



THE COMPASS

Help for Today ♥ Hope for Tomorrow

Profile for Serving as a Member of the Board of Directors

About The Compass

The mission of The Compass Food Bank and Outreach Centre is: ***"Together, we provide help for today and hope for tomorrow"***. Founded on Christian values in 2002 by six churches in the Clarkson/Lorne Park areas of Mississauga, we now count 15 member and supporting churches that provide oversight and encouragement to our organization. We continue to follow our founders' lead in doing things differently to better serve the needs of our vulnerable neighbours. While most food banks allow only once a month shopping with limited choices, we enable weekly shopping with lots of individual choices. We strive to create a sense of community for our clients, often through a shared meal – in fact, in 2024, we served over 74,000 nutritious meals in our community room. We also partner with several other community organizations to broaden the scope of the additional services we are connecting our clients with at The Compass to help them live fuller lives. This includes help with job searches, finding a place to live, help with income taxes and managing money more effectively, help with dealing with Service Canada for basic income supports, help with basic nursing needs, harm reduction and help with recovering from addictions. We are a proud member agency of Food Banks Mississauga, and the area we serve is south of the QEW, between the borders of Oakville and Toronto.

Food insecurity was declared an emergency in November 2024 by the City of Mississauga, with food bank usage growing by a factor of three times since 2019: 1 in 13 residents in Mississauga now make use of a food bank. The Compass has also seen this same significant growth. We serve on average 800 families per week, and distribute about 1 million pounds of food annually.

The Compass has an incredible staff of ten full-time and part-time staff. We have always been very much a volunteer-driven organization, and we currently have over 400 active volunteers.

The Compass has received a top five-star rating from Charity Intelligence for the last five years in a row. For 2024, we are rated as a "Top 5 Impact" for all Toronto-area charities, and a "Top 10 Impact" for all Canadian foodbanks. On its website, Charity Intelligence commented that *"The Compass is a 5-star, financially transparent charity with a High impact rating and an excellent A*

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The Compass is a registered charity: **Charitable Registration Number 86235 2754 RR0001**
(Registered as Lakeshore Community Outreach Centre Inc.)

results reporting grade. For every dollar donated, 85 cents are available to go to the cause.” We very much value this independent assessment of our financial accountability, as we continue to respect and appreciate our many donors who make it possible to do the important work we do.

More information about The Compass, including our strategic plan and our audited financial statements, is available from our website, www.thecompass.ca.

Board of Director Positions

The Board of Directors of The Compass consists of eight to ten Directors, who are responsible for the effective governance, oversight and direction of the organization. We are currently seeking up to three new Directors who would volunteer their time and talents to uphold and pursue our mission. New Directors would be confirmed by the membership at our next Annual General Meeting in late April 2026.

Members of the Board of Director of The Compass are responsible for upholding the following:

a) **Fiduciary Duties**

Each Director is responsible to act honestly, in good faith and in the best interests of The Compass and in so doing, to support The Compass in fulfilling its mission and discharging its accountabilities. Each Director shall comply with the Ontario Not-for-Profit Corporations Act and regulations and The Compass’s articles and by-laws.

b) **Accountability**

Each Director shall be knowledgeable of the stakeholders to which The Compass is accountable and shall appropriately consider the interests of such stakeholders when making decisions as a Director, but shall not prefer the interests of any one group if to do so would not be in the best interests of The Compass.

c) **Christian Values**

As set out in our by-laws, Directors shall be accepting of the Christian values which have underpinned The Compass since its founding. These Christian values, exemplified through the ministry of Jesus, are best summarized as “love God and love your neighbour”. Directors agree to guide and govern the Corporation in accordance with these values.

d) **Education**

Directors will become knowledgeable about the operations of The Compass, and the Board’s governance structure, processes and policies.

e) **Teamwork**

A Director shall develop and maintain sound relations and work cooperatively and respectfully with the Board chair, members of the Board and senior management.

f) **Time and Commitment**

A Director is expected to commit the time required to perform Board and committee duties. The Board meets in person approximately nine times a year, generally the fourth Thursday of the months of September through to November and from January through to June. Board meetings are approximately two hours in length. Directors are generally expected to serve on at least one standing committee (Finance, Governance, Board Recruitment & Development). Each of these committees meets approximately six to eight times a year, with a mix of in person and virtual, for one to two hours per meeting.

g) **Contribution to Governance**

Directors are expected to contribute to the governance role of the Board through reading materials in advance of meetings and coming prepared to contribute to discussions; offering constructive contributions to Board and committee discussions; and respecting the views of other members of the Board.

h) **Continuous Improvement**

Directors will commit to be responsible for continuous self-improvement. Directors will receive and act upon the results of Board evaluations in a positive and constructive manner.

Board Competencies

Our Board of Directors has recently agreed on a set of competencies as a tool to evaluate the skills, experiences, and attributes required for the Board to effectively govern the organization. These competencies include:

- Governance and leadership
- Food insecurity
- Financial oversight
- Lived experience
- Community outreach and engagement *
- Marketing and communications *
- Fundraising *
- Grants *
- Human resources *
- Legal *

Individuals considering applying for a position on the Board of Directors of The Compass should have a number of these competencies, although clearly, we

would not expect applicants to have all of these competencies. Taking into consideration the current make up of the Board, we would especially welcome applicants with strengths in any of the last six competencies above, marked with an *.

Experience serving on a governing Board of Directors, ideally in the non-profit/charitable sector is preferred. Personal or professional experience working with marginalized communities would be an asset.

Applications

Individuals who have an interest in serving on the Board of The Compass are encouraged to complete an application, available on line at [include link]. Applications should be submitted by no later than **January 15, 2026**.

Questions?

Any questions regarding the Board of Directors, the role of Directors or the operations of The Compass should be directed to the Board Chair, John Nyholt, at chair@thecompass.ca.