

# Evolving NNPBC's Governance: Now and for the Future



Since uniting BC's four nursing designations in 2018, Nurses and Nurse Practitioners of BC has made meaningful progress in raising the collective voice of the profession. Our current governance model laid the groundwork for that success.

But the healthcare system is under growing pressure that nurses and nurse practitioners feel every day. To keep pace with the realities you're facing, NNPBC is evolving its governance structure so we can be more effective in supporting you and advocating for the changes our system needs. This isn't just about internal change. It's about building a more effective organization that can act with purpose and ensure nurses are helping shape the future of healthcare for their patients, their communities, and their profession.

## Governance and Why It Matters

Governance is the system that shapes how a non-profit is run at the highest level. It includes the people (like a board of directors) who guide the organization and make sure it stays true to its purpose. At NNPBC, governance plays a critical role in:

- Setting strategic direction for the organization
- Ensuring accountability and transparency, including around how member dollars are used
- Providing leadership and oversight to support the CEO and strengthen NNPBC's impact

Good governance ensures that NNPBC is focused on and accountable to its mission to support and advocate for all nurses and nurse practitioners in BC. It helps make sure that we're ready and able to respond to your needs and champion your success, at every stage of your career.

## Your Call For Change

As the professional association that represents all nursing professionals in BC, everything we do is guided by those we serve. That's why in 2024, NNPBC launched an engagement process to understand the experiences of members who volunteer on our board and councils. The message was clear: People wanted different ways to contribute, including more opportunities to get involved in practice issues or advocacy, not just governance.

That feedback led to a governance review by Santis Health that included formal consultations with our board, council chairs and members, Indigenous members and staff, and others, as well as a scan of governance best practice. The result was 13 recommendations, grouped into three key themes, around how NNPBC could improve its governance to better support members and build a more effective, future-forward organization:



### Strengthen NNPBC's ability to represent all members and deliver impact

- Set clear goals, report on progress and better manage risks
- Implement time-bound, measurable strategic and operational plans



### Clarify and elevate the role of the board of directors as a strategic governance body

- Introduce skills-based roles alongside nursing leadership
- Clarify committee mandates, support succession planning, and build board competencies



### Strengthen NNPBC's commitments to Indigenous nurses, reconciliation, and anti-racism

- Review governance policies through Indigenous and anti-racism lenses
- Build cultural safety, humility, and anti-racist practice capacity within the board

Some of these recommendations are already underway. Others require bylaw updates that are supported by members in order to move forward.

## Proposed Updates

NNPBC's original governance model united all four nursing designations under one structure, creating a collective voice to help advance the profession. Now, we're building on that foundation to strengthen the organization and create new ways for members to lead and contribute. To make this happen, we need to update our governance structure and the bylaws that support it. Here's what's being proposed:

✓ **Build a nurse-majority, skills-based board of directors** that includes nurses and nurse practitioners from all four nursing designations, as well as those with expertise and experience in non-profit governance.

- Our target is that two-thirds of board members will be nurses and NPs, and each designation will have representative seats on the board.
- All directors will be elected directly by voting members of NNPBC, with designation-specific directors elected by members of the same designation, as they are now.

✓ **Establish new governance committees composed of board and non-board members**, focused on organizational governance issues like finance, strategic planning, governance, and more.

- The current designation-specific councils will be dissolved and replaced by these committees.
- Members interested in governance issues can participate without needing to hold a board position or be siloed by designation.

✓ **Create a Nurse Practitioner Leadership Committee to replace the NP Council**, continuing the specialized work of this group.

- This supports continuity for ongoing work including the NP Negotiating Team, which works under a formal Engagement Framework with the Ministry of Health and other partners.
- If NPs give NNPBC a mandate to pursue a Main Agreement on their behalf this fall, a dedicated operational department will be created within NNPBC, given legal limits on the role a board committee or council can play in formal negotiations.

# What This Means For You and for NNPBC

By modernizing our governance model, guided by your input and best practice, we’re creating an organization poised for greater impact. We’ll be better equipped to act on emerging issues, advocate for the nursing profession, and support your evolving needs. A stronger NNPBC means a more capable association working for you every day.

At the same time, these changes open up new ways for members to get involved if and how you want to. You’ll be able to join a governance committee to help guide NNPBC’s strategy and gain valuable experience in governance and non-profit leadership, whether you’re a board member or not.


NNPBC staff are also creating new ways for members to take action on shared priorities related to harm reduction, education, research, and practice excellence. These opportunities will allow you to raise concerns, share insights, and help drive advocacy and policy work both from within your designation and across the profession. This is exactly what members have told us they’re looking for and builds on the important role councils have played in bringing forward the voices and needs of nurses and NPs.


And if you prefer to stay focused on your practice while NNPBC works on your behalf? That’s great too. These changes will make NNPBC more effective, so you continue to benefit from a professional association that’s advocating for you and supporting your growth.


## What’s Next?

Whether you’re ready to get involved or simply want to stay informed, your support is essential to moving these changes forward. These updates can only happen if members vote in favour of them.

Here’s how to keep engaged:

 **Join the virtual Governance Townhall: July 24**  
[Register](#) to participate in a full walkthrough of the proposed changes and what they mean for you. This is your chance to hear directly from NNPBC’s current board and council members and ask questions.

 **Vote at the Special General Meeting: August 21**  
Join the Special General Meeting to vote on the proposed governance changes. These can’t move ahead without your participation and support.

 **Stay connected**  
Watch your inbox for follow-up emails with the full bylaw text, details of the upcoming vote meeting, and more.



Nurses and  
Nurse Practitioners  
of British Columbia