



## Young Professionals on Board

Young Professionals on Board (YPOB) is a program aimed at connecting young professionals with established leaders in our community.

Young professionals, up to the age of 35 years, will be matched with the Board of Directors of a local organization.

This program will provide the opportunity for young professionals to learn about board governance and, with the assistance of a mentor, participate in the governance of a local nonprofit agency.

**The goal of the program is to increase community leadership capacity to support succession-planning for quality board leadership in the nonprofit sector.**

### **Workshops**

Participants will receive training on board governance through a series of 5 sessions (1.5 hours in length). The workshop will cover the following topics: board roles and responsibilities, board teams, human resources, financial management, strategic planning and evaluation.

### **Board Meetings**

From September through June, young professionals will participate in a minimum 6 monthly board meetings with their mentor.

### **Mentorship**

Each participant will be matched with a mentor on the board on which they sit; mentorship will support the participant's effectiveness on the board and deepen their level of engagement

*"Yorklands Green Hub Board is fortunate to have been connected to a young professional with accounting acumen, and to have her now sitting as a Director, to our mutual benefit.*

*Thank you PIN!"*



### Benefits

- Develop and strengthen leadership skills and confidence
- Increase experience and understanding of board governance and issues faced by local nonprofit/charitable organizations
- Expand networks and build bridges with established leaders in our local community

### Expectations

- Demonstrated leadership potential
- Openness to learn about the nonprofit/charitable sector
- Ability to commit to the requirements of the program
- Ask questions, seek opportunities, and fully participate in board meetings
- Abide by organizations policies, procedures and codes of conduct
- Continued or future leadership volunteering on community boards or committees

“Volunteers often have opportunities to try new things and test their skills in a way that is not always possible through paid employment.

Good leaders understand that employees are learning outside of work. The smart ones then leverage these skills”.

- Karen Hurt, *Smart Brief Blog*,  
February 21, 2013

## Growth and Development Community Leadership Service and Impact

*“The Young Professionals On-Board program is so important for integrating young people into leadership roles within local community organizations.*

*Having a diversity of people in board roles is very important and without the YPOB program the process of becoming a board member and its function would have remained a mystery to me. I am very thankful for this opportunity and look forward to sharing the knowledge I have gained.”*

*Lindsey Thomson, CESI  
University of Guelph*

The fee to participate is \$850 per participant.

This fee offsets the costs of training, matching and mentoring – valued at \$1,500+.

The fee may be paid by the participant or employer or a combination thereof.