



To all members

Following CSIA AGM held in December 2024, the time for the CSIA election is now set to take place from October 15 to November 15, 2025. In view of this election the CSIA board of directors, following the recommendations of the nominating committee, will be putting forward the following candidates for this election.

Position	Candidate name	Term
Atlantic region director	Michael McDermott Cheryl McMurtrie	AGM 2025 to AGM 2028
Alberta region director	Colin Borrow (Elected by acclamation)	AGM 2025 to AGM 2028
Director-at-large: Finance	Michael Badham Serge Fortier	AGM 2025 to AGM 2026
Director-at-large: Governance & Legal	Cara Flemming Jeffrey Harder	AGM 2025 to AGM 2027
Director-at-large: Human Resource	James Innes Sergio Rodriguez	AGM 2025 to AGM 2028

In accordance with bylaw 6.04, any member in good standing who wishes to stand for election to the CSIA board can submit their nomination form with support from not less than ten (10) members in good standing by no later than September 30th, 2025.

As a result of the change in by-laws at the 2024 AGM, the nomination forms for the Atlantic and Alberta representatives have already been requested and received, as per the timeline specified in the previous by-laws. Therefore, we are only seeking nomination forms for the positions of Directors-at-large at this time.

[Click here](#) to access the nomination form.

It is important to note that any member wishing to submit their candidacy for one of the Director-at-large positions will also need to provide proper information to show that they meet the profile researched, which are as follows.

Position	Skills/Competencies
Director-at-large: Finance	<p>Candidates who have experience in financial management, accounting and risk management. The ideal candidate:</p> <ul style="list-style-type: none"> • will understand the full set of financial statements; • will have the ability to analyze financial data; • will understand and be able to evaluate the budgetary process; • will understand the tax and fiscal obligations; and, • will be able to identify and evaluate financial risk mitigating strategies.
Director-at-large:	Candidates who have experience of being part of

Governance & Legal	<p>governance-level boards, with a strong understanding of legal frameworks relevant to non-profit organizations. The ideal candidate:</p> <ul style="list-style-type: none"> • will understand proper governance principles and the directors' responsibilities and duties; • will be able to identify the frameworks and processes required to ensure effective decision-making, risk management, and compliance with the various laws; • will understand the potential risks associated with governance, and will be able to help appropriately manage it; • will understand corporate bylaw and the requirements for compliance, as well the appropriate policies required for a governance board; • experience in a legal advisory capacity, will be considered an asset.
Director-at-large: Human Resource	<p>Candidates who have experience in HR or organizational structure development, with an emphasis on understanding labor laws and legal requirements. The ideal candidate:</p> <ul style="list-style-type: none"> • will have knowledge of the HR life cycle, practices and legal compliance requirements; • will be able to identify HR policies and practices; • will understand how to align HR structure and practices with business strategies; • will understand the change management practices required to ensure a positive outcome.

Volunteers on the national board should be prepared to work from a national perspective. All other qualifications being equal, preferred candidates would provide gender, age, and certification diversity to best represent our membership composition.

Commitment to the Board would require the successful candidate to sign the declaration of oath of office and confidentiality, attend 2 yearly in-person meetings (3 to 4 days every spring and fall), monthly conference calls (approx. 2 hrs. in evenings), and any additional committee work required. For more information on the role and responsibilities of a CSIA Director ([click here](#) to download the document: **CSIA Board of Directors, Director at Large – Role and Responsibilities**).

Lucia Glasse-Davies
Secretary of the CSIA board of directors
