

# Nominating Committee – Board Descriptions

The responsibilities of the CABAC Nominating Committee are important for the work we do together. The committee helps to fill leadership roles at various levels for our work together and ensures a wide representation of our CABAC family. These boards ensure a transparent and inclusive nomination process by evaluating candidates based on their experience, skills, and commitment to CBAC's mission and values. Their work helps maintain strong, effective governance across CBAC's various committees and leadership structures.

## PENSION & BENEFITS BOARD

**Purpose of the Pension and Benefits Board:** To administer various benefit programs for ministers and employees of churches and organizations associated with the CBAC. In addition, the Pension and Benefits Board provides financial assistance to ministers, family members and missionaries residing in Atlantic Canada who are experiencing financial hardship.

**Board Meetings:** The Board convenes for two key board meetings:

1. **Spring Meeting:** Held Mid-April in Moncton, NB.
2. **Fall Meeting:** Held Mid-October in Moncton, NB.

In-person meetings are preferred however accommodations for virtual attendance can be made. These meetings typically run the full day from 9am to 3:30pm and lunch is provided.

**Responsibilities of Directors:** The Board of Directors consists of appointed individuals who provide essential leadership and governance for the Pension and Benefits Board on behalf of the CBAC. Their primary role is to make key decisions that shape the organization's mission and vision ensuring its long-term success. Board members contribute their expertise, guidance, and oversight, setting policies approving budgets, setting medical dental premiums and holding the organization's leadership accountable.

**Criteria for Nomination to the Pension and Benefits Board:** Individuals being considered to represent the Pension and Benefits Board should meet the following criteria:

1. **Involvement:** Directors are expected to attend all board meetings, actively participating through preparation and engagement.
2. **Policy and Procedure Familiarity:** Directors should acquaint themselves with the organization's policies and procedures.

3. **Competencies:** Directors should have expertise or abilities aligned with the strategies and needs of the organization (e.g. knowledge of pension and/or benefit programs, personnel management, and financial literacy)
4. **Representation:** Directors are entrusted with representing the CBAC within the Board.
5. **Promotion:** Directors are encouraged to champion the Board and CBAC's mission within their respective Church, Association, and Region.
6. **Cooperation:** Directors should be ready to collaborate and willingly accept assigned responsibilities.

## ATLANTIC BAPTIST MISSION BOARD

### Purpose

The task of the Board is to represent the CBAC through the Council of the CBAC in ensuring that a central guiding vision is maintained in the areas of evangelism, church planting, ethnic ministries and special mission projects. To fulfill this mandate, the Board sets written policies, monitors the Director's performance in terms of Executive Limitations Policies and End Policies.

The Board will govern with an emphasis on:

- 1) outward vision rather than internal preoccupation;
- 2) encouragement of diversity in viewpoint;
- 3) strategic leadership more than administrative detail;
- 4) clear distinction of Board and Director roles;
- 5) collective rather than individual decisions;
- 6) future rather than past or present;
- 7) proactivity rather than reactivity.

The Board meets in September, November and April on Zoom (normally on weekdays).

### Gifts and Skills

This Board requires people who are committed to the tasks outlined above and who are willing and able to devote time to the Board meetings. They should be people who can learn to work under a Policy Governance model and not be concerned about wanting to micro-manage the ministry of the Board. Board members should be forward-thinking, proactive individuals with good written and verbal communication skills. Each individual should have proven leadership ability and be a good team player who works well with others. It would be helpful to have people who may have some experience in one or more of the areas mandated by the CBAC Constitution i.e. evangelism, church planting, ethnic ministries and special mission projects.

## CANADIAN BAPTIST MINISTRIES

Members of the CBM Board of Directors are responsible for developing and monitoring the achievement of the ends (outcomes) of the organization, for ensuring that the results are attained at the appropriate cost, for evaluating the performance of the Executive Director and for representing the moral ownership of CBM.

It is, therefore, imperative that the selection criteria for Board Members reflect the intentionality to carry out these responsibilities. The following are the criterion for board member selection and appointment. It is the intention of the Board of CBM that this criterion will enable the members<sup>1</sup> in the nomination and election of Board members.

Potential Board members must:

- a) Be recognized by the leadership of the person's local-church for their active Christian faith life as a member in good standing. This church must be part of one of our classes of members<sup>1</sup>.
- b) Demonstrate the biblical qualifications of those called to leadership in the church (1 Tim 3.8-13), along with high personal and professional ethics, integrity and values.
- c) Have some prior experience (min. 2 years) in either local-church or not-for-profit leadership, having demonstrated practical wisdom, vision and sound judgment.
- d) Offer proven expertise in one or more of the following domains:
  - non-for-profit management
  - overseas missions
  - local-church leadership
  - networking to build partnerships
  - fundraising
  - professional educator
  - leadership formation
  - relief and development sector
  - law
  - accounting/finance/administration
  - risk management

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<sup>1</sup> There are 5 classes of members of CBM: Canadian Baptist Women, Canadian Baptists of Atlantic Canada, Union d'Eglises Baptistes Francophones du Canada, Canadian Baptists of Ontario and Quebec, and Canadian Baptists of Western Canada.

- policy governance
  - organizational management
  - theological training
  - communications
  - human resources
  - inter-church or interfaith dialogue
  - Or other and additional skills and experience relevant to the organization's mission and oversight.
- e) Have the capacity and the desire to represent the balanced best interests of the Canadian Baptist constituency as a whole.
- i. The best interests and well-being of CBM must take precedence over personal and/or regional interests
  - ii. The board members represent the moral ownership of CBM, and, inasmuch, reflect different cultures, traditions and convictions of our national Baptist family, yet they strive to work consensually. While we do not expect each person to necessarily represent the 'balanced interests' of the constituency, we ask for mutual trust, respect and cooperation.
  - iii. Be open to explore new ideas and possibilities combined with a willingness to help build consensus.
- f) Be committed to the values and principles of effective partnership and demonstrate the ability to work collegially with others, even when theological or missiological views may differ.
- g) Be willing and able, in light of other business and personal commitments, to devote the required amount of time to diligently fulfill the duties and responsibilities of Board membership.
- i. This involves full attendance at 2 (two) two-day meetings (typically held in May & October) plus additional reading and providing feedback electronically.
  - ii. This includes adhering to the attendance policy of not missing more than two consecutive meetings.
  - iii. Commitment to serve on the Board for the complete 3-year term (renewable) and to develop knowledge about CBM's operations at the level appropriate to carry out Board responsibilities

- h) Accept involvement only in employment, activities or interests that do not create a conflict of interest or violate any applicable law or regulation
- i) Avoid any undue influence by not being an employee or an immediate family member of any of the five classes of members.
- j) Not serve on the Boards of any of the classes of members or be an immediate family member of a Board member
- k) Not be an "Ineligible Person" under current federal and provincial legislation requirements. (<http://laws.justice.gc.ca/eng/acts/c-7.75/page-12.html#h-20>)
- l) Be willing to be a financial donor to CBM.
- m) Be willing to consider participation (or have recently participated) in at least one CBM short term mission trip during the term of appointment.
- n) Be willing to provide any legally required personal information in order to satisfy our statutory requirements (permanent address, contact information, occupation, etc.)

## BOARD OF MINISTERIAL STANDARDS AND EDUCATION

The BMSE is comprised of nine elected members (ordained and accredited CBAC pastors and other experienced lay persons). They are eligible to serve two consecutive three-year terms. There are also eight ex-officio members.

### **Purpose of the BMSE:**

1. To interview candidates considering ordained pastoral ministry within the Canadian Baptists of Atlantic Canada (CBAC), those not yet ordained, as well as those previously ordained either within or outside the Baptist World Alliance. For those already ordained, the BMSE reviews their statement of faith. The BMSE also interviews candidates desiring to become a Recognized Lay Leader. The processes for ordination and lay recognition are outlined in the Regulations Concerning the Ministry. The BMSE interviews candidates for gifts, call to ministry, and overall fit with the CBAC.
2. To maintain the credentials of all accredited CBAC ministers and is the keeper of the ministerial standards and ethics as laid out in the Regulations Concerning the Ministry.
3. To investigate formal complaints brought against accredited CBAC ministers who have allegedly breached the standards and ethics. The process of investigation and restoration is laid out in the Protocols for Cases of Professional Misconduct.
4. To oversee the Preparing Future Pastors Fund which is invested with the Atlantic Baptist Foundation.

**Board Meetings:** Throughout the year, the BMSE convenes twice to interview candidates:

1. **March Meeting:** Typically held the third week of March (Tuesday 1pm until Thursday at 12pm) in person at Acadia Divinity College, Wolfville, NS. Purpose: Members are to be prepared to interview all types of candidates and provide input on Board business.
2. **October Meeting:** Typically held the week before Thanksgiving (Tuesday 1pm until Thursday at 12pm) in person at Crandall University, Moncton, NB. Purpose: Members are to be prepared to interview all types of candidates and provide input on Board business.
3. **Special Meetings:** From time to time, the BMSE needs to meet to discuss important matters such as interviews, business or investigations. These meetings can take place virtually (usually via Zoom) or in person.
4. **BMSE Executive** meets before each regular BMSE meeting and as needed throughout the year. The Executive is primarily involved in any investigations and other timely matters required to have input or action between BMSE meetings. The Executive

consists of a Chair, Vice-chair and two other members who are all elected BMSE members. CBAC Executive Minister, Director of Leadership Development and the Assistant to the BMSE are ex-officio members of the Executive. Occasionally, BMSE working groups are established and members are asked to participate if requested. The BMSE appoints at least one member to represent them on the Preparing Future Pastors Fund committee (which meets at least once per year in January).

**Responsibilities of BMSE Members:** Members provide essential leadership as the gatekeeper of the ministerial standards and ethics which includes the vetting of ministerial candidates on behalf of the CBAC churches according to the Regulations Concerning the Ministry and the BMSE Manual. Their work includes regular reviews of the policies, guidelines and Regulations and proposes appropriate changes.

Members serving on the BMSE have several significant responsibilities:

1. **Involvement:** Members are expected to consistently attend all board meetings, actively participating through preparation and engagement.
2. **Policy and Procedure Familiarity:** Members should acquaint themselves with the Regulations Concerning the Ministry, Protocols for Cases of Professional Misconduct and the BMSE Manual.
3. **Cooperation:** Members should be ready to collaborate and willingly accept assigned responsibilities.
4. **Confidentiality:** Due to the nature of the BMSE's work through interviews, business and investigations, members are required to sign a waiver of confidentiality each year.



## CRANDALL UNIVERSITY, BOARD OF GOVERNORS

**The Mission of Crandall University** is set out in the NB Legislation, Bill 53: *“Transforming lives through quality education firmly rooted in the Christian faith.”*

- Every decision, policy, action, and hiring is subject to this goal.
- Part of the responsibility as a board member is to ensure that the decisions we make protect or enhance Crandall’s Christian character.
- That includes not only what we do but how we do it and why we do it.

**Board Meetings:** There are three regular meetings scheduled throughout the year. Normally they are all on site at Crandall University on a Friday evening and Saturday morning and possibly evening. They are scheduled for September, February, and June.

**Additional Board Meetings** may be called if there is any time-sensitive issue that needs to be addressed or information that Board Members should have before the next regular meeting. Often, these meetings will be over Zoom, but occasionally, they may be on-site in Moncton.

### **Responsibilities of Board Members:**

The Board of Governors at Crandall follows the Carver Model of Governance. This means the Board, as a whole, is responsible to:

- ensure that the President (their sole employee) follows the Executive Limitations and Ends Policies, a portion of which are reviewed at each regular meeting. Accountability of the CEO (President) is a primary responsibility of the Board to our constituency.
- act with fiduciary responsibilities – i.e. to run the organization solely in the interest of participants and beneficiaries and for the exclusive purpose of providing benefits and paying expenses while minimizing risks to the organization.

Therefore, Individual Board Members are responsible to:

- Attend and participate in Board meeting. Material is circulated a week in advance and members come prepared to discuss the material in the meetings.
- New Members have an Orientation prior to the September Meeting to acquaint them with Board procedures and policies. A mentor is assigned to new members to help them become comfortable with Board operations during the first year.
- Discussion within the Board is free and open but once a decision is made, the Board speaks with one voice.

- Each member has a position on a committee of the Board – Finance, Governance, Executive, and Senate. Except for the Senate, the committees usually meet two or three times a year, often just before a Board meeting. The Senate meets more often during the academic year.
- Board members have Directors and Officers Liability Insurance provided by the University.

## ACADIA DIVINITY COLLEGE, BOARD OF TRUSTEES

**Mission of Acadia Divinity College:** To equip Christians in diverse contexts with knowledge and skills to interpret the realities of life today in the light of God's word, to speak good news and act confidently with love and justice, and to serve the mission of God in church and world with transformative impact.

**Purpose of Acadia Divinity College:** As the seminary of the Canadian Baptists of Atlantic Canada (CBAC), Acadia Divinity College equips students for ministry, leadership, and service in churches, communities, and the world. Committed to supporting local churches, the college nurtures leaders who enrich both the spiritual and social well-being of the communities they serve.

Board Meetings: Throughout the year, the College convenes two key board meetings:

1. **Annual Meeting:** Typically held in October or November, this gathering takes place in Wolfville at the College.
2. **Spring Meeting:** Also held at the College in Wolfville, this meeting takes place in April or May.

All meetings offer both in-person and virtual attendance options. Meetings convene at 9 a.m. and conclude at 3 p.m. In addition to these, several committees (Executive, Governance, Finance & Investment, Audit) exist, with board members expected to participate as needed, depending on the committee's function. Recommendations to the board are presented through these committees.

**Responsibilities of Trustees:** The Board of Trustees consist of appointed individuals who provide essential leadership and governance for the Board of Acadia Divinity college. Their primary role is to be actively involved in reviewing strategic plans, establishing policies, and overseeing the College's financial health. By collaborating with committees and contributing expertise, board members help ensure that the College's organizational structure supports its mission effectively. This includes oversight of the College's assets, contracts, budgets, and the appointment of leadership and faculty.

Trustees serving on the Board of Acadia Divinity College have several significant responsibilities:

1. **Involvement:** Trustees are expected to consistently attend all board meetings, actively participating through preparation and engagement.
2. **Policy and Procedure Familiarity:** Trustees should acquaint themselves with the College's policies and procedures.

3. **Representation:** Trustees are entrusted with representing the College within the CBAC, in their churches and communities
4. **Promotion:** Trustees are expected to champion the College's mission within their respective Church, Association, and Region.
5. **Cooperation:** Trustees should be ready to collaborate and willingly accept assigned responsibilities.

## ACADIA UNIVERSITY, BOARD OF GOVERNORS

### Qualifications to Seek in Recruiting New Trustees\*

Serving as a trustee signals achievement, accomplishment, influence, success, selflessness, prestige, and many other things we value in our culture. Although many citizens think they would like to serve on a board, trusteeship is not – and should not be – for everyone. Enormous responsibilities accompany each and every appointment. Further, the sheer size and complexity of most colleges and universities require that only the ablest, most committed, deserving, and experienced citizens be considered. Finding the best individuals cannot be done haphazardly. There are essential and specific qualifications that should be sought in candidates. Among them, in no particular order of importance, are the following:

- Experience with large, complex organizations and an understanding of how to interpret the financial condition of such organizations.
- An ability to recognize the sometimes ambiguous distinction between management and governance.
- A record of particular interest in higher education that presumes a deep understanding of its place in our diverse society, particularly some connection with the institution they may be privileged to serve as a board member – for example, as a member of the alumni board.
- Intelligence, wisdom, breadth of vision, and a record of independent judgment.
- An inquiring mind and an ability to speak articulately and succinctly.
- A capacity to function within a collegial group as a team member; to be a good follower as well as a leader.
- A record of accomplishment in his or her life, career, and profession.
- A record of understanding of the importance of advocacy and philanthropy in ensuring institutional vitality, responsiveness, and progress in meeting private and public needs.
- The time and energy required to be a conscientious and attentive board member.
- Willingness to forego partisan political activity in trustee service that could prove detrimental to the institutions and the board's reputation as fundamentally nonpartisan enterprises.
- An ability to consistently sustain a total institutional perspective in his or her and the board's work without allegiance or commitment to anything except the good of the institution.

\* from “New Trustee Orientation” by Richard T. Ingram, p.16

## **Responsibilities of the Board of Governors and its Members (Revised Oct 1, 2004) \***

The Board of Governors is constituted as described in Chapter 134 of the Statutes of Nova Scotia 1891, as amended. The powers of the Board of Governors are outlined in the By-laws.

Board members are appointed by various groups (Alumni, Canadian Baptists of Atlantic Canada, Faculty, and Students & Government) with varied interests and perspectives on Board matters, and they bring those perspectives to Board meetings. This diversity represents a key strength of an effective Board. A member's key responsibility is to the University as a whole.

Each Board member, no matter how he or she comes to be a member, has a fiduciary duty while functioning as a member of the Board and Board Committees.

As fiduciaries, each Board member owes:

- a duty of loyalty - to act solely in the interests of the University and forgo conflicts of interest; and
- a duty of care - to act in good faith and with a degree of diligence, care and skill possessed by an ordinary person made under similar circumstances.

The following guidelines are intended to assist Board members in the execution of their responsibilities and powers.

### **THE BOARD AND ITS MEMBERS SHOULD:**

#### **A. KNOW THE CONTEXT**

1. Make every effort to understand and support the mission of the University and ask how proposals and decisions advance that mission, and how progress will be measured.
2. Make every effort to become and remain familiar with trends in governance and post-secondary education.
3. Ensure the University develops and implements strategic planning.
4. Be aware of the difference between matters of policy (Board responsibility) and matters of administration (President's responsibility). Matters of policy may be defined as general rules or principles, or a statement of direction or intent, which provide guidance to the President and senior academic administrators in reaching decisions with respect to the particular matters entrusted to their care.

## **B. PARTICIPATE ACTIVELY**

5. Regularly attend board meetings, actively participate in board discussions and deliberations, and contribute to the board's capacity for making informed and thoughtful decisions.
6. Serve on at least one board committee.
7. Participate in the life of the University by attending campus events and activities.
8. Promote the University to prospective students, alumni, potential donors, elected officials, and the public at large.
9. Model a commitment to fund-raising by establishing a pattern of regular giving to annual solicitations and special campaigns.

## **C. EXERCISE DUE DILIGENCE**

10. Monitor the execution of policy with respect to the goals enunciated in the strategic plan and mission statement of the University.
11. Act with integrity, independence and the good faith of a reasonable individual to promote the best interests of the University, bringing due care, diligence, and competence to that task.
12. As a component of due diligence, expect regular reports on various responsibilities of the University from the President and question the President and members of the senior University administration on the implementation of policy to meet the University's statutory obligations to ensure accountability and limit risk.

## **D. PROTECT THE INTEGRITY OF THE UNIVERSITY AND THE BOARD**

13. Protect and defend to the public and government the autonomy of the University.
14. Ensure the independence of the Board by focusing on the best interests of the University, rather than those of a constituency or individual.
15. Maintain confidentiality with respect to matters disclosed to and/or discussed by the Board. Discretion will strengthen and sustain Board governance, maintain public confidence in the administration of the University, and maintain respect for the position of the President.

# ATLANTIC BAPTIST FOUNDATION

## Purpose

To provide financial services for the benefit of the Churches, Council, and Agencies of the CBAC Churches.

## Board Meetings

There are usually three Board meetings held each year. The Annual Meeting is held in Nova Scotia before the end of March. There is a meeting prior to the CBAC Oasis Assembly (late July or early August) and a fall meeting in October. These meetings take place in Moncton, NB. The duration of meetings is usually 4-6 hours (noon lunch provided).

The Executive Committee meets more frequently as necessary.

## Responsibility of Directors

- To faithfully attend all meetings
- Become knowledgeable of the policies and procedures
- Represent the Canadian Baptists of Atlantic Canada Churches
- Promote the mandate of the Foundation in their Church, Association, and Region
- Contribute to the management of the Foundation's operations
- Be prepared to co-operate and accept assigned responsibilities



## ATLANTIC BAPTIST HOUSING (ABSCHI)

### Summary of Nature and Work of the Board

The Atlantic Baptist Senior Citizens' Home, Inc. owns a number of facilities providing care and service to seniors in the provinces of New Brunswick, Prince Edward Island, and Nova Scotia.

The business and affairs of this Corporation shall be managed, directed, and controlled by the Board of Directors.

The Board of Directors will exercise its full responsibility to assure the good reputation and faithful ministry of each facility to the glory of God. The Board will emphasize a concern for the quality of life as well as the length of life and assure each facility is administered for the benefit of the whole person, spiritually, emotionally, and physically.

### Board Meetings

There are usually four quarterly Board meetings held each year – March, June, September, and December. These meetings take place at the Spencer Seniors Home in Moncton, NB, with the option to attend by Zoom. The duration of meetings is usually 6 hours (noon lunch provided).

### Summary of Gifts and Skills

- Commitment to oversee the finances/facilities that care for our seniors
- Willingness to facilitate in the oversight of operation relating to a specific facility, when necessary
- Availability to attend regularly scheduled Local Advisory and Board of Directors meetings
- Interest in being part of the decision-making process, both at the Local Advisory and Board levels

## BAPTIST HISTORICAL COMMITTEE

**Purpose of the Baptist Historical Committee (BHC):** to raise awareness of Atlantic Baptist heritage. Atlantic Baptist history contextualizes who we are as a denomination and celebrates our stories. Who are we? How did we get here? How did our churches partner with God in the past? With this important heritage in mind, the Atlantic Baptist Historical Committee facilitates the collection, preservation, and research of Atlantic Baptist history, for the purpose of sharing our stories. We aim to help Atlantic Baptists know our past, so we are better equipped to think contextually and navigate change.

**What is some of our important work?** Our work includes: Supporting projects that raise awareness of Atlantic Baptist heritage. Responding to the needs and concerns of the Atlantic Baptist Archives. Advising on policy and decisions with implications on the mandate of the Atlantic Baptist Archives and on Atlantic Baptist heritage. Encouraging the publication of historical resources. Appointing persons to serve on the Atlantic Baptist Heritage Series Editorial Committee. Administering the Dr. George E. Levy Award to a student of Crandall University and a student of Acadia Divinity College. Submitting an annual budget proposal to the CABC and managing the financial resources entrusted to the BHC.

**How do we do our important work?** The BHC works in partnership with other Baptist bodies, all of which promote Baptist heritage in Atlantic Canada. Our partners include Acadia Centre for Baptist and Anabaptist Studies, Acadia Divinity College, Acadia Senate Archives Committee, Crandall University, and the Baptist Heritage Series Editorial Committee. Most importantly, the Historical Committee of the CBAC, partners with the churches, ministries, and boards of the CBAC itself.

**How often do we meet?** Two to three times per year on Zoom. According to one's gifts and interests, members can also contribute to working groups assigned to specific tasks under the auspices of the BHC.

## CBAC NOMINATING COMMITTEE - REGIONAL REPRESENTATIVES

The responsibilities of the CABAC Nominating Committee are important for the work we do together. The work of this committee helps to fill leadership roles at various levels for our work together and helps to ensure a wide representation of our CABAC family. ***For this process to work properly, it is essential for each Regional Representative to come to the meeting prepared to participate with names of potential nominees.***

The Committee shall:

- Prepare and submit a slate of nominations of qualified Persons to be considered for positions within the CBAC, including Vice President, Council Members, members of all CBAC Boards and Committees and the members of the boards of all CBAC Organizations, the Board of Directors of Canadian Baptist Ministries, and the Board of Governors of Acadia University.
- Ensure that all Persons being nominated for a position in the CBAC are qualified and have given their consent to be nominated, before presenting their names for election by the Registered Delegates at the annual Meeting of Members.
- Appoint the CBAC representative on the “Acadia University Senate Archives Committee.”

### **Balanced Representation of Nominations**

In carrying out its duties in preparing a slate of nominations, the Nominating Committee should be concerned to seek a balance of representation with respect to gender, age, geographical location, clergy, laity, cultural background, appropriate skills, and experience.

### **Board Meetings**

Nominating Committee meetings usually begin in January and continue monthly on Zoom until all positions have been filled.

# CHRISTIAN ACTION FEDERATION OF NB

## Nature and Work of the Board

CAFNB is an interdenominational, evangelical body of concerned people committed to the education and encouragement of individuals so that all levels of society may have sound reasons for making wise decisions relating to alcohol, drugs, and other social issues.

Focus is on education in schools, churches, camps, and community groups. CAFNB believes a spiritual resource is vital in coping with the tensions of modern day living.

Objectives are met:

- Through education:
  - o Teach the effects of the use of alcohol and drugs with an emphasis on prevention and peer pressure reversal skills.
  - o Address social issues which are pertinent to this generation
- Through networking:
  - o Seek to raise governmental awareness regarding the seriousness of alcohol, drugs, and other social problems facing society.

## Desired Qualities for CAFNB Board

Board members meet quarterly and attend the Annual Meeting. They give guidance and help concerning the most effective ways of fulfilling our purpose. Board members help to raise awareness in the areas of publicity and financial concerns.

These members see the importance of addressing issues and pertinent to today and encourage the Executive Director in using both sound reasons and a biblical perspective.

Board members should desire to be salt and light throughout NB by upholding Christian values in the public square. *Speak the truth in love.*

Male and female board members from around the province are appreciated.

## CAMP WEGESEGUM