



Thank you for your interest in joining our team of Board Directors for The Hummingbird Centre for Hope.

Provided in this package is an overview of The Hummingbird Centre for Hope, as well as, information regarding our Board and its culture.

If you would like any further details about our organization without making a commitment to join, I am happy to answer any questions you may have.

Beth Bailey
Board Chair

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**HUMMINGBIRD
CENTRE FOR
hope**

Marny Williams-Balodis
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Vision

To be known and respected across Canada as an effective resource and support organization for men and women whose partner has died.

Mission

To provide continuing bereavement support to men and women after the death of their spouse or partner. A peer-to-peer environment of hope facilitates the rebuilding of a new sense of self as an only parent.

Values

Mutual Respect and Compassion

Integrity

Optimism, Courage, Joy & Growth

Training and Education

We have a passion for HOPE and for nurturing HOPE in the people we help.

Overview

The Hummingbird Centre for Hope (HCH) is a unique local agency in Waterloo region, seeking to provide widowed people who are still raising children with continuing support in all areas of their grief, to help ease the burdens they are forced to carry.

Our mission is to provide continuing bereavement support to men and women after the death of their spouse or partner. A peer-to-peer environment of hope facilitates the rebuilding of a new sense of self as an only parent.

One of the most difficult facets of rebuilding a life with children after the death of a spouse is finding a new normal. In an atmosphere of hope and understanding, ongoing initiatives provide individuals with tools, knowledge, courage and strength to create a renewed sense of self, as they work to rebuild the lives and dreams of their young families.

Since 2012, HCH has supported over 50 widows and widowers right here in our region through our support programs and have grown our outreach within the community to over 200 people.

Each widow and widower who connects with us expresses their relief and gratitude to have found an organization that truly understands the unique journey of widowhood with children.

“I feel that Beth and Marny have been my saviors, guiding me through this devastating event in my life. They support and offer guidance based on their life experiences with kind words of encouragement and perspective. Without them I fully believe that I would have fallen and still be scratching at the hole trying to find the light.” (female group participant)

“I believe this group has the potential to really make a difference for anyone that is struggling or just looking for some direction. My hope is that lasting friendships may develop and be facilitated by this group.” (male group participant)

You may be asking what makes us different from the other bereavement organizations in our region. Both co-founders, Marny Williams and Beth Bailey, are widows themselves with young children and understand the needs of bereaved spouses intimately, as it has been their journey. Our goal is to provide support and build a community of widowed families that is available for the long term.

HCH has recently taken on ownership of the spousal loss program that was offered at BFO-MWR. Both organizations, with support of their Boards, agreed that it was best for our community for HCH to take leadership of this program.

We know that grief does not end, but over time we learn to live with it and incorporate it into our new lives, however this does not happen quickly. The Hummingbird Centre for Hope not only provides complimentary support groups, but through our LEGACY Academy program, we provide educational seminars with topics specific to the challenges faced by widows and widowers with children at home. It is our hope to provide the tools and education to help bereaved spouses recreate their lives and the lives of their young families.

Timeline of growth

The concept of The Hummingbird Centre for Hope began in 2009, when Marny first approached Beth with her ideas on how to support widows and widowers with children at home. Many hours were spent in each other's kitchens developing the foundation of this organization. We researched what other bereavement organizations were doing in our community and across Canada. We expanded our search into the US. Sadly, we found no organizations that were providing on-going support to widowed families with children. There was a void that we needed to fill.

With the help of Miller Thomson LLP, we received our Incorporation Status in September 2011 and our Charitable Status in September 2012. Since our inception, we have worked hard to continue to build a strong organizational foundation for Hummingbird to grow from. We joined the Community Hub at The Family Centre in March 2013 where we not only receive mentorship from Cathy Brothers at Capacity Waterloo Region, but we also collaborate with the other Executive Directors of local non-profit organizations that are part of the Hub as well.

Maintaining a strong, dedicated and energetic Board is essential to the continued development and success of HCH. The commitment, interest and advocacy that Board Members provide, have a vital impact on the overall reputation and public perception of the organization.

The Hummingbird Centre for Hope has now grown to the point where we need to scale ourselves for future expansion to continue our reach to those in our community who are in need of our support. We are seeking Board members who can help guide us to the next level of growth.

The Role of the Board

The Board of Directors are legally and ethically responsible for the stewardship of the organization. The primary role of the Board is governance, the ongoing process of due diligence whereby the Board operates as a collective to guard the mission of the organization and maintain high standards of accountability. The Board ensures that the organization is operating according to the laws and within the framework of its mission.

In addition, our Board provides hands-on strategic guidance, fundraising support as well as specific subject-matter expertise to positively impact growth and sustainability of HCH and its mission.

The Board focuses on strategic issues rather than daily operational matters. Board members work in partnership with the Executive Director who is responsible for the operational leadership of HCH, which then enables the Board to focus on its responsibilities.

As a Board Member we ask that you:

- commit for a 2 year period with the option to renew 4 times,
- attend no less that 75% of regular Board meetings and come prepared with reading necessary documents and ready to discuss issues at hand,
- disclose relevant conflicts,
- promote HCH and its programs within our community,
- stay informed about the organization's mission, services, policies and programs,
- utilize good judgement on decision making,
- serve on committees or task forces and offer to take on special assignments as needed,
- suggest possible nominees to the Board who can make significant contributions to the work of the Board and the organization,
- keep up-to-date on developments in the organization's field of grief and bereavement and forward to members of Board,
- act in the best interests of the organization,
- sign a Confidentiality Agreement,
- comply with HCH's Code of Conduct & Ethics.

We are currently looking for individuals with experience in the following areas:

- Legal
- Social Media
- Grant Writing
- Human Resources
- Accounting
- Project & Risk Management
- Insurance
- Marketing
- Strategic Planning
- Fundraising
- Government Relations
- Administrative

Characteristics of HCH Board Members:

Commitment and interest

- availability and willingness to invest your time and resources to understand and advance the organization and you are passionate about the organization's success.

Objectivity and independent-mindedness

- form your own judgments and opinions, and are not biased towards any particular interest or stakeholder.

Integrity

- maintain personal integrity, trustworthiness, and insist that the organization behave ethically.

Courage

- ask tough questions and voice your opinions and loyalty to the organization's interests.

Informed judgment

- focus on the important issues and base decisions and actions on sound principles and common sense.

Perspective

- bring a broad knowledge and experience that is applied to discussions and decisions.

Analytical

- well-developed conceptual thinking and problem-solving skills.

Diversity

- personal grief experience not essential
- Board experience enables broad discussion and effective decision making.

Board Meeting Schedule

We are currently re-evaluating our board meeting schedule to best suit further growth and to better utilize the members time and expertise.

We are considering meetings over the lunch hour on a recurring day of each month (ie third Thursday). This will be finalized by summer 2014.

Board Member Job Description attached

Application attached

The Hummingbird

The “hummingbird” was chosen by the founders as the fundamental symbol of The Hummingbird Centre for Hope because of its wonderful message and symbolism in connection with grief.

The hummingbird is considered by Native Americans as a “totem” animal. A totem is defined as “a natural object, usually an animal that serves as a distinctive, often venerated emblem or symbol – usually a means of personal or spiritual identity.”

“Hummingbird, the tiniest of all birds, brings special messages for us. It is the only creature that can come to a complete stop while traveling at full speed. It can then remain in one place or can go forward, backward, up or down. It lives on nectar and searches for the sweetness of life. Its long tongue lets it bypass the often tough and bitter outer layer to find the hidden treasures underneath.”

(<http://www.crystalinks.com/totemanimals.html>)

In Native American culture, a hummingbird symbolizes timeless joy and the Nectar of Life. It's a symbol for accomplishing that which seems impossible and will teach you how to find the miracle of joyful living from your own life circumstances.

For the founders, the hummingbird and its characteristics are analogous with the grief journey experienced by young parents grieving the death of their spouse.

Marny Williams-Balodis

Founder

In 2002, after a short six week battle with cancer, Marny's husband, Keith Williams, died. She became a widow at the age of 30 and the only parent to two children, a son 3 years and a daughter 3 months old.

Approximately three years after her husband's death, Marny felt she was in a place where she wanted to give back to the bereavement community. The founding of the Hummingbird Centre for Hope is one step in this work to help others. Since her loss, Marny has facilitated many support groups with a variety of different needs.

In Waterdown, Ontario, she co-facilitated mixed-loss support groups over a two and a half year period helping about 50 people in the community who were grieving a recent loss. During this same time, she guided monthly drop-in meetings of large and small groups that covered a wide range of personal losses and needs.

Since moving to Kitchener-Waterloo in 2007, Marny has been a member and was the Chairperson of the Program Advisory Committee of Bereaved Families of Ontario Midwestern Region for 2 years. Marny has also chaired 5 educational conferences and participated in TV interviews and other marketing opportunities.

She is a member of the Board of Directors and the local representative for the Bereavement Ontario Network, an organization that maintains a network of volunteers who can respond, on call, to a personal bereavement need.

Marny received her Certificate in Grief and Bereavement Studies from The University of Western Ontario in 2013.

Beth E.C. Bailey

Founder

In 2006, after an 8 month battle with brain cancer, Beth's husband, Scott Bailey, died. She became a widow at the age of 36 and the only parent to two children, a son 3 years and a daughter 13 months old.

In 2009, Beth was in a position to "give back" to the bereavement community that had supported her after her husband died. This began with a volunteer role in Kitchener-Waterloo with Bereaved Families of Ontario Midwestern Region (BFO), as a member of the Program Advisory Committee.

Since that time, Beth has successfully completed Facilitator Training which has provided her the opportunity to lead bereavement support groups in K-W. She also provides ongoing, one-on-one telephone support for recently bereaved individuals.

Beth is particularly passionate about public speaking and is a member of a team of individuals that provides educational seminars and presentations about grief and bereavement in the community.

From 2011-12, Beth assumed the position of Chairperson of the Program Advisory Committee for BFO. In this role, she oversaw all of the programs, support groups and educational activities of BFO.

She also serves as a local representative for the Bereavement Ontario Network, an organization that maintains a network of volunteers who can respond, on call, to a personal bereavement need.

Beth is currently pursuing her Death and Grief Certificate from The Centre for Loss & Life Transition, Fort Collins, Colorado.

Beth graduated in 1993 from the University of Western Ontario with an honours degree in Urban Development. Her professional background includes more than 11 years of experience in the private, public and non-profit sectors. Beth's expertise includes strategic marketing, business development, communications, organizational development and operations/finance.

Beth currently works full time for Communitech as a Program Manager. The founding of The Hummingbird Centre for Hope is a natural extension of Beth's experience in both the business and bereavement sectors.

Dedication

The Hummingbird Centre for Hope is established in memory of ...

Keith Williams

Scott Bailey

1956 – 2002

1969 – 2006

The Hummingbird Centre for Hope is a legacy being built in honour of their four children – Scott and Taylor Williams; and Cameron and Rachel Bailey.