

PEKARSKY & Co.
we know people



YMCA Calgary Board Director

Position Description
December 2018



ORGANIZATION OVERVIEW

YMCA CALGARY

YMCA Calgary ("the YMCA") is a charitable organization driven by its mission to facilitate and promote the spiritual, mental, physical and social development of individuals and to foster a sense of responsibility within the community.

Guided by its four core values of honesty, caring, respect and responsibility, the YMCA strives to offer quality programs and services that gives children, youth and adults the opportunity to belong, grow, thrive and lead. The YMCA, serving the community 364 days a year, presently operates and oversees eight different health and wellness facilities across Calgary, employs over 1200 staff, is home to over 1700 volunteers, and handles over 2 million visits each year.

YMCA has seen substantial growth and change in the last few years thanks to an expanded partnership with the City of Calgary. The City chose YMCA to operate three new community recreation centres - Remington YMCA in Quarry Park opened July 2016; Shane Homes YMCA at Rocky Ridge opened January 2018; Brookfield Residential YMCA at Seton is slated to begin operation in January 2019. This investment in new wellness infrastructure entrusted to YMCA totals \$447 million.

From 2014-2017, YMCA Calgary successfully raised \$30 million in the community and is now focused on making impact in its eight health and wellness-focused sites, upgrading facilities at Camp Chief Hector YMCA (established in 1930) and expanding the scale and scope of its community programs throughout the city (currently offered at more than 60 different locations). The YMCA also operates the 350-space Quarry Park Child Development Centre and is continuously raising funds to meet the needs of the communities it serves, particularly around granting affordable access to YMCA facilities and programming.



THE ROLE

BOARD DIRECTOR

The YMCA Calgary Board of Directors ("the Board") serves the needs of Calgary's diverse community and Board composition aims to also reflect the diversity of that community. Board Directors serve an initial three-year term and play a governance role in supporting the strategic vision of YMCA Calgary. Direct areas for impact include: the health of children, youth and adults; building community; and providing leadership opportunities.

As volunteers, Board Directors commit approximately ten to twelve hours per month to Board-related activities, including preparation for and participation in Board and Committee meetings and participation in branch community events. Board Directors identify and develop relationships, build alliances and networks, and leverage resources in support of the YMCA, including a variety of stakeholders. They also support the Board's responsibility to ask critical questions and assess critical information in furtherance of its governance, planning and stewardship functions.

Specific responsibilities of all Board Directors include:

- Strategic planning and evaluation;
- Promotion and support of the YMCA mission;
- Support of fund development;
- Financial and risk management; and
- CEO performance management and succession planning.





QUALIFICATIONS

The YMCA seeks to develop a Board whose members possess and demonstrate a strategic combination of personal attributes, expertise, social capital, competencies and occupational backgrounds so that, collectively, it has access to a broad diversity of experiences, perspectives, information, connections, and skills to carry out its governance, planning and stewardship functions. The Board is currently seeking **three** new members.

In adherence with the YMCA Board's governance model, regular Board performance evaluations are designed, reviewed and managed through a skills matrix to ensure the composition of skills on the Board remains aligned with the YMCA's stage of development and strategic direction.

Based on the YMCA Board's most recent skills matrix review, **preference for the three upcoming board appointments in May 2019 will be given to candidates demonstrating:**

- **Financial leadership and strength in managing the financial complexity of multiple operating assets;**
- **Capital asset management; and**
- **Health and wellness strategy and management.**

Additional Core Competencies:

The following competencies are also desired for the role:

- A strong passion for the YMCA and the community it serves;
- Previous Board experience in the public or not-for-profit sector;
- Board governance and strategic planning experience;
- An understanding of financial and asset management and risk; and
- Previous volunteer experience.

Personal Characteristics:

The following characteristics are desired for the role:

- Team player contributing to positive and productive discussions;
- Committed, highly reliable and able to prioritize and adhere to strict timelines;
- Strong communicator with excellent written and oral skills in English;
- Strategic thinker with innovative ideas and big picture perspective;
- Passion for health and wellness promotion and community building; and
- Loyal to organizational mandate and goals.

APPLICATION REQUIREMENTS

If you are committed to playing a leadership role in the community including supporting the financial sustainability of the organization, possess the preceding core competencies and are passionate about telling 'the YMCA story', please consider an application. Applicants may express their interest by kindly forwarding along a covering letter linking the requirements of the foregoing position description to your background and a current resume.

In order to meet the required timelines established by the search committee of the Board, the closing date for applications will be **February 14, 2019**.



CONTACT

Adam Pekarsky
Founding Partner
Tel: 403-407-1961
Email: adam@pekariskyco.com

Susie Besler
Principal
Tel: 403-407-1963
Email: susie@pekariskyco.com