



Volunteer  
Bénévoles  
Canada

# Volunteer Canada

## BOARD RECRUITMENT PACKAGE

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2025

Volunteer Canada's Mission is to advance volunteerism to grow connection, community and belonging. Since 1977, Volunteer Canada has acted as the national voice and leadership body for volunteerism. A registered charity with over 1,100 organizational members, Volunteer Canada works with a diversity of corporate, charity, nonprofit, and education partners nationwide to strengthen the quality, quantity, and accessibility of volunteering. We are the sector's backbone organization providing leadership, expertise, standards of practice and resources for the public, private, and charitable sectors.

## **Vision**

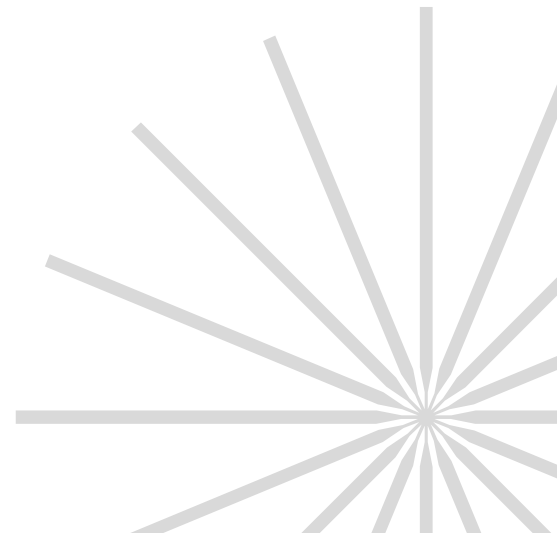
The value of one, the power of many.

## **Mission**

We advance volunteerism to grow connection, community, and belonging.

## **Values**

Volunteer Canada acts with integrity and is socially-just, collaborative, courageous, and results-focused.





# Strategic Priorities

## **The impact we want to deliver for our stakeholders:**

- We will advance diverse movements of volunteerism and participation, where everyone belongs...so that growing and diverse movements of volunteerism and participation are anchored in every province and territory.

## **The work we most need to do to create the impact we seek:**

- We will steward a national action strategy on volunteerism...so that Canada invests at a scale that meets its volunteerism and participation needs.
- We will continue our journey to make JAIDE (Justice, Access, Inclusion, Diversity, and Equity) foundational in all that we do...so that equity is centered in all of our work, and there are inclusive pathways to participation.
- We will curate and amplify narratives on volunteerism and participation...so that the value of volunteering is understood and seen.
- We will strengthen infrastructure for volunteerism and participation...so that individuals, organizations, grassroots groups, and networks have greater access to what they need to enable volunteerism and participation.

## **The human resources, capabilities, and culture that underpin it all:**

- We will invest in the culture, team, and capacity to drive our mission...so that we increase our impact with a team reflective of the communities we serve, and modernized processes, systems, and capacities.

Do you have experience in leading through or supporting change management and a passion for volunteerism, civic engagement, and community participation? Do you want to foster greater community participation and engagement across the country? Apply to join the Volunteer Canada Board of Directors, and help the organization advance a bold strategic plan, including the development of a National Volunteer Action Strategy.

## The Opportunity

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### **Member at Large, Volunteer Canada Board of Directors**

Volunteer Canada is seeking 1-2 candidates to join the Board of Directors beginning in September 2025. This is an exciting opportunity to provide leadership and vision in building volunteerism in Canada.

The Volunteer Canada Board of Directors is responsible for setting the direction for the organization, ensuring adequate resources and providing oversight. The Board has responsibility for the effective governance of the organization and is ultimately responsible to the members of the organization for all of the actions of the organization.

Volunteer Canada is committed to utilizing a JAIDE approach to centre equity in all of our work to advance diverse, accessible movements of volunteerism and participation.



# Responsibilities

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Board of Directors, responsibilities include:

1. Determine and champion the organization's Mission, Vision, and Values.
2. Ensure ongoing development and review of Board Governance and Directional Policies that support Volunteer Canada's effective governance and achievement of its Mission and Vision.
3. Engage in organizational strategic planning: establishing strategic goals and ensuring there is measurement towards goals.
4. Manage the relationship between the Board and the President & CEO: Hiring, supporting and assessing the performance of the President & CEO; delegating authority as appropriate; establishing a performance management structure.
5. Review the organization's programs and services to ensure alignment with/support of the Mission, Vision and Values.
6. Provide fiduciary and financial oversight, ensure effective fiscal management.
7. Ensure Volunteer Canada's compliance with relevant statutory, regulatory, code and other required legal frameworks.
8. Provide oversight, input and support for organizational resource development and fundraising strategies.
9. Provide oversight to sound risk management through policies and practices/processes.
10. Enhance the organization's public image and community engagement activities. Be courageous stewards for the organization and its long-term impact.
11. Ensure diversity and inclusion on the Board and across the organization. Ensure the perspectives and diversity of stakeholders and the broader community are considered in all decision making.
12. Select and orient new Board members.
13. Assess Board performance and plan for the succession and diversity of the Board: implement board self-management policies, practices, and tools for evaluation and engagement.

## Skills and Experience

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The Volunteer Canada Board aims to represent the diversity of all Canadians. We assess all applications based upon a number of criteria, including geography, experience, gender, cultural and linguistic diversity, and value and passion that can be brought to a national board that promotes voluntary service, inclusion and positive social change.

Based on the current composition of the Board and the priorities in the organization's [Strategic Plan 2023-2026](#), the following areas have been given priority this year:

- Skills/experience: individuals with experience in leading through or supporting change management.
- Geography: anywhere in Canada, with particular interest in individuals from rural communities, the Atlantic Provinces and the Northern territories.

## Your Commitment

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Volunteer Canada is seeking dedicated volunteers who can commit to a 3-year term with the possibility of renewal. This position requires attending and actively participating in at least six (6) Board meetings, the Annual General Meeting and related meetings. Most meetings will be held online. Some travel is required for occasional in person meetings. Board members are also expected to join a committee or working group. The time commitment varies, but usually averages 3-5 hours per month. The Board year begins and ends at the Annual General Meeting in September. New Board members are expected to attend a Board Member Orientation session, usually held in October following the AGM.

[Position Description, Member at Large](#)



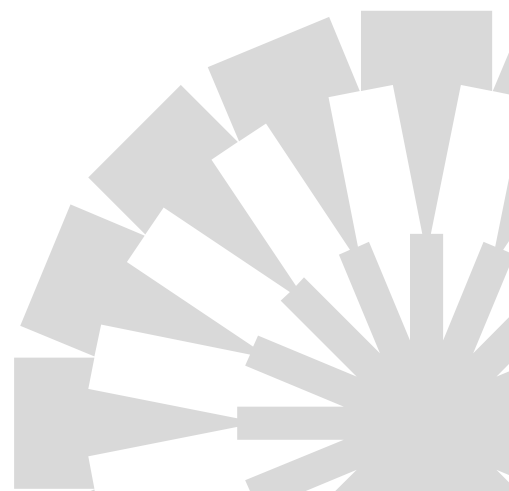
## Application Process

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- Application form is available at the end of this package and can also be accessed on our [website](#).
- Please complete application form online and send your CV to [nominations@volunteer.ca](mailto:nominations@volunteer.ca) **no later than April 22, 2025**.
- Please also email [nominations@volunteer.ca](mailto:nominations@volunteer.ca) with any questions you might have.
- Receipt of all applications will be acknowledged.

If you require an accommodation to participate in any phase of the application process, please advise us and we will work with you to meet your needs. All information received in relation to accommodation requests will be kept confidential.

In addition to the Director positions, there are a limited number of opportunities available on the following Volunteer Canada Board committees: Finance, Audit & Risk; Public Policy and Government Relations; and Sustainability. Committee members can be considered for future Director openings. If you are interested in being considered for one of these committees, please follow the application process and indicate your interest in a specific committee.



# Current Board of Directors

<b>CHAIR</b>	Lisa Mort-Putland, Executive Director, Volunteer Victoria	
<b>VICE-CHAIR</b>	Rachel Dick, Senior Manager, Social Purpose Business Innovation, Coast Capital	
<b>TREASURER</b>	Idalin McKenzie, Vice President, Finance and Asset Management, Hamilton YWCA	
<b>SECRETARY</b>	Don McRae, Retired Sector Leader	
<b>MEMBERS AT LARGE</b>	Louis-Philippe Champagne, Associate Vice-President of Public Affairs & Industry Practices, Canadian Construction Association	
Brooke Cromar, Executive Director, Randstad Foundation and Corporate Social Responsibility lead for Randstad Canada	Matt Erhard, Managing Partner Summit Search Group	
Jackie Hunt, Senior Director, Strategy and Impact, End Homelessness Winnipeg	Gina Jordan, Manager, Sustainability and ESG Policy, Enbridge	
Ambuj Laroia, Coordinator - Planning & Development, Offices of HRM Halifax Regional Municipality	Chad Lubelsky, Executive Director Temple Emanu-El-Beth Sholom	
Alex Medina, Medina Family Foundation	Samantha Reusch, Executive Director Apathy is Boring	
Deirdra Tindale, Vice-President Crestview Strategy	Anna Tran, Co-founder and Director of Operations, Parsec Youth Network	

[Board of Directors Webpage](#)



# Current Staff

<b>President &amp; CEO</b>	Dr. Megan Conway
<b>Coordinator, Programs and Events</b>	Zaahy Ali
<b>Finance and Database Administrator</b>	Aruna Ambalavanar
<b>Chief Financial Officer</b>	Martha Aynalem
<b>Manager, Policy and Research</b>	Harar Hall
<b>Chief Strategy and Advancement Officer</b>	Sara Lyons
<b>Social Policy Analyst</b>	Leigha McCarroll
<b>Vice President, Membership and Engagement</b>	Heather Montgomery
<b>Manager, Marketing and Communications</b>	Alyson Olsheski
<b>Manager, Membership and Engagement</b>	Judith Oviosun
<b>Coordinator, Policy and Research</b>	Chantelle Ramsundar
<b>Manager, Corporate Citizenship</b>	Farrah Rooney
<b>Director of Operations</b>	Renata Rusiniak
<b>Chief Technology Officer</b>	Jason Shim
<b>Manager, Corporate Citizenship</b>	David Vandenberg



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# Interested in joining?

[Apply Here](#)

For more info:

[nominations@volunteer.ca](mailto:nominations@volunteer.ca)

