



Recruitment to our Board of Directors

Detailed Board Director Position Description

2023

About YouthLink

YouthLink is a leading, multi-service non-profit youth agency offering counselling, parenting, housing, family support and education programs for youth aged 12 to 24 and their families. We imagine a strong Scarborough where all youth and their families thrive. Each year, our services reach over 2,600 low-income and marginalized young people and their families.

YouthLink has a proud legacy: as the former Big Sister Association of Metropolitan Toronto (est. 1914), we have over 108 years of experience in working with at-risk young people. We are a registered Canadian charity and an anchor agency of the United Way Greater Toronto. We are accredited by the Canadian Centre for Accreditation, which sets standards of excellence for organizational health and service quality in community-based health and social service organizations.

Our responsibility to the beautiful community of Scarborough will involve significant expansion of exciting and innovative programs and services, and perhaps even locations.

About the Board Director Positions

YouthLink is currently seeking **three (3)** equity-focused volunteers for nomination to our Board of Directors. Ideal candidates will bring their governance experience, strategic thinking, and commitment to widening the organizations reach to advance the mission and goals of the organization. Specifically, at this time we are seeking individuals with experience in the following areas:

- Strong understanding of the role of governance in advancing health and social outcome equity and combatting Anti-Black Racism
- One candidate who is a CPA (Chartered Professional Accountant)
- Understanding of, and commitment to supporting philanthropy and in particular a strong professional and personal network that could widen the YouthLink circle of support
- Experience in Social Purpose Real Estate, Investment, Housing Development or Community Space Development
- Legal expertise, specifically in commercial and contract law

- Deep roots in Scarborough and understanding of the unique needs of this community.
- The Board of YouthLink has also committed to a minimum standard of community representation by endorsing the 30/50 challenge and through a comprehensive organizational plan to promote equity and combat Anti-Black Racism.

About the Time Commitment

The board meets monthly 9-10 times per year for two hours in the evening. Packages are sent in advance and the meetings are run with a consent agenda that requires pre-reading of all materials.

The board also meets annually for an off-site half-day strategy session.

All board members are expected to participate on a committee. Committee meetings range from six times per year to 10 times per year, each meeting ranging from 1-2 hours.

Board members are, from time to time, required to attend special meetings (i.e. around strategic planning).

Board members are also strongly encouraged to participate in YouthLink special events, such as fundraising events, staff appreciation celebrations, etc.

As YouthLink is embedded in multiple sectors, board members are also from time to time encouraged to attend meetings to advance system-wide issues impacting the youth mental health sector, the youth shelter and housing sector, etc.

Background About the Board

The Board of Directors sets the mission, vision and goals for YouthLink; plans and directs the overall strategy that is aligned with YouthLink's mission and vision, makes decisions in the best long-term interests of YouthLink, and is responsible to the membership and the community.

The Board is the legal authority for YouthLink. As a member of the Board, a director acts in a position of trust for the community and is responsible for the effective governance of YouthLink.

The YouthLink Board functions as a **policy/governance** board responsible for strategic planning, executive performance, policy formation, financial and risk oversight, strong communication with the community, and fundraising support.

The Board will support YouthLink services and supports that are culturally grounded and anti-oppressive. Anti-Black racism and anti-racism approaches must inform all of the

Board's work. The Board supports approaches that are anti-discriminatory and that enhance and encourage diversity.

THE BOARD'S COMMITMENT TO THE WORK OF YOUTHLINK

All Board members must:

- Be knowledgeable regarding YouthLink, including the services it provides.
- Be cognizant of and sensitive towards issues affecting youth in Scarborough.
- Present a positive image of YouthLink and the Big Sisters of Metropolitan Toronto to the public.
- Respect and listen to the opinions of others.
- Respect the confidentiality of Board discussions.
- Abide by the by-laws, code of conduct and other policies that apply to the Board.
- Review and sign a conflict of interest policy annually and divulge any conflict of interest at the Board meetings.

THE BOARD'S COMMITMENT TO BRAVE AND SAFER SPACES

Our YouthLink Board of Directors is committed to building a brave and safer space for all Board members.

We value:

- A non-judgmental, respectful, humanistic, positive and supportive environment.
- Trust
- Confidentiality
- Risk taking
- Critical self-reflection
- Consistently centering Equity/Anti-Oppression values
- On-going learning
- Ethical engagement

We commit to actively and consistently live these values in order to build and maintain an inclusive and healthy Board culture for all members.

We acknowledge, value and celebrate the rich diversity that all our Board members bring.

Please note: a vulnerable sector criminal record check is required. Certificate of a two-dose COVID vaccination is also required.