**WACCA Leaders under 40**

The WACCA membership has expressed a desire to create a program that focuses on leadership development and succession development for employees and owners of current and future WACCA member businesses. The WACCA Board of Directors have signalled an interest in supporting the initiative in Report 24-03 presented to the Board in spring 2024.

**The Leaders Under 40 Initiative**

WACCA members share a unique perspective to the industry that is largely missing in most young construction leaders groups, which is the focus on both the residential and ICI sectors at the trade contractor level. For OCA, TCA, LDCA, GVCA in Ontario, they are ICI focused and mandated within that sector only. With some limited research, it is evident the OHBA and CHBA have not taken the same approach in the home building sector to engage youth at an industry or business leadership level. With respect to the ICI sector of the industry, The Canadian Construction Association has left this area of leadership development, to the local associations. In terms of trade associations across Ontario, research shows that some trade associations have adopted a similar initiative. ECAO has developed the Future Leaders Advisor Council (FLAC) with a mandate to assemble, outreach and act as ambassadors of the trade for future generations. The FLAC has created a committee handbook that essentially governs the group. It is well done, and a template for WACCA. Other organizations have taken a more ad-hoc approach in terms of developing the future generation of leaders.

For reference, the FLAC handbook can be found at:

[https://www.ecao.org/media/files/ECAO(FLAC)%20Committee%20Handbook.pdf](https://www.ecao.org/media/files/ECAO%28FLAC%29%20Committee%20Handbook.pdf)

**Mission Statement Sample**

The following is a sample Mission Statement that can be further refined/altered by the leadership of the group:

*The Mission of the WACCA Leaders Under 40 is to develop an informal communication network among finishing trade construction industry future executives up to 40 years of age, in order to: Promote networking relationships, education, training and development specific to interior systems work for contractor employers and businesses operating in a unionized environment.*

**Working with OCA and other associations**

There are opportunities for cross-over support for a WACCA Leaders Under 40 group as it is related to OCA and possibly AAO or other organizations. Those opportunities would be explored once a group structure is developed.

**ED Office Support**

The WACCA ED office is in a position to assist administratively more so in non-bargaining years. During bargaining years, particularly in the spring months of March, April and May, ED office support may be stressed to undertake the additional work involved in supporting the group. That said, it is possible to mandate that the group be in many regards; self-sustaining. Therefore, tasks such as meeting minutes, reports to the board etc., while supported by the ED office will be the primary responsibility of the group.

**Financial Support**

It is recommended the Board of Directors, and ED Office earmark an initial investment of $7,500.00 seed funding for the initiative. The funding will be monitored and distributed on an as-needed basis through the ED office, and accessible to the group leadership when required. Initial funding for items as follows:

1. Logo design and artwork development as needed
2. Mission and Vision development, code of conduct and operating guidelines
3. Start up meetings/expense
4. Initial event/fundraiser expense
5. Miscellaneous expense as determined by the leadership of the group

**Reporting Requirements to Board of Directors and Membership**

The group will be self-sustaining financially once the initial investment is exhausted by the group. The group will be required to report to the broader membership and thus the Board of Directors with a report on activities/initiatives each June as part of the Annual General Meeting, at each December or November, whichever is more convenient, at a regular meeting of the members.

**WACCA LEADERS UNDER 40**

PARTICIPANT APPLICATION FORM

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Company: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Telephone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 I acknowledge that I am aged 39 years old or under at the time of this application

I understand that the WACCA Leaders Under 40 is an established group of like-minded professionals operating in the interior systems unionized contracting business, and that the group operates within the framework of the Walls and Ceilings Contractors Association of Ottawa. I will advise the leadership of the group upon my 41st birthday, or thereabouts within reason, so that the group may replace my position in the group with a successor. I will support and uphold the mission of the group, the rules and the code of conduct developed by the group, but, at all times, with the understanding that I represent the Walls and Ceilings Contractors Association of Ottawa (WACCA). I agree by signing below, to hold harmless the Walls and Ceilings Contractors Association of Ottawa directors for any activities or initiatives of the group, or in the singular, and that I may be expelled from the group based on an infraction of the code of conduct and majority vote of the group leadership in recommendation to the Board of Directors of the Walls and Ceilings Contractors Association of Ottawa

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**RETURN THIS FORM TO DEREK SMITH derek@waccaottawa.ca**