



BA-RCIC

Black Africanness

Regulated Canadian Immigration Consultants

GOVERNANCE DOCUMENT

January 2024

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Cooperate Governance Document

Black Africanness RCIC, a professional network which comprises of certified Black Immigration Consultants & lawyers, Paralegals, and student advisors (RISIA), all in good standing with their respective governing bodies.

Mission

Our mission is to empower licensed immigration professionals within the Canadian Black community by offering a platform for networking, co-counselling, and education. We are dedicated to excellence, integrity, and inclusivity. Our commitment ensures a smooth and unbiased journey for our clients. Through our expertise, advocacy, and deep cultural understanding, we endeavor to nurture diverse, vibrant, and cohesive communities. Our goal is to create a Canada that warmly embraces everyone, making it a welcoming home for all.

Vision

At Black Africanness RCIC, our vision is to lead the charge in advocating for equitable immigration processes within the Black community. We are committed to empowering our Black immigration professionals with comprehensive training, resources and an environment ensuring they excel in preparing robust applications respective clients. Finally, to create a platform where we can share honest immigration information and set examples of harmonious coexistence for the global community.

Goals

1. Create a hub for licensed immigration consultants (RCICs), RISIAs and immigration lawyers where they receive training on immigration matters and how to grow their business. A collaborative space for mentorship and an atmosphere that fosters growth with peers.
2. Create and share resources that will aid in developing associates that are adverse with the industry.
3. Create a space where black associates can discuss common issues facing black immigration and develop solutions to the issues.
4. Advocate for black immigration and bring forth to respective bodies, issues, ideas and plausible solutions.
5. Create a global platform where honest immigration information can be shared and ghost activities can be combatted.

Associate criteria and requirements

- All associates MUST identify as black (Being Black refers to the racial and ethnic identity of individuals who are part of the BLACK African diaspora, typically with origins in Africa.)
- All associates MUST be licensed with their respective bodies (CICC or Law Societies) and MUST be in good standing. If good standing is lost, BA-RCIC needs to be informed immediately and affiliation with BA-RCIC will be lost until good standing is achieved.



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- Associates must fill out an associate's registration form and agree to the rules and the corporate governance guidelines.
- All associates agree to pay the designated annual associateship fee. Fee for 2024 is \$100.00 CAD per RCIC and Immigration Lawyer and \$80 for RISIAs. Ample notice will be provided should these fees increase annually.
- Associateship will be reviewed on an annual basis.
- Associates concur that active involvement in the BA-RCIC is important. Regular participation will be assessed during the annual associateship renewal process, influencing the decision on the continuation of associateship.
- Associates consent to their promotion and visibility on the organization's online platforms and various social media channels.
- Associates agree to use the group's logos respectfully as long as they are still an active participant. Logos can be used in associate's email signatures, on websites and social media. Always list yourself as an ASSOCIATE OF THE BLACK AFRICANNESS RCIC.

Code of Ethics

- Associates agree to maintain professionalism in group discourse, whether online or in-person.
- Associates agree to maintain the code of ethics drawn up by their respective groups. If at any time, it is brought to the attention of the board of any misconduct that goes against the Codes of Ethics or breach of these rules, the associateship will be terminated.
- The associate agrees to express respect for CICC and IRCC (regardless of how hard this maybe).
- Associates agree to maintain respect for the leaders of the group and the all-group colleagues and agree to not tarnish the name of the group.
- All issues that may arise within the group are asked to be reported in writing to info@ba-rcic.com immediately.
- Associates agree to reported in writing to info@ba-rcic.com and leave the corporation immediately if no longer in good standing with their governing body.

WhatsApp Group guideline

- Refrain from conversations pertaining to all sectors of religion, politics, and sexual orientation.
- Associates consent to utilizing the designated WhatsApp group primarily for discussions related to immigration matters.
- A specific day will be allocated for discussions regarding "other businesses." Outside of that designated day, please refrain from soliciting business within the group chat.
- Associates agree to search before posting links or questions to avoid redundancy.



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- Keeping in mind that this is a 100% volunteer group, associates agree to respect each other's time and their efforts to help and share information.
- Associates recognize that queries posted in any group forum may not always receive responses from fellow associates and members. Nevertheless, we promote a culture where everyone is encouraged to answer questions if they have the capability and are also urged to seek clarification by posing questions when uncertain about a situation.
- Associates acknowledge the necessity of independently verifying any information acquired from the group before considering it accurate. Both associates and members disclaim any liability for shared information. Emphasis is placed on providing comprehensive details when seeking guidance from the group, and it is strongly advised to conduct personal research before posting questions.
- Associates agree that any information shared, is correct to their knowledge.
- *More guidelines will be added as we move forward.*

Networking

- Associates commit to fostering a spirit of collaboration and cooperation and NOT one of competition.
- Encouragement is extended for individuals to contribute, share, and support one another.
- Associates agree to refrain from any foul language, harassment, or abuse of other associates.
- Associates commit to upholding the privacy and confidentiality of the group, as well as all shared information. Any indication of malicious sharing of information outside the group brought to the attention of the members may result in the termination of associates involved.
- Associates are encouraged to build relationships, learn and grow from each other. Together we are stronger!

Co-Counseling Procedures and guidelines

- Associates consent to being available for co-counseling if contacted, provided they have experience in the program.
- All expectations should be thoroughly discussed during the initial call, and all relevant agreements should be signed between both parties in accordance with the governing bodies codes. It is crucial to avoid conveying false expectations.

Professional Development and Training

- The organization will arrange webinars throughout the year, with some sessions receiving CPD approval. Associates are strongly encouraged to register for as many webinars as they can. Fees may be associated with these webinars.



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- Some webinars will be open to the public as a means of revenue for the organization.
- Webinars that are eligible for CDP credits will be stated as such. Please confirm CPD eligibility before registering. The organization will not be responsible for misinterpretation.

Conflict Resolution and Grievance Procedures

Associates agree to follow these steps for resolving all conflicts:

- 1- Attempt to resolve it cordially with the other individual.
- 2- If the conflict is not resolved, please email the concern to info@ba-rcic.com including a written statement outlining the grievance, the parties involved, and the desired resolution.
- 3- The respective associates will be contacted for further information as part of the investigation. Confidentiality is maintained throughout the process.
- 4- The matter will be taken to the advisory board for their input and then to the members for final decision.
- 5- Final decision will be shared with both parties involved.
- 6- Documentation of the process will be kept.

Leadership and Governance Structure

Associates agree to partake in the advisory team and other groups and committees when the opportunity arises and support the vision and mission of the organization.

Compliance with Regulations

Associates agree to maintain the Code of Ethics and other rules and governing guidelines of their governing body, in-addition to this set of rules and guidelines.

Evaluation and Review

Associates agree to partaking in feedback sessions aimed at improving the organization's performance on a regular basis.

Termination

An associate in the Corporation is terminated when:

- a. The associate dies or willingly resigns for any reason they see fit;
- b. Is expelled or their associateship is otherwise terminated in accordance with tis governance document;
- c. The associate term of associateship expires; or
- d. The Corporation is liquidated and dissolved under the Act.
- e. Is no longer in good standing with their governing body.

The board shall have authority to suspend or expel any associate from the Corporation for any one or more of the following grounds:



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- a. violating any provision of the articles, or written policies of the Corporation;
- b. carrying out any conduct which may be detrimental to the Corporation as determined by the board in its sole discretion;
- c. for any other reason that the board in its sole and absolute discretion considers to be reasonable, having regard to the purpose of the Corporation.
- d. is no longer in good standing with their respective governing bodies

EXCEPT in the situation of not in good standing with governing body, in the event that the board determines that an associate should be expelled or suspended from associateship in the Corporation, the president, or such other officer as may be designated by the board, shall provide ten (10) days' notice of suspension or expulsion to the associate and shall provide reasons for the proposed suspension or expulsion. The associate may make written submissions to the president, or such other officer as may be designated by the board, in response to the notice received within such ten (10) day period. In the event that no written submissions are received by the president, the president, or such other officer as may be designated by the board, may proceed to notify the associate that they are suspended or expelled from associateship in the Corporation. If written submissions are received in accordance with this section, the board will consider such submissions in arriving at a final decision and shall notify the associate concerning such final decision within a further ten (10) days from the date of receipt of the submissions. The board's decision shall be final and binding on the member, without any further right of appeal.

Effect of Termination of associateship

- Upon any termination of associateship, the rights of the associate, including any rights in the property of the Corporation, automatically cease to exist.
- All logos and association with the organization, should cease to exist.



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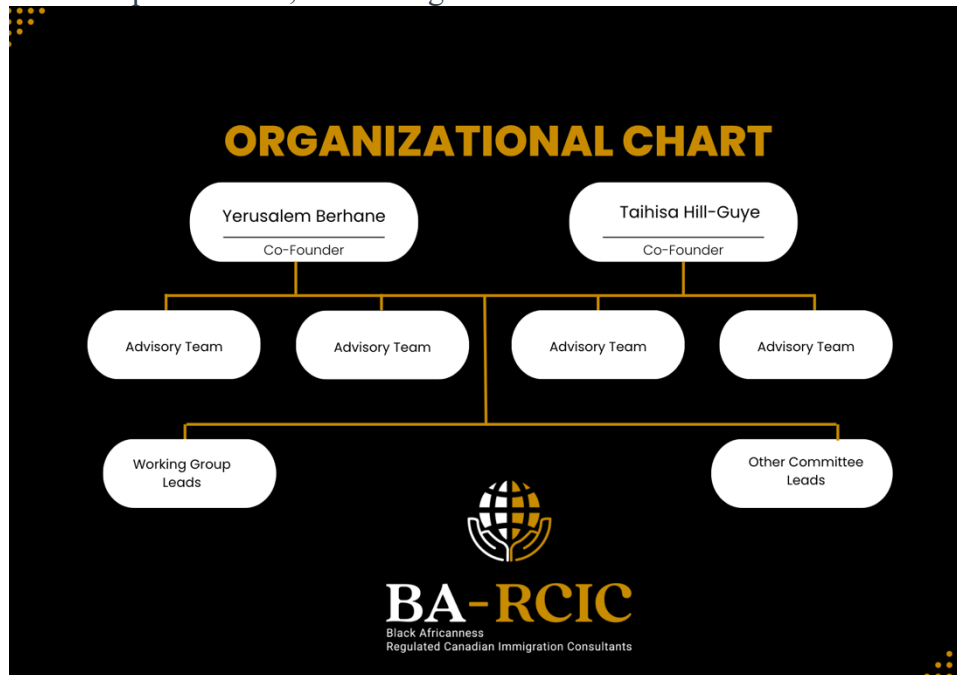
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Corporate Governance Framework

Board policies, which describe the board's governance framework: how it will exercise its authority, meet its responsibilities, and manage its affairs.



Fundamental Governance Principles

The legislation and common law related to governance embody two fundamental principles:

1. The board is responsible for all aspects of the organization, including overseeing its operations and holding management accountable for delivering on the mission of the organization. Boards are required to make decisions that are in the organization's best interests. In reaching a decision, the board must be able to demonstrate that it considered the decision's impact on all applicable bodies.
2. Each individual director on the board has a fiduciary duty to the organization, which is comprised of two main duties:
 - a. Duty of care — to act with the competence and diligence that a reasonably prudent person with similar knowledge and expertise would exercise in comparable circumstances.
 - b. Duty of loyalty — to act honestly and in good faith in the best interests of the organization.

The members of the group are Taihisa Hill-Guye and Yerusalem Berhane. The 2024 board president is Yerusalem Berhane and the secretary and treasurer is Taihisa Hill-Guye. One member will hold two positions at any one time. Members will rotate their positions annually.



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Governance Types/Models in Canadian Not-for-Profit Sector

Board Types/Models	Board Focus	Typical NFP
Operational (Gill). Similar to Executive (Willson/George) and Founding (Duca)	Doing day-to-day work of organization with limited governance.	Either start-up or very small organization; few or no staff.

Source: Taylor D. *Governance for Not-for-Profit Organizations: Questions for Directors to Ask*. 2014

Roles and responsibilities of the officers of the organization

Position Description of the President Role Statement. The president provides leadership to the Board, ensures the integrity of the Board's process, and represents the Board to outside parties.

The president co-ordinates Board activities^[1] in fulfilling its governance responsibilities and facilitates co-operative relationships among Directors and between the Board and senior management, if any, of the Corporation. The president ensures the Board discusses all matters relating to the Board's mandate.

Responsibilities

Agendas. Establish agendas aligned with annual Board goals and preside over board meetings if also holding the office of Chair. Ensure meetings are effective and efficient for the performance of governance work. Ensure that a schedule of Board meetings is prepared annually.

Direction. Serve as the Board's central point of communication with the senior management, if any, of the Corporation; provide guidance to senior management, if any, regarding the Board's expectations and concerns. In collaboration with senior management, develop standards for Board decision-support packages that include formats for reporting to the Board and level of detail to be provided to ensure that management strategies and planning and performance information are appropriately presented to the Board.

Performance Appraisal. Lead the Board in monitoring and evaluating the performance of senior management, if any, through an annual process.

Work Plan. Ensure that a Board work plan is developed and implemented that includes annual goals for the Board and embraces continuous improvement.

Representation. Serve as the Board's primary contact with the public.

Reporting. Report regularly to the Board on issues relevant to its governance responsibilities.



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Board Conduct. Set a high standard for Board conduct and enforce policies and By-laws concerning Directors' conduct.

Mentorship. Serve as a mentor to other Directors. Ensure that all Directors contribute fully. Address issues associated with underperformance of individual Directors.

Succession Planning. Ensure succession planning occurs for senior management, if any, and Board.

Committee Membership. Serve as Member on all Board committees.

2. Position Description of the Treasurer Role Statement. The treasurer works collaboratively with the president and senior management, if any, to support the Board in achieving its fiduciary responsibilities.

Responsibilities

Custody of Funds. The treasurer shall have the custody of the funds and securities of the Corporation and shall keep full and accurate accounts of all assets, liabilities, receipts, and disbursements of the Corporation in the books belonging to the Corporation and shall deposit all monies, securities, and other valuable effects in the name and to the credit of the Corporation in such chartered bank or trust company, or, in the case of securities, in such registered dealer in securities as may be designated by the Board from time to time. The treasurer shall disburse the funds of the Corporation as may be directed by proper authority taking proper vouchers for such disbursements and shall render to the Chair and Directors at the regular meeting of the Board, or whenever they may require it, an accounting of all the transactions and a statement of the financial position, of the Corporation. The treasurer shall also perform such other duties as may from time to time be directed by the Board.

Board Conduct. Maintain a high standard for Board conduct and uphold policies and By-laws regarding Directors' conduct, with particular emphasis on fiduciary responsibilities.

Mentorship. Serve as a mentor to other Directors.

Financial Statement. Present to the Members at the annual meeting as part of the annual report, the financial statement of the Corporation approved by the Board together with the report of the auditor or of the person who has conducted the review engagement.



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3. Position Description of the Secretary Role Statement. The secretary works collaboratively with the president to support the Board in fulfilling its fiduciary responsibilities.

Responsibilities

Board Conduct. Support the president in maintaining a high standard for Board conduct and uphold policies and the By-laws regarding Directors' conduct, with particular emphasis on fiduciary responsibilities.

Document Management. Keep a roll of the names and addresses of the Members. Ensure the proper recording and maintenance of minutes of all meetings of the Corporation, the Board and Board committees. Attend to correspondence on behalf of the Board. Have custody of all minute books, documents, registers, and the seal of the Corporation and ensure that they are maintained as required by law. Ensure that all reports are prepared and filed as required by law or requested by the Board.

Meetings. Give such notice as required by the By-laws of all meetings of the Corporation, the Board and Board committees. Attend all meetings of the Corporation, the Board and Board committees.

The board may from time to time appoint any committee or other advisory body, as it deems necessary or appropriate for such purposes and, subject to the Act, with such powers as the board shall see fit. Any such committee may formulate its own rules of procedure, subject to such regulations or directions as the board may from time to time make. Any committee member may be removed by resolution of the board of directors.

Expectations of the organization to its associates

- The organization is a not-for-profit organization and is operated by volunteers, please note that responses to inquiries will be slow paced and as volunteers are available.
- The organization will keep true to the rules and governance outlined.
- The organization will use the website and social media platform to market and advertise its associates, encourage use of licensed representatives, and share educational information.
- The organization will ensure associates are in good standing and represent the organization in a professional manner.
- The organization will issue associateship certificates to all associates in good standing.
- The organization will ensure that associates respect and hold true to the rules.



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- The organization will ensure events (meetings, meet ups, webinars, seminars) are held as frequently as possible to engage its associates and provide training necessary.
- The organization will use annual feedback to improve the group.
- Will maintain an environment of excellence.

Advisory Team Associates

Board Types/Models	Board Focus	Typical NFP
Advisory (Gill)	Provide advice and contacts. No governance or operational responsibilities. Handpicked by CEO/ED for her/his guidance.	NFPs wanting input from specific community groups or constituencies.

Source: Taylor D. Governance for Not-for-Profit Organizations: Questions for Directors to Ask. 2014

Advisory team of associates play a crucial role in supporting the board in its oversight responsibilities. They are responsible for conducting thorough analyses, monitoring, and reviews as assigned by the board. Their efforts are dedicated to assisting the board in its functions, and their work is closely aligned with the overall objectives of the board. It is important to note that advisory team of associates do not possess decision-making authority within board committees.

The advisory team, comprised of a minimum of three associates, plays a pivotal role in fostering a strong governance culture that adheres to contemporary governance standards and best practices of the organization. The committee is entrusted with the following responsibilities:

- Formulating and proposing an ongoing organizational education and development plan to the board.
- Evaluating and recommending succession plans for both the board and other committees.
- Periodically reviewing rules and suggesting necessary changes every three years.
- Orchestrating an annual evaluation process to gauge the effectiveness of the board and committees.
- Facilitating the development of performance indicators and processes to aid the board in monitoring the organization's performance and managing risks.
- Assessing and providing recommendations on the annual performance plan and evaluation.
- Taking the lead in organizing the organization's annual planning retreat/event, including agenda and content development, as well as post-retreat follow-up.
- Annually proposing a work plan with deliverables for each board committee to the board.
- Quarterly reporting (or more frequently, if needed) to the board on the committee's progress.



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- Adhering to group guidelines and setting an exemplary standard for other associates.
- Guiding associates to appropriate channels of communication and addressing disputes through proper reporting mechanisms.
- Mandatory signing of the agreement and confidentiality agreement, and steadfast commitment to fulfilling its obligation.
- Reviewing and providing recommendations on applications for new associate associateships.

Reporting to the associates

- The annual report from the advisory committee will be reviewed by the members and made available to the associates for viewing.
- The strategic plan of the board will be made available for viewing after being presented to the associates through a planned webinar.

Annual board effectiveness survey

In efforts to ensure that the board is improving and growing a similar survey will be carried out annually in addition to surveys done with an advisory team.

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1. The organization fulfills its mission well (<i>service outcomes quality and volume</i>).							
2. The organization uses its resources effectively (<i>good value for the money spent</i>).							
3. The board regularly assesses organizational risks and opportunities.							
4. The board complies with requirements outlined in key elements of its governance framework (<i>bylaws, policies, code of conduct, conflict of interest, values</i>).							
5. The board's annual workplan is effective in managing the board's work.							
6. Board committees provide useful support to the board (<i>they surface relevant issues and opportunities for board consideration, their reports to the board are succinct and focused</i>).							
7. Collectively, directors have the appropriate experience and skills required to effectively carry out their responsibilities.							
8. Board composition reflects the diversity of the community the organization serves.							
9. The board's capacity to govern effectively is not impaired by conflicts among directors.							

10 Modified from Gill 2005.



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	5	4	3	2	1	0	DK
10. The board uses sound decision-making processes (e.g., focused on board responsibilities, factual information, efficient use of time, items not frequently revisited, diverse points of view are welcomed, decisions are not "rubber-stamped").							
11. Board meetings are effectively conducted (all members engaged, sufficient information provided in advance, members' questions/comments are respected and responded to meaningfully).							
12. The board has an effective succession plan for its leadership positions.							
13. Orientation and board development adequately prepares directors to fulfill their governance responsibilities.							
14. The board has a productive working relationship with the CEO/ED (e.g., good communication, mutual respect, clear accountability).							
15. The board does a good job of evaluating the performance of the CEO/ED (measuring results against objectives).							
16. The board has a formal CEO succession plan.							
17. I feel engaged in the activities and responsibilities of our board.							
18. I feel that I have been able to make a meaningful contribution.							
19. I feel I am fulfilling my role and duty as a director.							
20. Overall, I enjoy my volunteer experience as a director.							

Suggestions and Comments
What suggestions do you have for improving the engagement of our directors?
What suggestions do you have to improve our board meetings?
Do you have any other suggestions for improving the effectiveness of our board?

Source: Taylor D. Governance for Not-for-Profit Organizations: Questions for Directors to Ask. 2014



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Guidelines of the committees

Working groups- these have been created to cover all immigration programs and are tasked with creating a step-by-step guide on the program's application process, tips, do's and don'ts and governing laws. The group will also link any pertinent IRCC and other relevant documents that can be used as reference materials.

The objectives of these working groups are as follows:

- 1- Facilitate discussions on the programs to ensure each participating member comprehends the purpose and underlying principles of the program.
- 2- Develop a comprehensive working document outlining the necessary steps for a successful application in this program.
- 3- Collect relevant supporting documents and make them readily available.
- 4- Coordinate webinars with experts in the field to enhance participants' knowledge and strengthen their understanding.
- 5- Showcase the completed product to entire organization's body.
- 6- Maintain ongoing efforts on the documents, regularly updating and sharing experiences.
- 7- Appoint a leader responsible for organizing and hosting webinars, ensuring task completion, updating documents, and managing the group's requirements.

Expectations for the working group team are as follows:

- Associates commit to actively participate in all aspects of document creation, which includes attending meetings, reviewing documents, and compiling necessary materials.
- Each group will either select or have a volunteer assigned as a group leader.
- Group leaders will ensure the compilation of documents, liaise with the board, advisory team and the group, schedule meetings, assign tasks, encourage participation, and recommend the removal of non-active associates.
- Group leaders will have access to edit, all other teammates will have access to view.
- Once the groups are formed, access will be given to all the teammates.
- Materials produced within these groups are intended for use by all associates of BA-RCIC, regardless of their participation in the working group. All created documents must be stored in the designated folders on the organization's storage drive.
- All documents must receive final approval from the working group, advisory team, and the board. The document will be officially finalized as a PDF featuring the



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organization's logo and disclaimers before external sharing. Failure to adhere to these procedures may lead to the termination of associateship.

- All organizational rules and guidelines are to be strictly followed within these working groups.

Associateship Registration Procedure

- Review this document in its entirety.
- Begin by visiting the website at www.ba-rcic.com, agree to the terms and condition of this document and complete the registration form.
- The forms will undergo a thorough review and vetting process by the advisory team and members, adhering to the vetting criteria established by the organization. In case of any concerns or the need for additional information, the associate will be contacted via email or phone.

Vetting Criteria for a new associate:

- *Check CICC- for registered name; any disciplinary actions against them.*
 - *Check social media- ensure the postings are true and not fraudulent.*
 - *Review tags on social media- ensure the associate is not part of any fraud.*
 - *Review their website- any misleading/fraud; any google reviews.*
 - *This process is subject to change*
- Once the application is approved, associates will receive an email notification regarding the payment of dues- funds are to be sent to info@ba-rcic.com.
 - Upon receipt of dues, a PDF certificate, a welcome email and a logo file will be sent to the associates. This will be done in batches, once a month.
 - Associates' approval status will be updated on the website, and a notification email will be dispatched. At this point, associates will be encouraged to complete their profiles on the site.

Fees Payment

Associateship fees are required during both registration and renewal. The annual fees will be communicated to the general body annually.



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APPENDIX A

Strategic plan ideas (subject to change)

1. Webinars

Series- setting up your business.

- Setting up an ethical business.
- Topics:
 - Professional conduct (standards, dishonest/fraud, unauthorized behaviors- common ones, compliance)
 - Competence
 - Relationship to clients (Initial consultation, service agreement, invoices, advance payments, obligations)
 - Administration and office management (record keeping, compliance)
- Getting your business up, running and functional: Email, phone number, CRM... Process for taking clients...
- Marketing your business (marketing services, false and misleading representations, client endorsement, identifying marks of College/BARCIC)

IRCC Programs:

- Study permits
- Work permits
- Express Entry
- Refugee
- H and C
- Visa
- Business Immigration
- PNP
- Spousal
- Dependent sponsor
- Rehabilitation
- LMIA
- Caregiver
- Long term new/old policies

2. **Policy reviews**- these are new policies that are short term.

3. **Meet up**- talk about cases, perhaps on a weekend, review case laws, is there a strong case someone is working on we can all review and give feedback on how to deal with it. (weekly, twice a month, monthly?)

4. **Lobbying projects**- What are hot topics affect black immigration, how can we study the issue, research the background, get influential people on board (Ex Richard Kurland); present our case to the appropriate parties.



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5. **Peer mentorship:** Volunteer RCIC who would want to take on another RCIC (new or old) and help with business setup, learning a program, reviewing case processes etc.
6. **Each working group to be active,** have a lead and follow the expectations.
7. **Directories:**
 - **List of co-counseling**
 - **School agents**
 - **Professional resources (accountant, insurance, lawyers, translators etc)**
 - **IRCC emails and address**
8. **Annual in person gala:** awards, speakers, dinner, dance
9. **Building alliance with other known black organizations and businesses and allies.**
10. **Offering discounted CPDs the month of birthdays** (example all January birthdays will get a happy birthday email and a 20% off January CPDs).
11. **Maintain the Officio and Caseeasy discounts.**
 - *Officio: new RCIC's (that joined the industry in the last 6 months) we can assist them establish their business by offering a discounted 2-year Ultimate plan for the price of 1. That is, Ultimate for \$999 (regular price of \$1299) and the second year is on us as well. So, the \$999 will cover the first 24 months. LOA is kindly requested. For everyone else in the group, we can offer the Officio Ultimate for the price of Pro at \$999/year.*
 - *Caseeasy: For your group, I would be happy to extend the following discount offers: Monthly Plans: 30% off (discount up to 12 months); Annual Plans 20% off (discount up to 12 months) This offer may be accessed by using the code: [BARCIC2024](#) Our current free trial period is 14 days, however, persons who use the code to sign up will be extended a 30-day free trial period.*
 - *if there are members, especially on Monthly plans who want to take advantage of this offer, they may send an email to, sales@caseeasy.ca and we will apply credits to their accounts for their future billing.*
12. **Obtain discounts** on as many services as possible (FedEx, Staples, Zoom, Calendly, PayPal, Stripe, etc.).
13. **THE FUND:** The fund is designed to support newcomers, international students, refugees, and similar groups by providing financial assistance for their various needs in Canada. These funds can be utilized for settlement purposes or to facilitate success in their endeavors within the country. Interested individuals can apply through a designated application process, where they are required to present their case to the review committee, outlining their specific needs and circumstances for consideration.



BA-RCIC

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14. Facebook group guidelines

- This is an open platform and is not part of the exclusive associateship like the whatsapp group.
- This group will be created to build a global audience for the BA-RCIC and by extension all associates.
- Used promote the organization and its work.
- To create a platform of honest immigration news and feedback from all our associates.
- A platform for our associates to advertise their businesses, share posts etc.
- A platform to host FB lives with associates as panelists.
- Page to promote our associates.

NOTE: This governance document is not exclusive and is subject to change.

Now that you have read this document, if you agree and would like to an associate, please go to www.ba-rcic.com, 1- click on the associate tab and 2- click on Become an Associate button- see below. *Kindly note that you will be able to return to your profile and make edits.*

BA-RCIC

Home About Us Associates Webinars Contact Us

Associates

Meet the Experts Who Make Your New Canadian Beginnings Possible.

Associateship is reserved for licensed RCIC, RISIA, and Immigration Lawyers who identify as black.

Become An Associate 2