



Sovereign Seeds Board of Directors Recruitment

Sovereign Seeds is looking for Directors for a two-year term with our inaugural Board of Directors! This is a volunteer position.

Who is Sovereign Seeds?

Sovereign Seeds is a by-and-for Indigenous initiative working to revitalize Indigenous seed and food sovereignty in what is colonially known as Canada. We strengthen Indigenous food sovereignty and climate resiliency by collaboratively creating meaningful opportunities by-and-for Indigenous communities to restore, live, and steward their food cultures and systems. Sovereign Seeds achieves this mission through education, community-led research, leadership amplification, and gatherings. We envision a world where Indigenous people are living thriving, ancestrally-guided food sovereignty and food culture realities for the health of our communities, our more-than-human relatives, the climate, and the territories we belong to.

Sovereign Seeds is in a time of significant transition and change. Sovereign Seeds has recently evolved from an Indigenous-led program with a fiscal sponsorship agreement into an independent Indigenous-led organization with not-for-profit status. We are now seeking charitable status in hopes of becoming a registered charity in 2023. We are in the process of establishing and improving our own workplace policies, processes, and practices. In developing our autonomy, we are increasing our responsibility and infrastructure to conduct our own governance and operations. We are undertaking this work with external support. As our team, operations, and activities expand to respond to community requests, we anticipate undergoing ongoing growth and change. We are looking for Committee members who have experience with growing organizations in an evolving context, and who are flexible and adaptable through transition. Experience operationalizing high awareness of anti-racism and anti-oppression principles and practices is essential to this role.

For more information about our organization, visit our website at www.sovereignseeds.org

Board of Directors Composition

Currently, Sovereign Seeds is an entirely Indigenous-run and -led organization. While we aim to have an all-Indigenous governance body, as a new organization in a demanding time of critical growth, we invite Indigenous and non-Indigenous people to apply for our inaugural Board of Directors. Our goal for the inaugural committee is to build either an all-Indigenous team or a multi-racial team that is committed to supporting the eventual transition to an all-Indigenous committee. We will be selecting members with a priority towards Indigenous candidates; **non-Indigenous candidates must practice a strong commitment to centering Indigenous leadership, experiences, and sovereignty. All candidates must have strong experience operationalizing high awareness of anti-racism and anti-oppression principles and practices.**

What's the role?

The role of the Board is to support the governance of Sovereign Seeds towards its mission of strengthening Indigenous food sovereignty and climate resiliency through meaningful

opportunities by-and-for Indigenous people to restore, live, and steward their food cultures and systems. This is a governance and operations support role, rather than a programmatic or community-facing role.

Specifically, the Board of Directors will take on:

- **Stewardship:** Stewardship of strategic matters
- **Advising:** Advising and supporting the Executive Director on operations when/if requested
- **Accountability:** Act as a body of accountability for the Executive Director. Support the Executive Director performance management, including professional development and compensation advancement plan
- **Recourse:** Act as a recourse and support for conflicts that cannot be resolved within staff, and/or involve the Executive Director
- **Operations Support:** Provide input to staff in the development of: financial systems and development, Human Resources processes and systems, policy development, and operations
- **Financial Oversight and Supports:** ensuring financial sustainability and development, problem solving support, and legal or partnership compliance including budgeting, expense review, and
- **Fundraising Supports:** Supporting Sovereign Seeds to meet financial goals through, as able and if applicable, informal fundraising (through personal networks) and leveraging of personal networks

What you can expect in the role:

- The Board will meet quarterly, with process and commitments outlined in a Terms of Reference
- In between meetings, Board members will volunteer up to 4 hours per month
- Board members' terms are two years
- We are looking for people to fill Secretary, Chair, and Treasurer roles and ask that you apply with one of these roles in mind

Who we're looking for!

We're looking for people with non-profit governance experience who are invested in the work, want to support Sovereign Seeds to reach organizational goals, will ask helpful questions and provide supportive guidance, and bring an approach of collaboration and positive outcomes.

Please reach out if you have any of the following skills:

- Financial sustainability and growth
- Financial management/systems
- Strategic planning
- Experience with supportive Performance Management approaches and process development, alongside other HR experience
- Fundraising/networking
- Expertise in non-profit incorporation and charitable status acquisition and maintenance

- Experience on a Board or Steering Committee is an asset, but not essential

How to Apply

- Please send a resume and one-page cover letter to info@sovereignseeds.org. **The deadline to apply is November 25, 2022, and Board members will be confirmed by November 28, 2022.** Please specify “**Board members**” in your email subject title.
- Questions regarding this opportunity can be directed to info@sovereignseeds.org. If you are interested in this opportunity but the application process is a barrier to you, please contact us and we will work to accommodate an alternative process to explore this position with you.
- In your cover letter please share with us:
 - Why you’d like to be on the Board
 - What skills and experience you would bring to the Board
 - What you are hoping to learn and develop during your time on the Board
 - Anything about your identity and your experiences that inform your perspective, or you would like us to know