
- There may be occasions when a committee, which is planning to submit a report to the Board or the Issues Management Committee, wishes to share its report in confidence with an appropriate group in the community before the report is made public at a Board meeting. The nature of this process should be understood by the parties concerned, particularly from the point of view of the stage of development of the report.

General Procedure

- The By-Laws contain the appropriate information about the membership, the Board of Directors, the Committee of the Whole, the Officers and the Issues Management Committee of the SPRC.

**Note: Staff Advisory Committees will be established by staff as required to assist staff with project specific issues. Staff Advisory Committees will have terms of reference designed specifically for their purpose. These committees will vary in size, purpose and duration on a project by project basis.*

SECTION 6: BOARD GOVERNANCE POLICIES

6.1 EXECUTIVE LIMITATIONS

POLICY #1 - GENERAL EXECUTIVE CONSTRAINT

The Chief Executive Officer shall not cause or allow any operational practice, activity, decision or organizational circumstance which is either imprudent or in violation of community accepted business and professional ethics, nor violate an obligation this Board of Directors has already made with another organization nor in violation of organizational values as set out in the Mission Statement and Statement of Philosophy.

POLICY #2 - STAFF TREATMENT

With respect to treatment of paid and volunteer staff, the Chief Executive may not cause or allow conditions which are unfair or undignified.

Accordingly, she or he may not:

1. Operate without personnel procedures which clarify personnel rules for staff, protect human rights, provide for effective handling of grievances, and protect against wrongful conditions or violate any legislative requirements related to personnel issues.
2. Prevent staff from grieving to the Board when
 - a) internal grievance procedures have been exhausted and
 - b) the employee alleges either:
 - that Board policy has been violated to his or her detriment or
 - that Board policy does not adequately protect his or her human rights
3. Fail to acquaint staff with their rights under this policy.

POLICY #3 - BUDGETING/FORECASTING

Budgeting any fiscal year or the remaining part of any fiscal year shall not fail to derive from Board ends and priorities, risk fiscal jeopardy nor fail to be derived from a multi-year plan.

POLICY #4 - FINANCIAL CONDITION

With respect to the actual, ongoing condition of the organization's financial health, the Chief Executive may not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from Board priorities established in Ends policies.

Accordingly, he or she may not:

1. Expend more funds than have been received in the fiscal year to date unless the debt guideline (below) is met.
2. Indebt the organization in an amount greater than can be repaid by certain, otherwise unencumbered revenues within 90 days.
3. Conduct inter-fund shifting.
4. Allow cash to drop below the amount needed to settle payroll and debts in a timely manner.
5. Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.

POLICY #5 - CHIEF EXECUTIVE OFFICER SUCCESSION

In order to protect the Board from sudden loss of Chief Executive services, the Chief Executive may not have fewer than one other executive familiar with Board and Chief Executive issues and processes.

POLICY #6 - ASSET PROTECTION

The Chief Executive shall not allow assets to be unprotected, inadequately maintained nor unnecessarily risked.

Accordingly, he or she shall not:

1. Fail to insure against theft and casualty losses to at least 80 percent replacement value and against liability losses to Board members, staff or the organization itself in an amount greater than the average for comparable organizations.
2. Subject plant and equipment to improper wear and tear or insufficient maintenance.
3. Unnecessarily expose the organization, its Board or staff to claims of liability outside normal operating procedures.
4. Make any purchase or commit the organization to any unbudgeted expenditure of greater than \$5,000.
5. Make any purchase:
 - (a) wherein normally prudent protection has not been given against conflict of interest;
 - (b) of over \$1,500 without having obtained comparative prices and quality;
 - (c) of over \$10,000 without a stringent method of assuring the balance of long term cost and quality.
6. Receive, process and distribute funds under controls which are insufficient to meet the Board-appointed auditor's standards or the guidelines established by Revenue Canada.
7. Make any investments which fail to meet the following criteria:
All monies shall be invested in Chartered Banks or Certificates of Deposit having a maturity of less than 180 days.
8. Acquire, encumber or dispose of real property.
9. The Executive Director is not to commit the SPRC to any property lease agreement for SPRC and project operation with a total value of more than \$200,000 and/or 3 years duration without approval of the Board of Directors.
10. The Executive Director may not use the SPRC stabilization/reserve funds for purposes other than reducing and protecting the contractual obligations and/or legal liabilities of the SPRC without approval of the Board of Directors.

POLICY #7 - COMPENSATION AND BENEFITS

With respect to compensation and benefits to employees, consultants, and contract workers, the Chief Executive may not:

1. Change his or her own compensation and benefits.
2. Establish current compensation and benefits which
 - a) Deviate materially from the geographic or professional market for the skills employed.
 - b) Create obligations over a longer term than revenues can be safely projected, in all events subject to losses of revenue.

POLICY #8 - COMMUNICATION AND COUNSEL TO THE BOARD

With respect to providing information and counsel to the Board, the CEO may not permit the Board to be uninformed. Accordingly, he or she may not:

1. Neglect to submit monitoring information required by the Board (see policy on Monitoring Executive Performance) in a timely, accurate and understandable fashion nor fail to directly address provisions of the Board policies being monitored.
2. Let the Board be unaware of relevant trends or new opportunities, anticipated adverse media coverage, material external and internal changes, particularly changes in the assumptions upon which any Board policy has previously been established.
3. Fail to advise the Board if, in the CEO's opinion, the Board is not in compliance with its own policies on Governance Process and Board-Staff Relationship, particularly in the case of Board behaviour which is detrimental to the work relationship between the Board and the CEO.
4. Fail to provide a mechanism for official Board, officer or committee communications.
5. Fail to deal with the Board as a whole except when
 - a) fulfilling individual requests for information or
 - b) responding to officers or committees duly charged by the Board.
6. Fail to report in a timely manner an actual or anticipated non compliance with any policy of the Board or the need for the development of additional policy.
7. Fail to respond to information request from the Board.

POLICY #9 - FUNDRAISING

With respect to fundraising, he or she shall not:

1. Offend established policies of the United Way; raise funds for purposes we don't intend to achieve; not draw from resources which don't support values of social justice.
3. Pursue new funding resources based on gaming without consulting with Officers of the Board of Directors.

POLICY #10 - ONTARIO WORKS

The Chief Executive Officer must not actually pursue a Workfare placement for SPRC.

6.2 GOVERNANCE PROCESS

POLICY #11 - GOVERNANCE COMMITMENT

The Board will govern the Social Planning and Research Council of Hamilton-Wentworth with a strategic perspective in accordance to the Mission Statement and Statement of Philosophy and will be accountable to funders, consumers and other groups who are committed to the philosophy of equal participation among all citizens in community affairs.

POLICY #12 - GOVERNING STYLE

The Board will govern with an emphasis on outward vision rather than an internal preoccupation, encouragement of diversity in viewpoints, strategic leadership more than administrative detail, clear distinction of Board and Chief Executive roles, collective rather than individual decisions, future rather than past or present. The Board will be proactive and responsive to community needs.

More specifically, the Board will:

1. Operate in ways mindful of its trusteeship obligation to those who morally own the organization*, and with attention to the organization's values as reflected in the organization's values as reflected in the organization's Mission Statement and Statement of Philosophy. It will allow no officer, individual or committee of the Board to hinder or be an excuse for not fulfilling this commitment.
2. Enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, policy-making principles, respect of roles, and speaking with one voice, and ensuring the continuity of governance capability. Continual redevelopment will include orientation of new members in the Board's governance process and periodic Board discussion or process involvement.
3. Direct, control and inspire the organization through the careful establishment of the broadest organizational policies reflecting the Board's values and perspectives. The Board's major focus will be on the intended long term impacts outside the operating organization (ends), not on the administrative or programmatic means of attaining those effects.
4. Cultivate a sense of group responsibility. The Board will be responsible for excellence in governing. The Board will be an initiator of policy. The Board will use the expertise of individual members, staff and members of the community to enhance the ability of the Board as a body, rather than to substitute their individual judgments for the Board's values.
5. Monitor and discuss the Board's process and performance at each meeting. Self-monitoring will include comparison of Board activity and discipline to policies in the Governance Process and Board-Staff Relationship categories the moral Ownership rests with funders, consumers and other groups who are committed to the philosophy of equal participation among all citizens in community affairs.

POLICY #13 - BOARD JOB DESCRIPTION

The job of the Board is to represent the "moral ownership" (public, membership) in determining and demanding appropriate organizational performance. To distinguish the Board's own unique job from the jobs of its staff, the Board will concentrate its efforts on the following job" products" or outputs:

1. A link between the organization and the diverse communities of Hamilton-Wentworth.
2. Written governing policies which, at the broadest levels, address:
 - a) Ends:
Organizational products, impacts, benefits, outcomes, recipients,

and their relative weight (what good for which needs at what cost).

- b) Executive Limitations:
Constraints on executive authority which establish the prudence and ethics boundaries within which all executive activity and decisions must take place.
- c) Governance Process:
Specification of how the Board conceives, carries out and monitors its own task.
- d) Board-CEO Relationship:
How power is delegated and its proper use monitored; the CEO role authority and accountability.

- 3. The assurance of CEO performance (against policies in 2.a) and 2.b)

POLICY #14 - CHAIRPERSON'S ROLE

The job "product" of the President/Chairperson is, primarily, to ensure the Board's work is consistent with its agreed upon governing style and, secondly, occasional representation of the Board to outside parties. He President/Chairperson is the only Board member authorized to speak for the Board (beyond simply reporting Board decisions), other than in specifically authorized instances.

- 1. The job of the President/Chairperson is to ensure that the Board's behaviour is consistent with its own rules and those legitimately imposed upon it from outside the organization.
 - a) Meeting discussion content will only be those issues which, according to Board policy, clearly belong to the Board to decide, not the CEO. This would include issues related to the "ends" of the organization and general policy statements which reflect the position or stance of the organization on social policy issues.
 - b) Deliberation will be fair, open, and thorough, but also efficient, timely, orderly, and kept to the point.
- 2. The authority of the President/Chairperson consists in making decisions that fall within the topics covered by Board policies on Governance Process and Board-CEO Relationship, except where the Board specifically delegates portions of this authority to others. The Chairperson is authorized to use any reasonable interpretation of the provisions in these policies.
 - a) The President/Chairperson is empowered to chair Board meetings with all the commonly accepted authority of that position (e.g., ruling, recognizing).
 - b) The President/Chairperson has no authority to make decisions about policies created by the Board within Ends and Executive Limitations policy areas. Therefore, the President/Chairperson has not authority to supervise or direct the CEO.
 - c) The President/Chairperson may represent the Board to outside parties in announcing Board-stated positions and in stating Chair decisions and interpretations within the area delegated to him or her.

POLICY #15 - BOARD COMMITTEE PRINCIPLES

Board committees will be used sparingly, and, when used, will be assigned so as to interfere minimally with the wholeness of the Board's job and so as never to interfere with delegation from Board to CEO.

- 1. Board committees are to help the Board do its job, not help the staff do its jobs. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board

deliberation. Board committees are not to be created by Board to advise staff except on the request of staff.

2. Board committees may not speak or act for the Board except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Chief Executive.
3. Board committees cannot exercise authority over staff. Because the Chief Executive works for the full Board, he or she will not be required to obtain approval of a Board committee before an executive action. In keeping with the Board's broader focus, Board committees will normally not have direct dealings with current staff operations.
4. Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore, a Board committee which has helped the Board create policy on some topic will not be used to monitor organizational performance on that same subject.

POLICY #16 - COMMITTEE STRUCTURE

A committee is a Board committee only if its existence and charge come from the Board, regardless whether Board members sit on the committee. Committees of the Board will include:

1. Advisory Committee
 - (a) Product:
Options and implications for Board consideration with respect to any issues around which the Board may require a public response, whether those issues are internal or external. The Committee may respond to staff when they ask for advice.
 - (b) Authority:
To be determined after the development of a work plan.
2. Nominating Committee
 - (a) Product:
Properly screened potential Board members.
 - (b) Authority:
To recommend a slate of nominees to the annual meeting in accordance with organizational by-laws.

POLICY #17 - ANNUAL BOARD PLANNING CYCLE

To accomplish its job outputs with a governance style consistent with Board policies, the Board will follow an annual agenda which:

- completes a re-exploration of ends policies annually and
 - continually improves its performance through attention to Board education and to enriched input and deliberation
1. The cycle will conclude each year at the June Board meeting in order that administrative budgeting can be based on accomplishing a one year segment of the most recent Board long range vision. The Board will develop its policies for the ensuing one year period.

2. Education, input and deliberation, will receive paramount attention in structuring the series of meetings and other Board activities during the year.
 - To the extent feasible, the Board will identify those areas of education and input needed to increase the level of wisdom and forethought it can give to subsequent choices.
 - Following the designation of its ends agenda, the Board will develop a Board development plan to fill any needs with respect to the ends agenda.

The sequence derived from this process for the Board planning year ending June 30 is as follows:

September

- Review of past year's agenda and orientation of new Board members.

October

- Approval of tentative SPRC budget for the next fiscal year, initial discussion of renewed priorities.
- Approve funding submission to United Way and City of Hamilton.

November

- Mid-term review of performance outcomes and program achievement areas.

January

- Beginning of nominations process for the coming year.

February

- Consult with community stakeholders on SPRC performance and priorities.
- Board discussion of nomination criteria.
- Review of Board Policies & By-Laws.

March

- Convene Board/Staff retreat and environmental scan and moral ownership.
- Approval of final budget for next fiscal year.
- Decision about annual meeting re theme and speaker.

April

- Revised strategic plan.
- Evaluate performance of Executive Director.

May

- Nominating process concludes and mailing to all members about Annual Meeting.
- Preparation of Annual Report by President and Executive Director.

June

- Annual Meeting and Annual Report to the membership.

POLICY #18 - BOARD MEMBERS' CODE OF CONDUCT

The Board expects of itself and its members ethical conduct. This commitment includes proper use of authority and appropriate decorum in group and individual behaviour when acting as Board members.

1. Board members must represent unconflicted loyalty to the interests of the ownership. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other Boards or staffs. This accountability supersedes the personal interest of any Board members acting as an individual consumer of the organization's services.

2. Board members must avoid any conflict of interest with respect to their fiduciary responsibility.
 - (a) There must be no self-dealing or any conduct of private business or personal services between any Board member and the organization except as procedurally controlled to assure openness, competitive opportunity and equal access to “inside” information.
 - (b) Board members must not use their positions to obtain employment in the organization for themselves, family members or close associates.
 - (c) Should a Board member be considered for employment, she must temporarily withdraw from Board deliberation, voting and access to applicable Board information.

3. Board members may not attempt to exercise individual authority over the organization except as explicitly set forth in Board policies.
 - (a) Board members’ interaction with the Chief Executive or with staff must recognize the lack of authority in any individual Board member or group of Board members except as noted above.
 - (b) Board members’ interaction with the public, press or other entities must recognize the same limitation and the similar inability of any Board member or Board members to speak for the Board.
 - (c) Board members will make no judgments of the Chief Executive or staff performance except as that performance is assessed against explicit Board policies by the official process.

4. Compliance

The question of whether or not a member has a Conflict of Interest may be determined by a majority vote of the meeting. The failure of any member to comply does not of itself invalidate any contract, transaction, but the contract or transaction is voidable at the insistence of the Council before the expiration of two (2) years from the date of the passing of the resolution authority, the contract or transaction.

5. Reporting

When any citizen, Board member or other person becomes aware of a Conflict of Interest pertaining to any SPRC Board member, that person may bring the matter to the attention of the Chairperson and request a review by the Chairperson and the SPRC Board.

When any SPRC member is under review for a Conflict of Interest, the Chairperson may vacate the Chair and that member may participate in an informal discussion and debate of the matter. The member shall leave the meeting when the Chairperson resumes the Chair, discussion and debate are formal and the vote is taken.

When any SPRC member is found to have knowingly contravened the Conflict of Interest policy, that member will be dismissed from further responsibility with SPRC at the discretion of the Board. Changes in Board membership as a result of such actions will be reported to funders in a timely manner. The Board, when it deems necessary, will notify its funders of conflict of interest issues.

6.3 BOARD – STAFF RELATIONSHIP

POLICY #19 - CHIEF EXECUTIVE ROLE

The Executive Director, as Chief Executive Officer, is accountable to the Board acting as a body. The Board will instruct the Chief Executive through written policies, delegating interpretation and implementation to the Chief Executive.

POLICY #20 - DELEGATION TO THE CHIEF EXECUTIVE

All Board authority delegated to staff is delegated through the Chief Executive (the Executive Director), so that all authority and accountability of staff, as far as the Board is concerned, is considered to be the authority and accountability of the Chief Executive.

1. The Board will direct the Chief Executive to achieve certain results, for certain recipients, at a certain cost through the establishment of ends policies. The Board will limit the latitude the Chief Executive may exercise in practices, methods, conduct and other “means” to the ends through establishment of Executive Limitations policies.
2. As long as the Chief Executive uses any reasonable interpretation of the Board’s Ends and Executive Limitations policies, the Chief Executive is authorized to establish all further guidelines and procedures, policies, make all decisions, take all actions, establish all practices and develop all activities.
3. The Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between and Chief Executive domains. By so doing, the Board changes the latitude of choice given to the Chief Executive. But so long as any particular delegation is in place, the Board and its members will respect and support the Chief Executive’s choices. This does not preclude the Board from changing its policies, but in so doing, the Executive Director will be held safe.
4. Only decisions of the Board acting as a body are binding upon the Chief Executive.
 - (a) Decisions or instructions of individual Board members, officers, or committees are not binding on the Chief Executive except in rare instances when the Board has specifically authorized such exercise of authority.
 - (b) In the case of Board members or committees requesting information or assistance without Board authorizations, the Chief Executive can refuse such requests that require, in the Chief Executive’s judgement, a material amount of staff time or funds or is disruptive.

POLICY #21 - CHIEF EXECUTIVE JOB DESCRIPTION

As the Board’s single official link to the operation organization, the CEO’s performance will be considered to be synonymous with organizational performance as a total.

Consequently, the CEO’s job contributions can be stated as performance in only two areas:

1. Organizational accomplishment of the provisions of Board policies on ends.
2. Organization operation within the boundaries of prudence and ethics established in Board policies on Executive Limitations.

SECTION 7: BY-LAWS

BY-LAW NO. 9

A BY-LAW RELATING GENERALLY TO THE CONDUCT OF THE AFFAIRS OF:

SOCIAL PLANNING & RESEARCH COUNCIL OF HAMILTON-WENTWORTH

WHEREAS: The Corporation was incorporated by Letters Patent issued by the Ministry of Consumer and Commercial Relations on the 7th day of April, 1966 and amended by Supplementary Letters Patent issued on the 11th day of September, 1997.

The objects of the Corporation are as follows:

To encourage community-wide social research and planning through a partnership of community interests, governmental and voluntary, lay and professional, organizations and individuals, and to promote the development of private and public social, health, and recreation services in a manner that enables them to respond to the needs of people effectively and with regard to their dignity as human beings.

To engage in such other activities, particularly with respect to planning, social research, coordinating and implementing joint action by the community's organizations, as may be deemed in the general interests of the health and welfare of the residents of Hamilton-Wentworth.

To receive, acquire and hold gifts, donations, legacies and devises, and to expand the same in furtherance of the objects of the Corporation.

PROVIDED, however, that it shall not be lawful for the Corporation hereby incorporated directly or indirectly to transact or undertake any business within the meaning of the Loan and Trust Corporations Act.

In furtherance to such objects the Council undertakes as an independent voice in the community to improve the quality of life for all citizens by engaging in activities which will result in:

- a) improved social policies and services;
- b) maximized access for all citizens to the opportunities afforded by society; and
- c) effective citizen involvement in continuing consideration of social issues.

BE IT ENACTED AS A BY-LAW OF:

SOCIAL PLANNING & RESEARCH COUNCIL OF HAMILTON-WENTWORTH

(the "Corporation") as follows:

1.00 INTERPRETATION:

1.01 In this by-law and all other by-laws and resolutions of the Corporation unless the context otherwise requires:

- .01 the singular includes the plural;
- .02 the masculine gender includes the feminine;

- .03 "Board" means the Board of Directors of the Corporation;
- .04 "Corporation" means SOCIAL PLANNING & RESEARCH COUNCIL OF HAMILTON-WENTWORTH;
- .05 "Corporations Act" means the Corporations Act, R.S.O. 1990, Chapter C-38, and any statute mending or enacted in substitution therefore, from time to time;
- .06 "documents" includes deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments of property, real or personal, immovable or movable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfers and assignments of shares, bonds, debentures or other securities and all paper writings;
- .07 "Executive Officers" means the persons who hold the offices enumerated in Section 5.01;

1.02 All terms defined in the Corporations Act have the same meanings in this By-Law and all other By-Laws and Resolutions of the Corporation.

2.00 HEAD OFFICE:

The Head Office of the Corporation shall be in the City of Hamilton, in the Province of Ontario, and at such place therein as the Board may from time to time determine.

3.00 SEAL:

The seal which is impressed in the margin hereof shall be the corporate seal of the Corporation.

4.00 THE BOARD:

4.01 Board:

For the fiscal year of the Corporation ending on the 31st day of March 2002, the affairs of the Corporation shall be managed by a board of fifteen (15) Directors, each of whom at the time of his election or within ten (10) days thereafter and throughout his term of office shall be an Individual Member or duly appointed delegate of an Agency and Organization Member of the Corporation.

For all subsequent fiscal years of the Corporation, the affairs of the Corporation shall be managed by a board of twelve (12) Directors, each of whom at the time of his election or within ten (10) days thereafter and throughout his term of office shall be an Individual Member or duly appointed delegate of an Agency and Organization Member of the Corporation.

4.02 Term:

Each Director shall be elected to hold office for a term of three (3) years or until his successor shall have been duly elected and qualified.

Four (4) Directors shall be retired at each annual meeting, but shall be eligible for re-election if otherwise qualified.

Directors are eligible to hold office for consecutive terms totalling six (6) years together with any partial or unexpired terms in the event a Director fills a vacancy in the Board of Directors.

At the expiry of a Director's consecutive six (6) year term, a Director shall be re-eligible for election to the Board of Directors after an absence of one (1) year from the Board of Directors.

4.03 Elections to the Board:

The election may be by show of hands unless a ballot is demanded by any Member. Members may make nominations from the floor in addition to those presented by the Nominations Committee, provided that:

- .01 the nomination is seconded by another member; and
- .02 the nomination and written consent of the nominee is received at the Council office at least seven days prior to the Annual meeting.

4.04 Qualifications:

Each Director shall:

- .01 be at the date of, or become within ten (10) days after his election, and thereafter remain throughout his term, an Individual Member or duly appointed delegate of an Agency and Organization Member.
- .02 be at least eighteen (18) years of age;
- .03 not be an undischarged bankrupt;
- .04 not be a mentally incompetent person

If any person ceases to be an Individual Member or duly appointed delegate of an Agency and Organization Member of the Corporation or becomes bankrupt or a mentally incompetent person, he thereupon ceases to be a Director and the vacancy so created may be filled in the manner prescribed herein.

4.05 Vacancies:

So long as a quorum of the Directors remains in office, a vacancy on the Board may be filled by the Directors from among the qualified Members of the Corporation.

4.06 Removal of Directors:

The Members entitled to vote may, by resolution passed by at least two-thirds (2/3) of the votes cast at a general meeting of which notice specifying the intention to pass the resolution has been given, remove any Director before the expiration of his term of office, and may, by a majority of the votes cast at that meeting, elect any person in his stead for the remainder of the term.

4.07 Quorum:

For the fiscal year of the Corporation ending March 31, 2002, eight (8) Directors shall form a quorum for the transaction of business.

For all subsequent fiscal years of the Corporation, six (6) Directors shall form a quorum for the transaction of business.

4.08 Meetings:

Meetings of the Board may be held at any place within the Province of Ontario, as designated in the

notice calling the meeting. Meetings of the Board may be called by the President, the Vice-President or the Secretary and any two Directors.

4.09 Notice:

Notice of Board Meetings shall be delivered, mailed or telephoned to each Director not less than two days before the meeting is to take place. The statutory declaration of the Secretary or President that notice has been given pursuant to this by-law shall be sufficient and conclusive evidence of the giving of such notice. No formal notice of a meeting is necessary if all the Directors are present or if those absent have signified their consent to the meeting being held without notice and in their absence.

4.10 Regular Meetings:

The Board may appoint one or more days in each year for regular meetings of the Board at a place and time named; no further notice of the regular meetings need be given. The Board shall hold a meeting within twenty-one (21) days following the annual meeting of the Corporation for the purpose of organization, the election and appointment of officers and the transaction of any other business.

4.11 Voting:

Questions arising at any meeting of the Board shall be decided by a majority vote, and the President of the Corporation shall be entitled to vote on any issue or resolution. In the event of a tie vote, the President may cast a second or deciding vote at his discretion.

4.12 Remuneration of Directors:

The Directors, and those Directors who also serve as Officers, shall serve as Directors and Officers without remuneration and no Director shall directly or indirectly receive any profit or remuneration in any capacity whatsoever from his position as director, provided that a Director or Officer may be paid reasonable expenses incurred by him in the performance of his duties.

4.13 Indemnities to Directors:

Every Director and Officer of the Corporation and his heirs, executors and administrators respectively, shall from time to time and at all times be indemnified and saved harmless out of the funds of the Corporation, from and against:

- (i) All costs, charges and expenses, whatsoever such director and officer sustains or incurs in or about any action, suit or proceeding that is brought, commenced or prosecuted against him or in respect of any act, deed, matter or thing whatsoever made, done or permitted by him in or about the execution of his duties of his office;
- (ii) All other costs, charges and expenses he sustains or incurs in or about or in relation to the affairs of the Corporation, except such costs, charges or expenses as are occasioned by his own negligence or default or failure to act honestly and in good faith with a view to the best interests of the Corporation.

4.14 Protection of Directors and Officers:

No Directors or Officers of the Corporation shall be liable for the acts, receipts, neglects or defaults of any other director or officer or employee or for joining in any receipt or act for conformity or for any loss, damage or expense happening to the Corporation through the insufficiency or deficiency of title to any property acquired by the Corporation or for or on behalf of the Corporation or for the insufficiency of any security in or upon which any of the money of or belonging to the Corporation shall be placed out or invested or for any loss or damage arising from the bankruptcy, insolvency or tortious act of any person, firm or corporation with whom or which any moneys, securities or effects shall be lodged or deposited or

for any other loss, damage or misfortune whatever which may happen in the execution of the duties of his respective office or trust or in relation thereto unless the same shall happen by or through his own wrongful and wilful act or through his own wrongful and wilful neglect or default.

4.15 Responsibility for Acts:

The Directors for the time being of the Corporation shall not be under any duty or responsibility in respect of any contract, act or transaction whether or not made, done or entered into in the name or on behalf of the Corporation, except such as shall have been submitted to and authorized or approved by the Board.

4.16 Others Present:

Such others as the Board may from time to time by resolution determine, shall be entitled, in the same manner and to the same extent as a director, to notice of, and personally or by his delegate to attend and speak at, meetings of the Board, but shall not be entitled to vote thereat.

5:00 OFFICERS:

5.01 Executive Officers:

There shall be a President, Vice-President, Past President and Secretary-Treasurer elected by the Board from among their number.

5.02 President:

The President shall, when present, preside at all meetings of the Board and Members. The President shall supervise the affairs and operations of the Corporation, sign all documents requiring his signature and shall have the other powers and duties from time to time prescribed by the Board or incidental to his office.

5.03 Past President:

The Past President shall be an **ex officio** Executive Officer of the Corporation.

The Past President shall provide support and counsel to the President of the Corporation.

In addition, the Past President shall serve as Chairman of the Nominating Committee of the Corporation and as such shall endeavour to identify and recruit potential board members for the Corporation.

5.04 Vice-President:

During the absence or inability to act of the President, his duties and powers may be exercised by the Vice-President. If the Vice-President exercises any of those duties or powers, the absence or inability to act of the President shall be presumed with reference thereto. The Vice-President shall also perform the other duties from time to time prescribed by the Board or incidental to his office.

It is the expectation that the Vice-President will, subject to election by the Board of Directors, become the President of the Board upon the retirement or resignation of the President.

5.05 Secretary-Treasurer:

The Secretary-Treasurer shall be ex officio clerk of the Board and shall attend all meetings of the Board to record all facts and minutes of those proceedings in the books kept for that purpose. He shall give all notices required to be given to members and to directors. He shall be the custodian of the corporate seal of the Corporation and of all books, papers, records, correspondence and documents belonging to the

Corporation and shall perform the other duties from time to time prescribed by the Board or incidental to his office.

The Secretary-Treasurer shall keep full and accurate accounts of all receipts and disbursements of the Corporation in proper books of account and shall deposit all moneys or other valuable effects in the name and to the credit of the Corporation in the bank or banks from time to time designated by the Board. He shall disburse the funds of the Corporation under the direction of the Board, taking proper vouchers therefore and shall render to the Board whenever required of him, an account of all his transactions as Treasurer and of the financial position of the Corporation. He shall co-operate with the auditors of the Corporation during any audit of the accounts of the Corporation and perform the other duties from time to time prescribed by the Board or incidental to his office.

5.06 Other Officers:

The Board may appoint other officers, including without limitation, Honorary Officers and Agents (and with such titles as the Board may prescribe from time to time) as it considers necessary and all officers shall have the authority and perform the duties from time to time prescribed by the Board. The Board may also remove at its pleasure any such officer or agent of the Corporation. The duties of all other officers of the Corporation appointed by the Board shall be such as the terms of their engagement call for or the Board of Directors prescribes.

6:00 MEMBERSHIP:

6.01 Membership in the Corporation shall consist of such persons or organizations as are admitted as members by the Board.

7:00 CLASSES OF MEMBERSHIP:

7.01 There shall be two (2) classes of membership in the Corporation:

- (a) AGENCY AND ORGANIZATION MEMBERS;
- (b) INDIVIDUAL MEMBERS

7.02 Agency or Organization Members:

Any organization in Hamilton both public and private, interested in the purpose of the Corporation and willing to participate in its activities, may be accepted for membership by the Board of Directors. Each member organization shall be responsible for selecting two delegates who will each be entitled to a vote at the Annual and other special general meetings.

7.03 Individual Members:

Each individual member shall be entitled to one vote at all Annual and special general meetings. The vote of an individual member shall not preclude him from also voting as an accredited representative of a member organization. Members shall be subject to such fees as the Board of Directors may from time to time decide.

7.04 Reference to Member:

Members or Membership in this By-Law, unless otherwise qualified, refers to both classes of Membership.

7.05 Holding Office:

No person who is not an Individual Member or duly appointed delegate of an Agency and Organization Member shall be qualified to hold office in the Corporation as a Director or Officer.

Any member, either Individual Member or Agency and Organization Member may resign by resignation in writing which shall be effective upon acceptance thereof by the Board of Directors.

7.06 Transfer of Membership:

Except for the transfer of membership from one class to another as otherwise provided in the by-laws of the Corporation, if at all, a membership in the Corporation is not transferable.

7.07 Revocation of Membership:

Any member, either Individual Member or Agency and Organization Member, may be expelled from the Corporation by a two-thirds (2/3rds) vote taken by ballot of the Membership, present and eligible to vote at an annual or other general meeting of the Members.

7.08 Termination of Membership:

A membership in the Corporation automatically terminates upon the happening of any of the following events:

- .01 if the Member, in writing, resigns as a member of the Corporation;
- .02 if the Member dies;
- .03 if a Member is expelled from the Corporation pursuant to section 7.07;

7.09 Liability of Members:

Members shall not, as such, be held answerable or responsible for any act, default, obligation or liability of the Corporation or for any engagement, claim, payment, loss, injury, transaction, matter or thing relating to or connected with the Corporation.

7.10 Annual Meeting:

The Annual Meeting of the Members shall be held each year within the Province of Ontario at a time, place and date determined by the Board, for the purpose of:

- .01 hearing and receiving the reports and statements required by the Corporations Act to be read at and laid before the Corporation at an annual meeting;
- .02 electing such directors as are to be elected at such annual meeting;
- .03 appointing the auditor and fixing or authorizing the Board to fix such remuneration; and
- .04 the transaction of any other business properly brought before the meeting.

7.11 General Meeting:

The Board may at any time call a general meeting of members for the transaction of any business, the general nature of which is specified in the notice calling the meeting. A general meeting of members may also be called by the members as provided in the Corporations Act.

7.12 Notice of Meetings:

Notice of the time, place and date of meeting of members and the general nature of the business to be transaction shall be given at least ten (10) days before the date of the meeting to each member (and in the case of an annual meeting to be auditor of the Corporation) by sending by prepaid mail to the last address of the addressee shown on the Corporation's records.

7.13 Quorum:

Eight (8) Members present in person constitute a quorum at a meeting of members, and no business shall be transacted at any meeting unless the requisite quorum is present at the commencement of such business.

7.14 Voting by Members:

Unless otherwise required by the provisions of the Corporations Act or the by-laws of the Corporation, all questions proposed for consideration at a meeting of members shall be determined by a majority of the votes cast by Members entitled to vote. In the case of an equality of votes, the Chairman presiding at the meeting has a second or casting vote. Voting by proxy is not permitted at a meeting of the Members, either General or otherwise.

7.15 Show of Hands:

At all meetings of members, every question shall be decided by a show of hands unless otherwise required by a by-law of the Corporation or unless a poll is required by the President or requested by any member entitled to vote. Upon a show of hands, every member entitled to vote, present in person shall have one vote. Whenever a vote by show of hands has been taken upon a question, unless a poll is requested, a declaration by the President that a resolution has been carried or lost by a particular majority and an entry to that effect in the minutes of the Corporation is conclusive evidence of the fact without proof of the number or proportion of votes recorded in favour of or against the motion.

7.16 President:

In the absence of the President or Vice-President, the members entitled to vote present at any meeting of members shall choose another director as Chairman and if no director is present or if all the directors present decline to act as Chairman, the members present shall choose one of their number to be Chairman.

7.17 Adjournments:

Any meeting of members may be adjourned to any time and from time to time, and any business may be transacted at any adjourned meeting that might have been transacted at the original meeting from which the adjournment took place. No notice is required of any adjourned meeting.

8:00 COMMITTEES OF THE BOARD:

8.01 Standing Committees:

The Board of Directors may by resolution establish such standing committees as the Board may deem necessary for the proper management of the Corporation.

8.02 Ad Hoc Committees:

There may be such Ad Hoc Committees and for such purposes as the Board may determine from time to time by resolution. The existence of each such Ad Hoc Committee shall be terminated automatically upon:

- .01 the delivery of its report
- .02 the completion of its assigned task

8.03 Except as otherwise provided by by-law of the Corporation, all committees are subject to the following:

- .01 The President and Members shall be appointed by the Board of Directors from among the Members who are qualified to hold office, for a term of one (1) year, and may be re-appointed for one or more additional terms of one (1) year;
- .02 The Committee shall meet at least annually and more frequently at the will of the President or as required by its terms of reference;
- .03 The Committee shall be responsible to and shall report as is required to the Board of Directors;
- .04 The Committee may establish its own rules of procedure and may appoint sub-committees.

9:00 EXECUTION OF DOCUMENTS

9.01 Cheques, Drafts, Notes Etc.:

All cheques and other negotiable instruments or documents for the payment of money shall be signed by two signing officers of the Corporation, of whom at least one shall be the President or the Vice-President, Secretary-Treasurer or Executive Director.

9.02 Execution of Documents

Documents requiring execution by the Corporation may be signed by the President or Vice-President and the Secretary or the Treasurer or any two (2) Directors, and all documents so signed are binding upon the Corporation without any further authorization or formality. The Board may from time to time appoint any officer or officers or any person or persons on behalf of the Corporation, either to sign documents generally or to sign specific documents. The corporate seal of the Corporation shall, when required, be affixed to documents executed in accordance with the foregoing.

9.03 Books and Records:

The Board shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any applicable statute are regularly and properly kept.

10:00 BANKING ARRANGEMENTS:

10.01 The Board shall designate, by resolution, the officers and other persons authorized to transact the banking business of the Corporation, or any part thereof, with the bank, trust company, or other corporation carrying on a banking business that the Board has designated as the Corporation's banker, to have the authority set out in the resolution, including, unless otherwise restricted, the power to:

- .01 operate the Corporation's account with the banker;
- .02 make, sign, draw, accept, endorse, negotiate, lodge, deposit or transfer any of the cheques, promissory notes, drafts, acceptances, bills of exchange and orders for the payment of money;
- .03 issue receipts for and orders relating to any property of the Corporation;
- .04 execute any agreement relating to any banking business and defining the rights and powers of the parties thereto; and
- .05 authorize any officer of the banker to do any act or thing on the Corporation's behalf to facilitate the banking business.

10.02 Deposit of Securities:

The Securities of the Corporation shall be deposited for safe-keeping with one or more bankers, trust companies, or other financial institutions to be selected by the Board. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the Corporation signed by such officer or officers, agent or agents of the Corporation, and in such manner, as shall from time to time be determined by resolution of the Board and such authority may be general or confined to specific instances. The institutions which may be so selected as custodians of the Board shall be fully protected in acting in accordance with the directions of the Board and shall in no event be liable for the due application of the securities so withdrawn from deposit or the proceeds thereof.

11:00 FINANCIAL YEAR:

11.01 The financial year of the Corporation shall terminate on the 31st day of March in each year or on such other date as the Board may from time to time by resolution determine.

12:00 NOTICE:

12.01 Computation of Time:

In computing the date when notice must be given under any provision of the by-laws requiring a specific number of days' notice of any meeting or other event, the date of giving the notice is, unless otherwise provided, included.

12.02 Omissions and Errors:

The accidental omission to give notice of any meeting of the Board or Members or the non-receipt of any notice by any director or member or by the auditor of the Corporation or any error in any notice not affecting its substance does not invalidate any resolution passed or any proceedings taken at the meeting. Any director, member or the auditor of the Corporation may at any time waive notice of any meeting and may ratify and approve any or all proceedings taken thereat.

12.03 Confidentiality:

All directors shall keep confidential all matters that are considered on a confidential basis.

13:00 BY-LAWS AND AMENDMENTS ETC.:

13.01 Enactment:

By-laws of the Corporation may be enacted, repealed, amended, altered, added to or re-enacted in the manner contemplated in, and subject to the provisions of, the Corporations Act.

14:00 REPEAL OF BY-LAW NUMBERS 7 AND 8

By-Law numbers 7 and 8 enacted by the Directors of the Corporation be and the same is repealed in their entirety and in their place and stead this By-Law is hereby enacted.

15:00 EFFECTIVE DATE:

15.01 This By-Law shall come into force without further formality upon its enactment.

15.02 By-Law No. 9 enacted as hereinbefore set forth shall prevail over any and all other By-Laws enacted by the Corporation and in the event of any conflict of interpretation of By-Law No. 9 and any other By-Laws of the Corporation that may be proclaimed and in force from time to time.

ENACTED a By-Law number 9 by the Directors of the Corporation at a meeting duly called and regularly held and at which a quorum was present on the 14th day of June 2001.

PRESIDENT

SECRETARY/TREASURER

SECTION 8: KEY ELEMENTS OF BOARD LEGAL RESPONSIBILITIES

Scott Henderson, LLB
for the Social Planning and Research Council of Hamilton (2002)

SPRC is a non-profit, charitable incorporated organization. The SPRC is a non-share capital not for profit corporation which means the assets never belong to the membership. The non-profit means that the SPRC carries on with no remuneration for the Directors or members.

- Allows resources to be provided by volunteers for free
- Allows government to devolve responsibilities for programming
- Members are the ones who are accountable for success or failure
- Directors are responsible to fulfill achievements, set policies, give direction to staff, do business plan
- No one owns the equity or assets of the SPRC
- SPRC does not pay income tax but must file charitable organization informational return
- Must have a mission statement
- Allowed to have a reserve but it must be used to do more of our work
- Directors elect the officers
- Officers interface with staff, execute policies, take the will or policies of the Board, they have obligations over and above the directors
- Staff report on success or failure
- B-laws must include the constitution of the organization
- B-laws require two step process to change – they are “entrenched”
- Must have a supplementary letters patent which can't be changed without the membership
- Directors are charged with the success of the corporation, must ensure proper accounting, must direct/manage staff, proper government filings must be carried out, ensure membership records are kept, infuse energy and commitment -ask where are we going? ask where do we want to go?, directors have to be willing to learn, directors have to people who understand the financial statements, must understand the by-laws, must understand contractual agreements, apply time and energy to reading all information
- Directors require courage and curiosity to ask questions
- Board members are not to become involved with staff – do not micromanage only manage from the board of director's chair - the executive director is the manager – he is the only contact for Board to staff – specific directors can only go to the Executive Director
- An effective Board is made up of men and women
- A rotating Board is a good thing and SPRC has that built into the nominations process
- Board members should be reimbursed for expenses
- Minutes must be on record of all Board meetings and all annual general meetings
- SPRC must be audited annually
- Contracts are entered under a corporate authorization – this limits the liability of directors
- Directors must meet according to the by-laws – at least six times a year

- The corporations act requires a record of corporate authority therefore a recording secretary must take and maintain records of minutes of board meetings
- Committees make recommendations to the Board as a whole
- Directors must act honestly, loyally, skillfully to obtain best interest of the Council
- Directors have a fiduciary duty that must be fulfilled
- A subjective test is used in litigation for non profits about standard of care
- Each individual's skill basket is weighed based on each individual's skills
- SPRC should have as much liability insurance as can possibly be afforded
- Must ensure that the budget allows for deductibles
- Directors must conduct job performance of management staff (executive director)
- All directors have a responsibility to monitor each other's practice
- Directors must insist on liability insurance – an indemnification bylaw has been added to SPRC's policy
- The directors are personally liable when it comes to defaulting on payments such as UIC, CPP, employment standards, GST, PST, OHIP – If these premiums aren't paid properly the Board of Directors are personally responsible (statutory liability)
- Conflict of Interest comes in different levels – Direct which is an obvious conflict; indirect where family members are involved; perceived – SPRC has a conflict of interest policy
- Directors must attend and participate in all meetings of the Board
- Must read and understand financial statements
- Directors must bear their knowledge and expertise

Good directors:

- Do not do it for their resume
- Do make a commitment
- Do learn program requirements and funding requirements
- Do attend meetings prepared
- Do ask questions and demand answers
- Do have courage to dissent
- Do learn financial makeup, learn how to read financial statements
- Do not over delegate – don't micromanage
- Do not stay too long on a Board (maximum six years as per SPRC's bylaws)

Revised 2005 by Jay Sengupta

RESOURCE INFORMATION

BOARD MEMBER BIOGRAPHICAL INFORMATION

STAFF STRUCTURE & STAFF MEMBER CONTACT INFORMATION

SUMMARY OF SELECT PROJECTS & INITIATIVES

BOARD MEMBER BIOGRAPHICAL & CONTACT INFORMATION

ABRADJIAN, Mark

- Lawyer at Ross & McBride LLP practicing in the areas of commercial and estate litigation and the chair of their Strategic Planning Committee
- A member of various local, provincial, national and international legal associations. He serves on the Bench and Bar Committee of the Hamilton Law Association. He is a Board member of the Rotary Club of Hamilton AM. He was previously a Board member of the United Way of Haldimand Norfolk, serving as its Treasurer. Has also been a Board member of the Hamilton Mountain Legal and Community Services and the Ontario Legal Aid Plan Area Committee in Simcoe
- Mark is interested in social justice issues and would like to give back to his community

Appointed President: **June 18, 2008**

Board Member: **Since June 2006**
Member: **Issues Management Committee**
Member: **Nominating Committee**

BROWN, Dale

- Executive Assistant to Ward 1 Councillor Brian McHattie, City of Hamilton
- Instructor (Occasional) in the CAW/McMaster Certificate Program (Labour Studies Department, McMaster University)
- Board member of the Town and Gown Association of Ontario working on quality of life issues in municipalities with post-secondary institutions
- Past Chair of the Westmount School Council providing parent input on educational issues
- Has been a member of the Kirkendall Neighbourhood Association, Home & School Associations, HIEA-CAP (Hamilton Industrial Environmental Association – Community Advisory Panel)
- Very interested in increasing community engagement
- Strong knowledge about social issues

Appointed Vice-President: **June 18, 2008**
Board Member: **Since June 2007**

Member: **Issues Management Committee**

COOK, Tim

- Chartered Accountant and Manager at BDO Dunwoody LLP
- Former Treasurer at the McMaster Children's Centre Inc.
- Bring youth perspective to Board

Appointed Secretary/Treasurer: **June 17, 2009**

Board Member: **Since June 2008**

FOYE, Lynn

- Social Worker at the City of Hamilton Community Services Department
- Over 11 years working in the social work field
- Knowledgeable about Ontario Works and emergency shelter systems
- Past member of the Sexual Assault Centre of Hamilton and past volunteer at the Hamilton Board of Education
- Wants to address the systemic and institutional practices that contribute to poverty
- Lynn is interested to understand the relationship between social research and social work practice and to highlight the importance of research informing community development and public policy

Board Member: **Since June 2009**

JANSSEN, Bill

- Planner with the Planning and Economic Development Department at the City of Hamilton
- Over 29 years of work experience in urban planning and development
- Experience in community development, research analysis, policy development, and working with non-profit groups
- Member of the Board of Directors of Wesley Community Homes and Brant Community Homes and involved in the activities of the Ontario Professional Planners Institute
- Interested in applying work and volunteer skills and contribute to improving the quality of life in Hamilton

Board Member: **Since June 2009**

MCPARTLIN, Doreen

- Experience in community development, research analysis, policy development, and working with non-Community Legal Worker/Paralegal for Hamilton Mountain Legal & Community Services
- Experience working with newcomers and diverse cultures
- Previous Board member of the Neighbour to Neighbour Centre Food Bank
- Wants to contribute by bringing perspective on multicultural issues and legal knowledge

Board Member: **Since June 2009**

MEYER, Mary

- Holds position of Director of Children's Services with Children's Aid Society of Hamilton
- Worked within field of child welfare for the past twelve years
- Holds Bachelor of Arts from McGill University, Bachelor of Social Work from McMaster and Masters of Social Work from the University of Toronto
- Previously worked as Supervisor within the Ongoing Protection Service Department
- Has worked as front-line child protection worker within intake services, ongoing protection services, adolescent services and adoption service areas
- Has worked in child welfare at Halton Children's Aid Society, Haldimand-Norfolk Children's Aid Society and Children's Aid Society of Hamilton

Appointed Immediate Past President: **June 18, 2008**

Appointed President: **June 22, 2006**

Appointed Vice-President: **June 23, 2004**

Board Member: **Since June 2002**

Member: **Issues Management Committee**

Member: **Nominating Committee**

QADIM, Samia

- Masters in Public Administration from Peshawa, Pakistan.
- Completing diploma in Human Resource Management from McMaster University.
- Worked as a consultant in areas as gender development, poverty alleviation, business development, human rights and environment with non-profit and International aid and development agencies.
- Voiced social justice issues through print and electronic media
- Taught to business studies, sociology and economics at private institutions.

Board Member: **Since November 2005**

SALCICCIOLI, Carmen

- Director of the Good Shepherd Centre
- Over 33 years of experience in social services
- Previous Program Manager at the Public Health and Community Services for the City of Hamilton
- Knowledgeable in social service, homelessness, income support, subsidized lodging for seniors and much more

Board Member: **Since June 2008**

SARWAR, Nasir

- With Hamilton Centre for Civic Inclusion working as Project Coordinator for Diversity in Police, community outreach and development,
- 15 years experience of Marketing and business development while working with multinationals,
- Member Hamilton Media Advisory Council, City Advisory Committee on Antiracism, Canadian Evaluation Society, and the Grant Writers Association of Canada
- Wants to contribute by being an active member of the Hamilton community, help implement result oriented plans and strategies and develop more community engagement

Board Member: **Since June 2009**

SPADAFORA, Dominic

- 34 years of work experience in the Ontario Public Service with the Ministry of Community and Social Services and Children and Youth Services in the following areas: developmental services, social assistance, employment, family violence, homelessness and child care/early learning
- Currently self-employed in consulting/project management roles
- Founding Board member of Niagara North Community Legal Assistance in St. Catharines when it began service in the early 1980s
- Provincial Government Chair of the Burlington and Greater Hamilton United Way in 2003-04
- Several years of volunteer service in youth recreation
- Has an interest in promoting greater understanding and community responsiveness

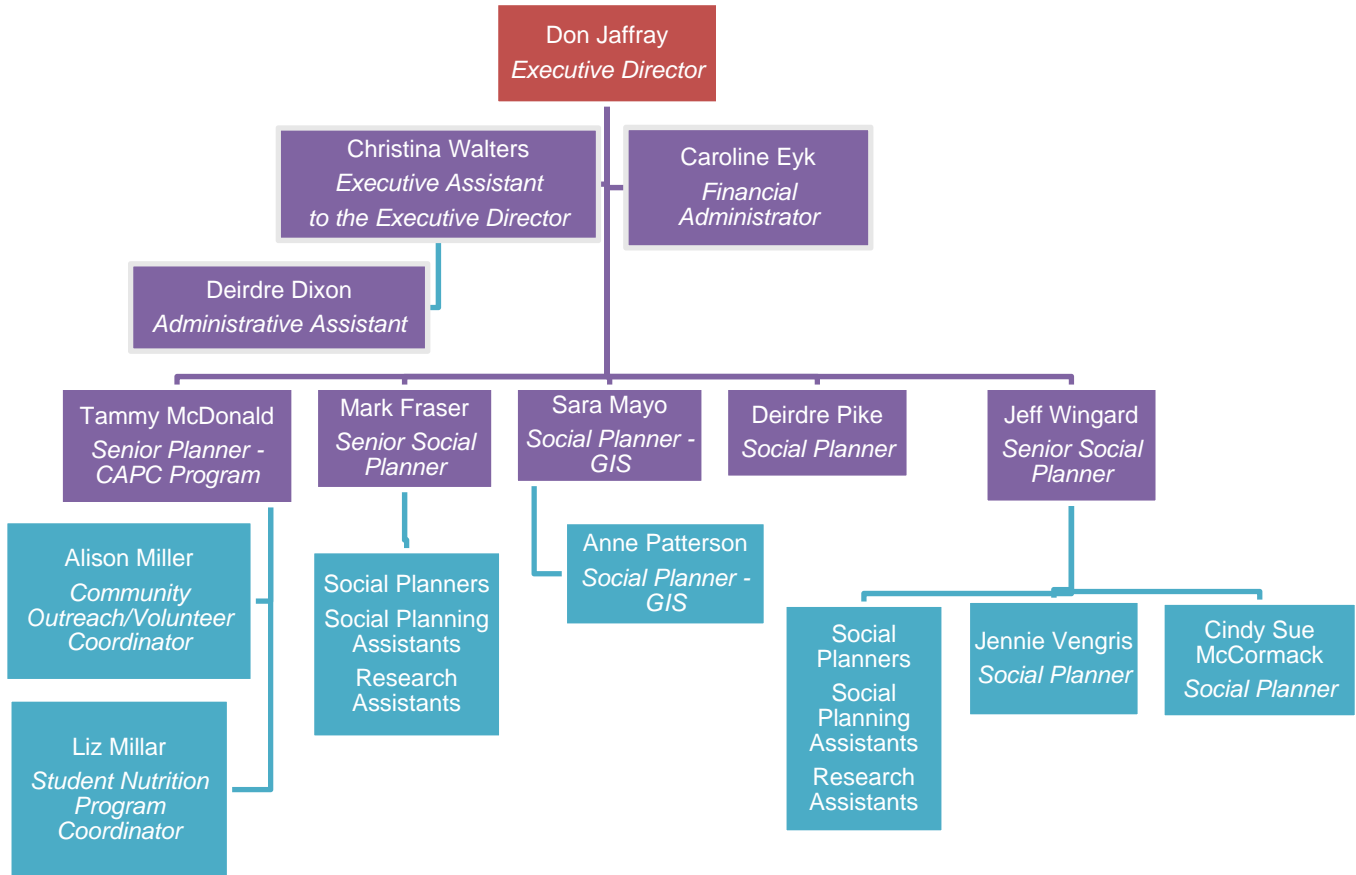
Board Member: **Since June 2008**

WILKIE, Debbie

- Hamilton Police Officer
- Over 20 years of policing service
- Vice-President of the Ontario Association of Police Educators
- Member of the Wayside Board of Directors
- Completed training on hate crimes, racial profiling and much more

Board Member: **Since June 2008**

STAFF STRUCTURE



Staff time within the SPRC is divided into six general areas:

1. Administration

Time spent providing organizational support to the SRPC, exclusive of work on SPRC projects. It is broken down into General Administration and Board of Directors (all work with SPRC, Board and Issues Management committee).

2. Minor Consultations

Time spent providing ad hoc assistance to external groups/individuals in response to requests received. In essence, this is staff time which we "lend out" to agencies, funders, community groups and individuals to assist them in tasks which are consistent with our mandate. Also, time spent on public relations functions.

3. Projects

Time spent working on SPRC projects. In contrast to consultations, these activities tend to have very specific goals and objectives, are generated internally and usually result in a written report to the Board of Directors.

4. Background

Time spent maintaining professional skills/knowledge.

5. Time Recording System

All staff are to record their time expenditures. These results are tabulated monthly for monitoring time allocations. Time spent by staff in projects and consultations is also recorded in relation to Council objectives, allowing the SPRC to monitor the “fit” between objectives and actual use of resources.

6. Projects and Consultations

Although prior approval of the Board of Directors is not required for undertaking projects and consultations, the Board must be aware of all the projects and major consultations undertaken by the SPRC. The Board must be satisfied that the activities of the Council are consistent with its Mission, Goals, Ends Policies and Priorities. Project proposals will specify the project goals and objectives, activities, scheduled and projected time commitment. The Executive Director is responsible for approving staff time allocations within the Council, with regular reports to the Issues Management Committee and Board from the time recording system.

7. Personnel Functions

The Executive Director is responsible for hiring and firing all Council staff. The Board of Directors is responsible for hiring and firing of the Executive Director. The Executive Director is responsible for defining and enforcing the SPRC personnel policies.

The Council prides itself on its ability to take a multi-disciplinary perspective on social issues. The backgrounds of present staff include political science, regional planning and resource development, social data mapping and social welfare policy analysis using research, planning and community development skills.

STAFF MEMBER INFORMATION

Don Jaffray, *M.A., Executive Director*

Administrative Staff:

Caroline Eyk, *Financial Administrator*

Christina Walters, *Executive Assistant to the Executive Director*

Deirdre Dixon, *Administrative Assistant*

Program Staff:

Mark Fraser, *MSW, Senior Social Planner*

Tammy McDonald, *Senior Planner, CAPC Program*

Deirdre Pike, *Social Planner*

Jeff Wingard, *MSW, Senior Social Planner (on leave)*

Community Action Program for Children:

Alison Miller, *Community Outreach/Volunteer Coordinator*

Phone: 905.546.4295 Fax: 905.546.4389

capc@capc.hamilton.on.ca

Project Staff:

In addition to core staff, the SPRC hires staff on a temporary basis, to work on funded projects. The skills of these staff members are contingent upon the requirements of the individual projects.

Anne Patterson, *Social Planner – GIS
Geographic Information Service*

Cindy Sue McCormack, *Social Planner
Aboriginal Community & OW/ODSP*

Jennie Vengris, *BA, BSW, MSW, Social Planner
Street-Involved and Homeless Youth*

Liz Millar, *Student Nutrition Program Coordinator
Hamilton Partners in Nutrition*

Patti McNaney, *BA, BSW, Social Planner Assistant
Street-Involved and Homeless Youth*

Sara Mayo, *B.Sc., Social Planner – GIS
Geographic Information Service (on leave)*

SUMMARY OF SELECT PROJECTS & INITIATIVES

- **Affordable Housing Flagship Initiative**

The Affordable Housing Flagship, funded by the Ontario Trillium Foundation, has been working on affordable housing issues in Hamilton for nearly four years. It represents a new and innovative set of partnerships in the community – business, government, social service agencies, housing providers, architects, and community volunteers – all coming together to develop strategies to increase affordable housing options for Hamilton.

One of the primary strengths of the Affordable Housing Flagship is that while it draws on considerable expertise and staff resources from the City of Hamilton, it functions as an independent body from the City. Because of this relationship, the Flagship is in a unique position to work with different sectors to reduce the barriers to affordable housing construction and development in Hamilton.

- **Catholic Children’s Aid Society (CCAS) Anti Racist Organizational Change Initiative**

In partnership with the CCAS of Hamilton, the SPRC conducted research related to providing culturally sensitive services, and to produce an implementation plan for organizational change. The research involves extensive consultation with CCAS staff, management, volunteers, foster parents, board of directors and members of racially and culturally diverse communities. The purpose of these consultations were to invite input and feedback around current policies and practices of the CCAS, and to consider how these policies and practices could be more inclusive.

- **Community Action Program for Children (CAPC)**

CAPC is funded by the Public Health Agency of Canada (PHAC) and provides the opportunity for residents of east Hamilton/Stoney Creek to play an active role in planning for their communities. CAPC provides long term funding to community coalitions to deliver programs that address the health and development of children (0-6 years). It recognizes that communities have the ability to identify and respond to the needs of children and places a strong emphasis on partnerships and community capacity building.

CAPC projects provide parents with the support and information they need to raise their children. Programs include established models (e.g. family resources centres, parenting classes, parent/child groups, home visiting) and innovative programs.

Website: <http://capc.hamilton.on.ca/>

- **Community Economic Development (CED) Project**

The Community Economic Development, funded by the Ontario Trillium Foundation, has thus far created an innovative community economic development network – The Hamilton Social Enterprise Network, and helped address the lack of available licensed childcare – The Childcare Micro-Enterprise Project.

- **Childcare Micro-Enterprise Project**

The Child-Care Micro Enterprise Project helps respond to the need for access to small amounts of capital to start and improve and expand child care operations. Over 20 women have been successful in opening their own businesses childcare sites and over 90 childcare spaces have been created through this outreach and business development support.

- **Hamilton Social Enterprise Network (HSEN)**

The Hamilton Social Enterprise Network works with individuals, enterprises, organizations and commercial business, to make social enterprise happen. The HSEN acts to raise awareness and an understanding about social enterprise. Through the provision of information, hosting of events, and hands-on support, the HSEN aims to create an enabling environment and support system for developing and operational social enterprises within the Greater Hamilton area.

Website: <http://hamiltonsocialenterprisenetwork.com/>

○ **Community Mapping Service**

The Community Mapping Service, part of the Geographic Information Service project funded by the Ontario Trillium Foundation, provides Hamilton community organizations and voluntary sector agencies to better visualize, and understand our city's assets, strengths, challenges and needs.

Services include:

- Mapping existing client data and comparing with demographic data of selected neighbourhoods
- Finding most suitable locations for tax clinic, drop-in program, etc.
- Creating maps of services and programs for distribution to clients
- In depth mapping and analysis of specific neighbourhood demographics such as ethno-cultural communities, age groups, family characteristics.
- Customizing census data to specific service delivery zones, catchment areas, etc.
- Targeting direct mail fundraising campaigns

Website: <http://sprc.hamilton.on.ca/CommunityMappingService.php>

○ **Community Social Data Strategy (CSDS)**

The Community Social Data Strategy allows municipalities and community-based organizations to access and analyze detailed research findings from Statistics Canada cost effectively. It is an initiative of the Canadian Council on Social Development in partnership with Statistics Canada.

The Community Social Data Strategy was created to raise awareness within the municipal and non-profit sectors about the potential uses of research data to better understand the social and economic trends within their communities. The Strategy will also help organizations share both the costs and the benefits of this vital information. The three core purposes of the CSDS are to:

- Purchase and facilitate access to social data
- Train organizations to analyze and process social data
- Communicate and disseminate the results as widely as possible

Website: <http://www.csd-sacass.ca/>

○ **Correctional Services Consortium – Needs Assessment**

The Correctional Services Consortium Needs Assessment, funded by the Ontario Trillium Foundation was developed by the Correction Consortium of Hamilton, a collaborative of seven agencies, which includes SPRC. The SPRC will conduct a community needs assessment of trends, issues and unmet needs for people accessing community corrections services. It will then engage services and the community in a planning process to strengthen and improve the system of community correctional services in Hamilton.

○ **Hamilton Executive Directors' Aboriginal Coalition (HEDAC)**

HEDAC is comprised of nine Aboriginal member organizations and two Associate Agencies who meet regularly for the purpose of community networking and communications in order to address issues and development of mutual interest and / or concern.

Website: <http://www.hedac-aboriginal.com/>

○ **Hamilton Partners in Nutrition (HPIN)**

Hamilton Partners in Nutrition (HPIN) is a partnership of community agencies and community members that supports and facilitates local student nutrition programs for children and youth in Hamilton. HPIN's vision is that all children and youth in Hamilton have access to adequate nutrition now and in the future in order to support healthy growth and development, learning and lifelong healthy eating habits.

Currently, there are over 100 Student Nutrition Programs throughout Hamilton serving Breakfast, Early Morning Meal, Snacks and/or Lunches to over 20,000 children and youth. Outcomes include:

- Improved student attendance and fewer discipline problems
- Increased participation in physical fitness and meal programs
- Greater interest in healthy eating and consumption of more nutritious foods

Website: <http://partnersinnutrition.ca/>

- **Hamilton Positive Space Collaborative**
The Hamilton Positive Space Collaborative is comprised of individuals and organizations who work together to facilitate the creation of LGBTQ positive spaces in Hamilton through the development and enhancement of community services, resources, programming, training and education. Their vision is to make Hamilton a positive space to live, work, play and learn for the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community.
- **Hamilton Social Enterprise Network – Micro Credit Peer Lending Program**
The Small Loans – Big Impact: The Micro-Credit Peer Lending Program, funded by the Hamilton Community Foundation, is designed to provide innovative access to financial services for low income entrepreneurs. This project will pilot a peer lending circle program as a method to deliver small loans to entrepreneurs, including new immigrants, who lack access to conventional credit to create sustainable businesses that generate income for low-income families. Microcredit has been used by innovative organizations focused on poverty reduction and community economic development as a way to help low-income families break the cycle of poverty and build economic self-reliance.
- **Jobs Prosperity Collaborative – Quality of Life Project**
The Quality of Life Group, one of the JPC priorities, highlights existing and future city attributes in the area of arts and culture, heritage and preservation, ecology, health and wellness, etc. The Jobs Prosperity Collaborative is a group of approximately 65 members who are committed to promoting Hamilton's prosperity through job creation and retention. Members of the JPC include leaders from all sectors including government, business, labour, education, environment, social services, not-for-profit organizations, healthcare, and others.
Website: <http://www.jpchamilton.ca/qualityLife.html>
- **Riverdale Neighbourhood Hub – Engagement Worker & Small Project Funding**
A key priority of the Riverdale Neighbourhood Hub committee is to increase community engagement. Funded by the Hamilton Community Foundation, this project will employ a Riverdale community member as a Community Engagement Worker to provide regular support and communication assistance to the Riverdale HUB committee. The resident would be responsible for keeping information for and about the HUB committee activities. The second component of funding is for resident-led projects which will include: a kite festival, tenant information night, support for participation in the Riverdale Summerfest and other projects.
- **Social Planning Network of Ontario (SPNO)**
The Social Planning Network of Ontario (SPNO) is a coalition of social planning councils (SPC), community development councils (CDC), resource centres, and planning committees located in various communities throughout Ontario. Each of the individual organizations has their own mandates but are connected in the cause of effecting change on social policies, conditions, and issues.
Website: <http://www.spno.ca/>
- **Solutions for Housing Action Committee (SHAC)**
SHAC is a community based umbrella organization made up of volunteers that partner with many community groups. They believe that affordable, safe, secure, appropriate and accessible housing should be available to everyone in our community. They are committed to providing an effective forum for education and advocacy to encourage the creation of new affordable housing in the Hamilton area.
 - **Hamilton Tenant Education Project (HTEP)**
The Hamilton Tenant Education Project (HTEP), an initiative of SHAC, helps people find and maintain affordable rental housing by providing tenants with needed information about how to find rental accommodation, how to start tenant associations and how to enforce their rights.
Website: <http://www.hamiltontenant.ca/>

- **Under the Willow's Program Evaluation**

The Under the Willow's program is an arts and gardening program for children who have experienced or witnessed trauma or violence. The Advisory Committee for the Under the Willows program, in partnership with SPRC, conducted an evaluation of the Under the Willows program. The program is a collaborative effort between Lynwood Hall Child and Family Centre, a children's mental health centre, the Catholic Children's Aid of Hamilton and Interval House, a local not for profit agency that supports women who have experienced abusive relationships.

Website: <http://www.underthewillows.org/index.html>

- **Woman Abuse Working Group (WAWG)**

The Woman Abuse Working Group is a coalition led by Violence Against Women (VAW) women's organizations, working with community and government agencies, individuals, survivors and consumers, who are committed to the eradication of violence against women and their children. Their vision is to live in communities without violence. Their work is directed toward co-ordination of response to woman abuse, public education, training and development, consumer advocacy and survivor input, and accountability and evaluation.

Website: <http://www.wawg.ca/index>

- **Youth Mentorship and Skills Development Initiative**

The Youth Mentorship and Skills Development initiative, a project of Goodwill – The Amity Group, which aims to provide mentorship, skills development and employment opportunities to at-risk youth, as a means to establishing long term connections to the labour market. The SPRC provides support in the planning and development of the initiative as chair of the project advisory committee.

- **Under the Willow's Program Evaluation**

The Under the Willow's program is an arts and gardening program for children who have experienced or witnessed trauma or violence. The Advisory Committee for the Under the Willows program, in partnership with SPRC, conducted an evaluation of the Under the Willows program. The program is a collaborative effort between Lynwood Hall Child and Family Centre, a children's mental health centre, the Catholic Children's Aid of Hamilton and Interval House, a local not for profit agency that supports women who have experienced abusive relationships.

Website: <http://www.underthewillows.org/index.html>

- **Woman Abuse Working Group (WAWG)**

The Woman Abuse Working Group is a coalition led by Violence Against Women (VAW) women's organizations, working with community and government agencies, individuals, survivors and consumers, who are committed to the eradication of violence against women and their children. Their vision is to live in communities without violence. Their work is directed toward co-ordination of response to woman abuse, public education, training and development, consumer advocacy and survivor input, and accountability and evaluation.

Website: <http://www.wawg.ca/index>

- **Youth Mentorship and Skills Development Initiative**

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Aon Reed Stenhouse Inc.
256 Mud Street West
Hamilton, ON L8J 3Z6

This Cover Note evidences that, in consideration of payment to be made by the Insured of the premium specified, the insurance stated below has been placed with the Insurer(s) named subject to the terms, conditions, exclusions and provisions contained in the policy to be issued and any endorsements attached thereto.

This insurance may be terminated by Insurer or Insured in accordance with the relevant provisions of the Insurer's usual policy for this type of risk unless otherwise specified below. Subject to the foregoing this Cover Note is effective until replaced by delivery of the Insurer's written contract.

Name of Insured Social Planning & Research Council

Address of Insured 162 King William Street
Suite 103
Hamilton, ON L8R 3N9

DIRECTORS AND OFFICERS LIABILITY

Policy Form - Claims Made

Risk Insured

- Not-For-Profit Organization Liability

Limits of Liability

Each Loss	3,000,000
Each Policy Term	3,000,000

General Conditions

- Cancellation/Termination for non-payment of premium - Policy Conditions govern
 - For any other reason, Number of Days Notice - 30
- Cancellation/Termination - Policy Conditions govern

All other Terms and Conditions as per actual policy to be issued.

Policy Period 01 April 2009 to 01 April 2010
Both dates as at 12:01 a.m. Standard Time at the address of the Insured as shown above.

Coverage Effective 16 April 2009

Insurer	Intermediary	Interest	Premium
Continental Casualty Company	Encon Insurance Managers Inc.	40.00%	1,247.20
XL Reinsurance America Inc.	Encon Insurance Managers Inc.	27.50%	857.45
Temple Insurance Company	Encon Insurance Managers Inc.	25.00%	779.50

IMPORTANT

PLEASE EXAMINE THIS COVER NOTE AND NOTIFY US IMMEDIATELY IF ANY CHANGE IS REQUIRED
THE POLICY CONTAINS A CLAUSE THAT MAY LIMIT THE AMOUNT PAYABLE

OR, IN THE CASE OF AUTOMOBILE INSURANCE,

THE POLICY CONTAINS A PARTIAL PAYMENT OF LOSS CLAUSE

REF No. NP-042241

COVER NOTE

Non-Marine Underwriters At Lloyd's	Encon Insurance Managers Inc.	7.50%	233.85
Total		100.00%	3,118.00

Aon Reed Stenhouse Inc.

Dated 16 April 2009

Authorized Signature

IMPORTANT

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