



Shine On

## YMCA of Cape Breton Board of Directors Volunteer Director (3 Vacancies)

March 2026

***Our YMCA is seeking inspired community builders to join our Board of Directors team!***

Our YMCA of Cape Breton is a charitable organization with a mission to connect and ignite the potential in people, helping them grow and give back to our communities.

Our YMCA has been serving the Unama'ki-Cape Breton community since 1886 and currently delivers programs and services in health, fitness, and aquatics (HFA), wellness and preventative health, employment, re-education and training, licensed childcare, afterschool programs and summer day camps.

### **Desired Skill Set:**

We are seeking a diverse group of applicants for upcoming openings on our Board of Directors. The YMCA is especially interested in applicants with expertise in the following areas:

- **Legal, Policy and Compliance**
- **Human Resource Management**
- **Finance/ Risk Management**

Additional areas of consideration to assist in delivering our next strategic plan include experience in impact measurement as well as innovation and technology.

As we serve Unama'ki-Cape Breton Island and Guysborough communities, we welcome applications from across the Island and Guysborough County.

### **Diversity, Equity and Inclusion:**

Our YMCA is committed to recruitment of a Board that is reflective of the communities we serve, including consideration of age (especially youth and older adults), ability, gender, race, culture, skill, networks, and societal perspectives. Our YMCA of Cape Breton actively promotes Board equity including the development of individuals from equity deserving groups. Women, Black, African-Nova Scotian, Indigenous, and racialized persons, persons with disabilities, 2SLGBTQI+, and anyone from equity seeking groups are strongly encouraged to apply for this position. If you are a member of an equity-deserving group, and wish to identify as such, please note in your application.



Our YMCA is committed to creating environments that are barrier-free. If you require accommodation at any stage during the selection process, please inform us in advance to arrange reasonable and appropriate accommodation by contacting [board@cb.ymca.ca](mailto:board@cb.ymca.ca)

### Terms of Office:

This is a volunteer position with a time commitment of approximately 6-10 hours per month. Board terms are 3 years with an option for renewal. Directors participate in quarterly board meetings and are required to serve on at least one Board Committee. Directors are also encouraged to attend YMCA events.

Directors are approved at our YMCA of Cape Breton's Annual General Meeting (July 7, 2026) to govern the association on behalf of the community.

### Primary role of Board:

The primary role of the Board of Directors is to provide direction and leadership to our YMCA of Cape Breton. The Board of Directors is responsible for establishing appropriate governance and risk management strategies to ensure the achievement of strategic objectives, to protect Association assets, to promote the YMCA's mission and to steward the organization's sustainable growth and viability.

Over the next 2-3 years, key priorities for the YMCA's Board of Directors will include:

- Implementing and monitoring the 2026-2030 YMCA strategic plan
- Enhancing financial sustainability
- Strengthening governance best practices

Specific responsibilities of the Board of Directors include:

1. **Community Representation:** Provide a link between the YMCA and the communities it serves. Build relationships with community leaders, key stakeholders, and constituencies. Communicate the mission, values, vision and work of the YMCA. Represent the Association at key internal and external events.
2. **CEO Performance Management:** Oversee CEO performance management, compensation, professional development, and succession planning.
3. **Strategic Planning:** Establish organizational strategies and goals and ensure the mission, vision and strategic direction of the YMCA are relevant and appropriate.
4. **Risk Management:** Monitor and evaluate all material risks and ensure appropriate mitigation strategies are in place. Ensure the effectiveness of the YMCA's policies and procedures, internal control frameworks, and performance reporting processes.



5. **Financial Management and Oversight:** Monitor financial and operational performance. Ensure the YMCA complies with its incorporating documents, Constitution and By-laws and that the Association operates within applicable laws and regulations.
6. **Governance:** Ensure adherence to governance best practices. Build an organizational culture of ethical behaviour, accountability, transparency, and open communication. Uphold and apply principles of equity and diversity to ensure the Association is fair and open to all.
7. **Director Development and Evaluation:** Determine the competencies required for future Directors and ensure an appropriate recruitment, selection, onboarding process and an orientation program are in place.
8. **Financial Development/Resource Development:** Understand and contribute to the financial development program and the organization's philanthropic culture.

Directors may be reimbursed for expenses incurred while performing their role, for example travel or meal expenses incurred while doing volunteer work on behalf of the YMCA of Cape Breton.

#### **Qualifications:**

All directors of the YMCA Board shall be individuals, shall be at least 18 years of age, shall not have declared incapable by a court in Canada or in another country, shall not have the status of bankrupt, and shall not be an ineligible individual as that term is defined in the Income Tax Act (Canada). Directors shall not be paid employees of the Association or any YMCA Association, and they shall not be immediate family members of paid YMCA employees.

All YMCA of Cape Breton volunteer opportunities are contingent on the successful completion of a Criminal Background Check, Vulnerable Sector Check and Child Abuse Registry Check.

#### **To Apply:**

Nominations must be received by March 27, 2026, at 5pm (AST). Nominees are asked to submit a brief resume and a brief statement on why they are interested in a director position and send to [board@cb.ymca.ca](mailto:board@cb.ymca.ca) . The term for Board Directors elected at the 2026 Annual General Meeting will commence on July 7, 2026.

For more information, please contact the YMCA of Cape Breton Board Nominating Committee at [board@cb.ymca.ca](mailto:board@cb.ymca.ca) .