



Girl Guides of Canada

2027 Board of Directors
Recruitment Package



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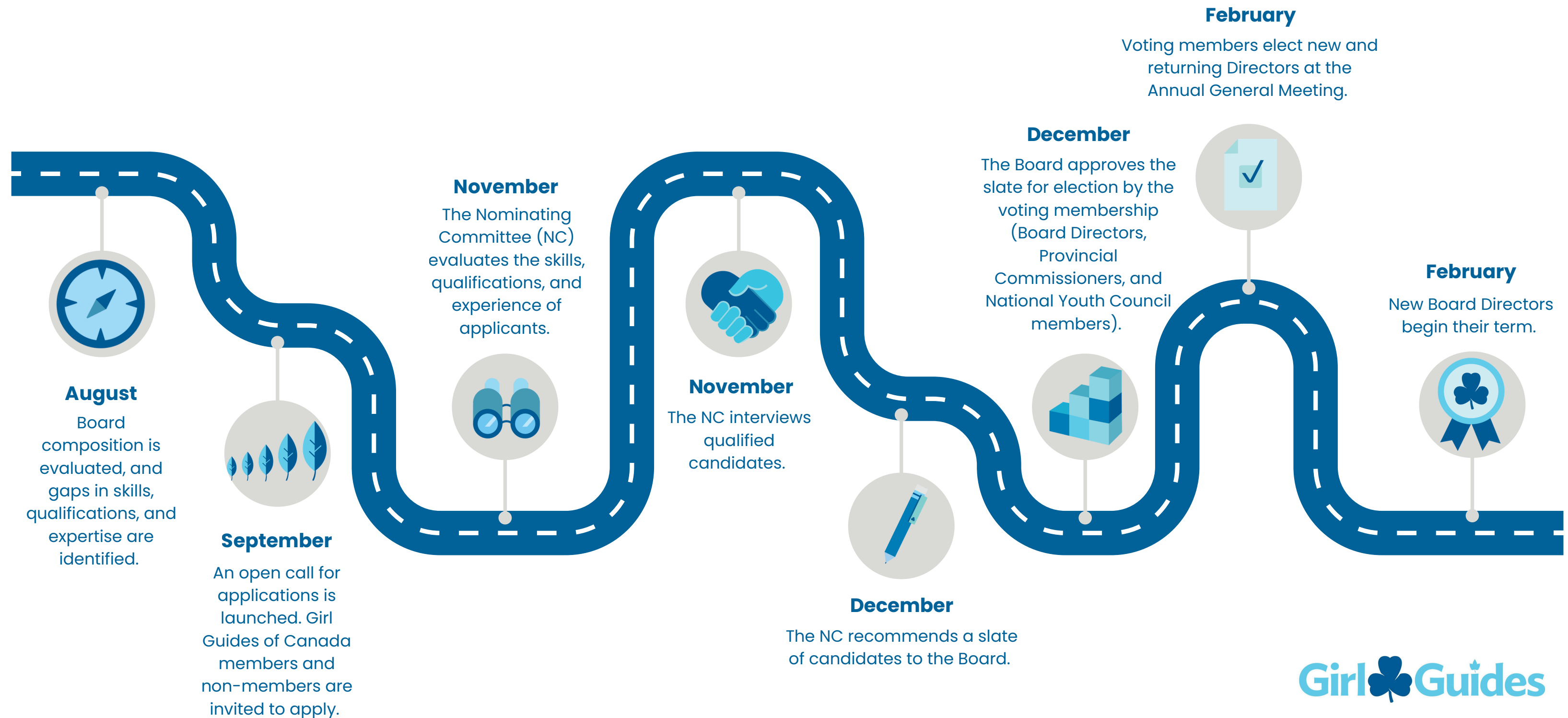
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Recruitment overview



Board Recruitment 2026–2027



Key recruitment dates

Applications close

Wed, October 21, 2026 at 11:59 p.m. ET

Interviews

Friday, November 6 or Saturday, November 7, 2026.

Interview dates are subject to change.

Annual General Meeting and Board elections

Wednesday, February 3, 2027



Board Director role and requirements



Role and requirements

- The Board of Directors, the governing body of GGC, is committed to the Mission and Vision of GGC and acts in the best interests of the organization.
- Board Directors hold their positions for a three-year term with possibility of extension.
- The Board is composed of volunteers who bring a variety of skills and experiences to their role, including but not limited to:
 - Financial management & audit
 - Legal & risk management
 - Youth programming
 - Diversity, equity, inclusion & accessibility
 - Fundraising & development
 - Advocacy
 - Crisis management



Role and requirements

- The Nominating Committee is currently looking for individuals who can bring one or more of the following:
 - **Youth perspective** (age 18-20), particularly with lived experience in the Guiding programme
 - **Leadership experience**
 - **Human resources expertise**
 - **Professional experience in a membership organization**
- The next 2 slides provide an overview of the commitments of the Board and its roles and responsibilities.
- For a full list of qualifications and requirements of the role, **click here**.



Board Charter: Outline of Key Commitments and Practices



Lead

We “set the tone at the top” through our actions and words recognizing we must always model the values, behaviours, culture and ethics of GGC to enable the growth of the organization and protect its reputation.



Steward

We protect GGC through good governance of *the Girl Guides of Canada Act*, By-laws and Foundation Statements, governance policies and by electing skilled Board Directors.



Learn

We acquire and maintain an understanding of the activities of GGC and the not-for-profit sector to enable GGC to fulfill its purpose and inform decision making.



Share

We actively support, promote and represent GGC. We use our expertise and networks to further the Vision, Mission and Value Proposition of GGC.



Give

We give generously and regularly through our time, networks and, and skills. We promote and support GGC’s fundraising initiatives, within our means and through our networks.

Our Vision

A better world, by girls.



Our Mission

To be a catalyst for girls empowering girls.

Board Charter: Outline of Role and Responsibilities

1. Oversight of the Chief Executive Officer (CEO):

The CEO is the Board's only employee, empowered and entrusted to manage the operations of the organization.

3. Strategic Planning:

The GGC Board is responsible to set the direction of the organization through strategic planning.

5. Monitoring Organizational Performance:

The GGC Board is accountable to ensure the organization is achieving its mission, respectfully asking the hard questions to ensure effective operations.

7. Governance

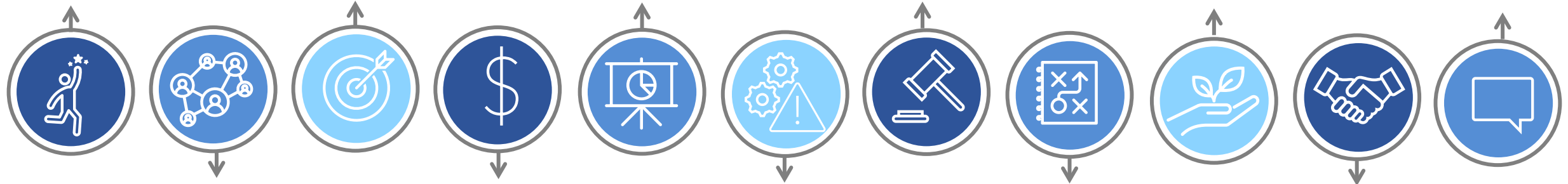
The GGC Board acts as stewards of the organization by establishing and maintaining the governing framework.

9. Board & Director Development and Evaluation:

The GGC Board is responsible for the recruitment, orientation, development and annual assessment of the Board and individual Directors.

11. External Relationships:

The GGC Board supports the building of relationships with external stakeholders and sharing its knowledge, expertise and networks with the organization.



2. People & Culture:

The GGC Board works to build an environment where all members, staff, and partners can fully participate and feel safe, valued and heard. It champions a culture of respect and inclusion

4. Financial Oversight:

GGC's Board demonstrates an understanding of the current the financial outlook and financial assets of the organization.

6. Enterprise Risk Management:

The GGC Board has ultimate responsibility to ensure that Management is effectively managing risk across the enterprise.

8. Crisis Management:

The GGC Board is responsible to provide oversight and guidance to Management throughout a crisis, ensuring the organization has an effective crisis response management plan.

10. Fund Development:

The GGC Board is responsible for supporting the organization's fundraising plans and initiatives.

GGC Foundations



Foundation - Overview

MISSION

To be a catalyst for girls empowering girls.

VISION

A better world, by girls.

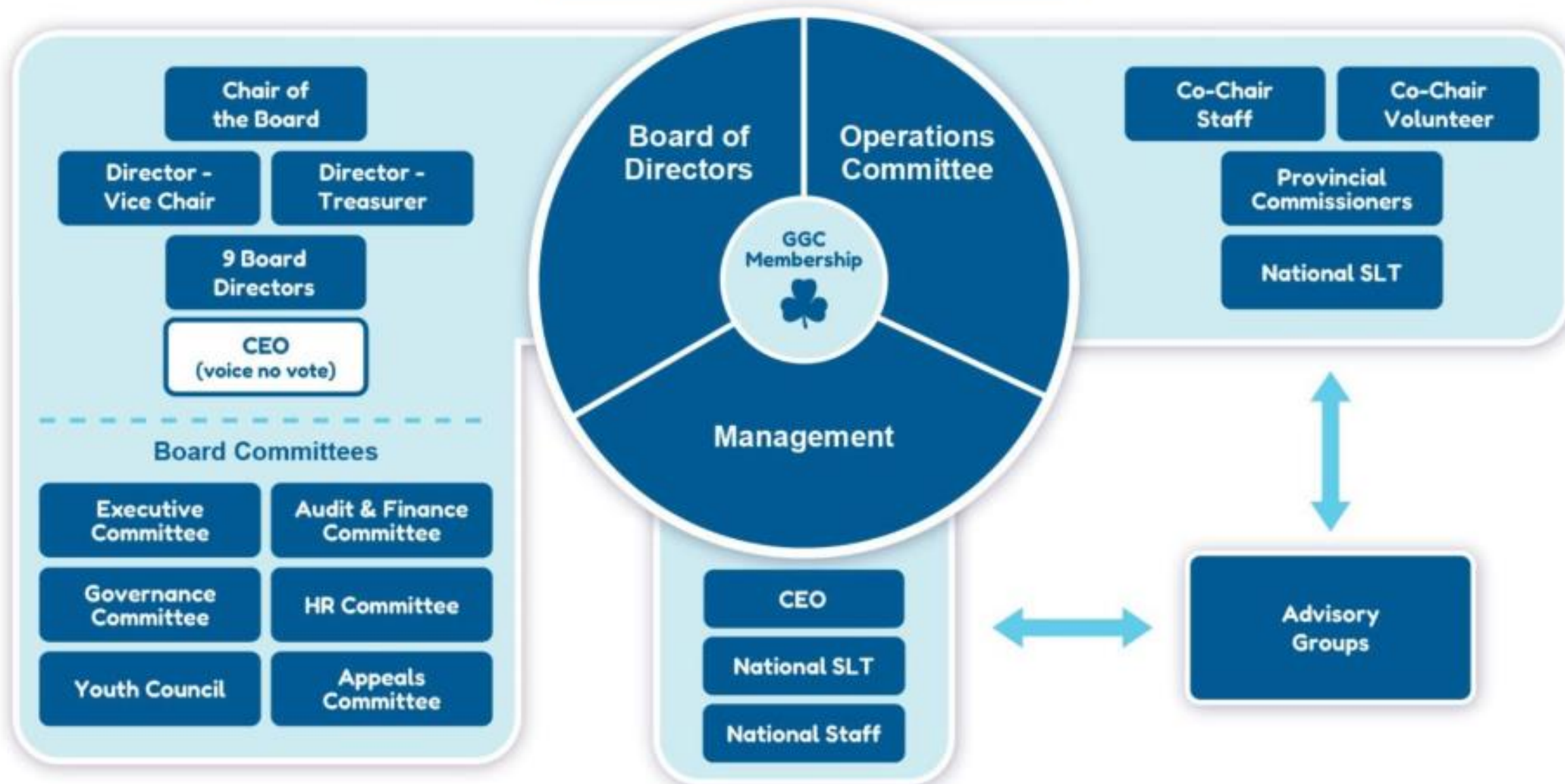
**For more information about our mission, vision,
and values, please visit our website at:
[Mission, Vision, Promise, Law and Values](#)**



GGC structure



GGC Governing Structure



Board Committee Descriptions

- The work of the Board is supported by several Board Committees.
- All Board Directors are also expected to sit on at least one Board Committee and engage in Committee work and meetings.
- The following slide outlines all the Board Committees.



Board Committee Descriptions

- **Appeals Committee:** the body responsible for considering appeals of membership termination.
- **Audit and Finance Committee:** supports and advises the Board on the financial management and financial viability of GGC nationwide, including ensuring that all financial requirements (internal and external) are being met.
- **Executive Committee:** composed of the Chair, the Vice-Chair, the Treasurer, and the Chief Executive Office. Presided over by the Chair of the Board, the Executive Committee is given authority by the Board to make decisions outside of Board meetings to ensure continuity of activity.
- **Governance Committee:** provides support and recommendations to the Board in area of bylaws and governance policy. It provides oversight to the Nominating Committee including the Board election process.
- **Human Resources Committee:** provides oversight of strategic human resource management by advising and providing recommendations of human resource strategies, policies, and organizational culture within GGC, including making recommendations to the Board regarding the performance evaluation, compensation recommendations, and succession planning for the Chief Executive Officer.
- **Nominating Committee:** ensures effective succession of qualified individuals for the Girl Guides of Canada Board of Directors, by recruiting and presenting a slate of nominees for election at the Annual General Meeting. This committee reports to the Governance Committee and Director-Governance.



2027 Board meeting dates



2026 Board meetings (tentative schedule)

Board meetings are held regularly, with travel to Toronto required for March and October meetings.

- The Board meets a minimum of five times a year: 2 in-person meetings, 2 virtual meetings, and a virtual Annual General Meeting, with meetings scheduled at least 6 months in advance.
- GGC's Board is a working board, requiring between 5-15 hours per month, potentially more for larger portfolios.

Date	Time	Location
March 5-6, 2027	All day	Toronto – travel required
June 18, 2027	1 PM – 4 PM ET	Virtual – Microsoft Teams
October 22-23, 2027	All day	Toronto – travel required
December 10, 2027	1 PM – 4 PM ET	Virtual – Microsoft Teams

**meeting times are subject to change, notice will be provided to all Board members.



Girl  Guides