



# Board Director Vacancy

Banyan Community Services is a not-for-profit organization that serves youth in conflict with the law, children, and seniors/adults with disabilities. Since 1978, an integral part of our service portfolio has been youth justice. Our Board of Directors provides strategic organizational leadership, vision, and maintains high ethical standards. They engage in effective planning to respond to the needs of our communities and acts as stewards of our resources.

We are currently seeking qualified candidates to serve on our volunteer governing Board of Directors to fill an existing vacancy. In particular, we are looking for someone who meet one or more of the following:

- Individuals with board governance experience.
- Astute governmental advocates who can assist in navigating the political landscape of policy development, funding and legislation.
- Business leaders who are energetic and entrepreneurial.
- Individuals with strategic planning and strategic leadership experience.
- Leaders of agencies and organizations in youth justices, children's mental health, family and youth services.
- Scholars/academics with expertise in child development, mental health promotion, children, youth and families.

Banyan's current **recruitment priorities** include those individuals with experience in any of the following areas:

- Finance for NFP/Charities - you have knowledge of the funder and CRA reporting requirements and expectations for charitable not-for-profit organizations; do you have experience reading financial statements.
- Legal - you have a working understanding of the legislation and laws overseeing non-profit, charitable corporations
- HR-Labour Relations - you understand and have working knowledge of Federal and Provincial laws, rules, regulations, case law, principles, and practices related to negotiating and administering labour agreements.

Our Board Members are required to commit to:

- 4 - 6 hours per month for board/committee participation.
- Attend no more than 10 board meetings annually and at minimum 1 annual board retreat.
- Ability to attend meetings virtually via Microsoft Teams and In-Person (in Hamilton, Ontario)
- Actively serve on one of our committees: □ Quality and Risk; □ Board Governance; □ Resource and Audit.
- Advocate among colleagues and peers for our organization and the needs of at-risk members of our community.

This is a three-year volunteer appointment with the possibility of renewal for two additional two-year terms. There is no remuneration. This position is not open to Banyan staff or their immediate families.

If you are interested in becoming a member of our Board, please send your cover letter and C.V. to

*Kim Ciavarella, Board Secretary and CEO, c/o [bmortensen@banyancs.org](mailto:bmortensen@banyancs.org)*

Deadline for all applications: **February 28, 2026**

**[www.banyancommunityservices.org](http://www.banyancommunityservices.org)**

At Banyan Community Services [we are committed to creating and fostering an equitable and inclusive workplace culture](#) that reflects the people's lives we impact and the community we work within, where everyone can truly be themselves. If you're excited about this volunteer opportunity but your experience doesn't align perfectly with every qualification in the position description, we encourage you to apply anyway. You may just be the right candidate to serve on our Board of Directors. We are committed to a barrier-free selection processes and environment. Applicants are to advise of any accommodation measures known in advance. Only those individuals selected for the screening process will be contacted. Banyan does not use artificial intelligence (AI) to screen, assess, or select applicants. Banyan uses artificial intelligence (AI) based tools to assist with the screening and assessment of applications as part of our hiring process.