



## **Intro / Description**

Fierté Simcoe Pride (FSP) is seeking community members to apply for our Rural Sub-Committee. This sub-committee will help Pride grow to meet the need of our communities, sharing the workload and engaging more people in our work.

FSP has recognized a need for more rural representation in the organization. The purpose of the Rural Sub-Committee will be to organize events in Simcoe County and provide FSP's board of directors with feedback on how to serve Rural parts of Simcoe County better.

The sub-committee membership is intended to reflect a diversity of experience, skills, knowledge and abilities suited to the organization's strategic needs. We are looking for members from all areas of the community and various backgrounds. All sub-committee meetings will be held on google meets.

The Rural Sub-Committee can formulate its own rules and procedure to govern itself independently of FSP's bylaws. This will be covered more at the first meeting. Each member's term will end at FSP's next AGM (October 2023).

Residents of the City of Barrie are not eligible for the Rural Sub-Committee.

## **Message from Colin Nelthorpe - President**

Pronouns: He/Him (en français: il)

Hi potential members, I know this list of duties, responsibilities, and requirements seems long and impossible, but it's not as intimidating as it may seem. I started with FSP on the Barrie Sub-Committee, back then, I barely checked off half of the requirements. The board of directors for FSP will support you through this journey, just like they supported me all those years ago. Some of the people I joined the sub-committee are still with FSP, some did one term then moved on, and that's fine.

I thoroughly enjoyed my time on the Barrie Sub-Committee and you will enjoy your time on the Rural Sub-Committee.

## **Duties and Responsibilities**

- Ongoing evaluation of the organization's mission, vision, and values
- Monitoring the organization's progress toward achieving its mission and strategic direction
- Festival and strategic planning
- Community and stakeholder outreach
- Financial oversight (due diligence)
- Sub-committee self-maintenance, including recruitment and orientation of new members
- Commit to their term on the sub-committee and devote an average of two (2) to three (3) hours every other week - an average of five (5) for Chair and Vice Chair roles. Hours vary at peak times of the year, such as Pride season, and will be higher.
- Attend at least 80% of meetings, well prepared in advance
- Participate in FSP events, including meetings, training, outreach, fundraising events, press conferences, and other activities as necessary
- Be readily accessible and responsive to electronic communication during reasonable business hours.

## **Requirements**

### **Language**

Fierté Simcoe Pride is working towards better serving Francophone community members, with the eventual goal of being a bilingual organization. Bilingual applicants with demonstrated experience in the areas above will be considered first.

### **Strategic Planning**

- Determining multiple-year strategies, long-term planning, and projects to pursue
- Knowledge of direction setting given the event that is produced and communities supported
- Understanding of relationships between nonprofit and its stakeholders (including the communities served, corporate sponsors, funders, and different levels of government)

### **Community Outreach and Communication**

- Familiarity and willingness to form more significant connections with the 2SLGBTQIA+ communities in Simcoe County
- Experience building relationships with community members, community organizations, government officials, and external relations

### **Financial Management**

- Setting financial goals in conjunction with overall strategic objectives

- Familiarity with financial controls and structure required for non-profit organizations
- Financial planning and tools needed to support the long-range sustainability of nonprofit organizations

#### **Legal/Governance**

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

#### **Human Resources**

- Demonstrated knowledge and experience with human resources challenges in a diverse non-profit organization, including volunteers, staff, and event participants
- Understanding of the implications for communication internally and externally with our communities
- Knowledge of how to bring people together

#### **Project Management**

- Ability to take a project from the initial brainstorming stage through to implementation or detailed implementation plan

**Applications can be submitted before Saturday, December 31st, 2022, at 11:59 PM EDT.**

The Board will make the final determination as to which applications will be accepted based on the following criteria:

- Commitment to the organization and the communities we represent
- Ability to contribute based on the criteria set out above
- Relevant knowledge, ability and skill sets

**Please fill out the application on our website, or if you have any questions, email them to Colin Nelthorpe at [colin.nelthorpe@fiertesimcoepride.com](mailto:colin.nelthorpe@fiertesimcoepride.com)**