



BA-RCIC

Black Africanness
Regulated Canadian Immigration Consultants

February 15th, 2024

Governance Documents: Additional items

Process for idea sharing and decision

- 1- Idea is generated **from Associates.**
- 2- Idea is developed by individual (smaller group).
- 3- Idea is shared to the members (board) for feedback.
- 4- Idea is shared to the associates (group) for feedback.
- 5- Idea and feedback are shared with advisory team.
- 6- Advisory team gives opinion.
- 7- Feedback goes to the members for decision.
- 8- Final decision is shared to the advisory team.
- 9- Final decision is shared to the associates.

OR

- 1- Idea is generated from **Advisory team.**
- 2- Idea is developed by advisory team.
- 3- Idea is shared to the members for feedback.
- 4- Idea and feedback are shared with the associates.
- 5- Feedback goes to the members for decision.
- 6- Final decision is shared to the advisory team.
- 7- Final decision is shared to the associates.

OR

- 1- Idea is generated **from Members (board).**
- 2- Idea is developed.
- 3- Idea is shared to the Associates for feedback.
- 4- Idea and feedback are shared with advisory team.
- 5- Advisory team gives opinion.
- 6- Feedback goes to the members for decision.
- 7- Final decision is shared to the advisory team.
- 8- Final decision is shared to the Associates.



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Role of Associates

Associates of a non-profit organization play significant roles on organizational matters. Their involvement is crucial for various reasons, and their roles may include:

Advisory Capacity:

- Associates may serve in an advisory role, providing valuable insights, expertise, and guidance to the organization's leadership. Their experience and knowledge can be instrumental in decision-making processes.

Expertise and Specialization:

- Associates may bring specific expertise or specialization to the organization. They might have skills in areas such as finance, law, marketing, or technology, which can be utilized for the benefit of the non-profit.

Networking and Fundraising:

- Associates can assist with networking and fundraising efforts. They may have connections within the community or industry that can help the organization secure partnerships, sponsorships, or donations.

Advocacy and Public Relations:

- Associates can act as advocates for the organization, helping to raise awareness and promote its mission. They may also assist with public relations efforts, enhancing the non-profit's reputation and credibility.

Committee Participation:

- Associates may serve on committees where decisions are discussed and formulated. While they may not have a direct vote, their input in committee meetings can significantly influence the decision-making process.

Mentoring and Support:

- Associates can mentor and support others in the organization, especially newcomers or individuals in leadership roles. Their experience can provide valuable insights to help others navigate challenges and make informed decisions.

Capacity Building:

- Associates can contribute to the overall capacity building of the organization by participating in training programs, sharing knowledge, and helping to develop the skills of other Associates.



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Representation of Stakeholders:

- Their presence ensures that the organization remains connected to the needs and perspectives of those it serves.



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Selection of the advisory team:

- **Commitment to the Mission:** Ensure that potential advisory team Associates are genuinely passionate about and committed to the mission of the non-profit. Their alignment with the organization's values and goals is crucial for effective collaboration.

Availability and Accessibility:

- Assess the availability of potential advisory team Associates. While they may not have day-to-day responsibilities, their willingness to be accessible and attend meetings or provide input when needed is important for a dynamic and responsive advisory team. Associate must be a full time RCIC (Regulated Canadian Immigration Consultants) or Lawyer.

Strategic Vision:

- Individuals who contribute to the organization's strategic vision. Advisory team associates should be able to think strategically, offer innovative ideas, and provide input on long-term planning and development.

Ethical Considerations:

- Ensure that potential advisors have a strong commitment to ethical practices. Non-profits must maintain a high level of integrity, and advisors should uphold ethical standards in their professional and personal conduct.

Diversity and Inclusion:

- Aim for diverse advisory team to bring different perspectives and experiences to the table. A diverse team can provide a broader range of insights and ideas that can benefit the organization. The team should have two women and two men, majority cannot be from the same country.

Involvement:

- Is involved in the discussions and contributions of the group. Participates in groups, events, and discussions.