

# Leaders

INTERNATIONAL

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## **OPPORTUNITY PROFILE**

### **YMCA Retirement Fund**

### **Board Trustee**



## About YMCA Retirement Fund

The YMCA Retirement Fund's sole purpose is to provide retirement benefits for YMCA employees throughout Canada. Their team includes experts in investment management and benefits administration who are dedicated to ensuring the Fund is a results-driven, high quality provider of financial services and education to the people they serve. They are proud of their mission to reward YMCA employees for their dedication to the Movement with a well-deserved, comfortable retirement.

### Quick Facts about the YMCA in Canada:

- The Canadian YMCA Federation is made up of a national office and 39 Member Associations across the country who share a common mandate to build healthy communities through the power of belonging. Today, 35 YMCAs and 4 YMCA-YWCAs in Canada offer programs and services tailored to the needs of their communities.
- Around the world, the YMCA serves over 60 million people, with 12,000 locations across more than 120 countries. 24 Canadian YMCAs are engaged with 16 YMCAs internationally across 14 countries located in Africa, Europe, Latin America, and the Caribbean.
- YMCA programs are offered at more than 1,700 locations across Canada and help more than 2.25 million people annually become healthier in spirit, mind, and body.
- The YMCA is Canada's largest childcare provider and in 2019, more than 90,000 children were nurtured in their quality childcare programs every year. As Canada's leading non-profit provider of child care, the YMCA offers more than 88,300 licensed infant, toddler, preschool, and school-age spaces.
- More than 289,000 people received financial assistance last year to participate in YMCA programs and camps.
- The YMCA is the first stop for many new immigrants and refugees settling in our country. YMCAs help newcomers establish roots in their new community and connect with a wide range of community services, all aimed at helping them access the resources they need to start a new life here.



## The Role: Board Trustee

Working in partnership with the Board Chair the Board Trustee evaluates, ensures policies are within the parameters of the board's authority; consistent with goals; compatible with other policies; implemented in a fair and just manner and effective in achieving intended outcomes. Trustees are financial planners. Board terms are for 6 years, renewable for 1 additional term. The Board typically meets for 1 day 4 times yearly (3 times virtually and once in person in Toronto). Trustee positions are not remunerated, but all expenses are reimbursed.

Trustees must be Canadian residents and at least 18 years old. We are seeking candidates who think rigorously, are proactive, and committed to supporting the long-term financial health of YMCA staff across Canada by effectively governing a responsive pension plan. The Board values diversity and collegial working relationships.

We are particularly interested in sourcing candidates who have direct experience in the pension and investment industries. A legal background, especially with any specific pension law experience, would be highly useful, ideally from Quebec, as the pension regulatory system there differs from that in other provinces.

### Board Responsibilities

- Assess ongoing educational requirements for Plan members.
- Evaluate the choice of investment vehicles and performance in conjunction with the Statement of Investment Policies and Procedures (SIP&P), benchmark objectives and risk characteristics.
- Provide Plan Members with a summary of the performance of the Fund on a semi-annual basis.





- Select and evaluate on an ongoing basis, a custodian to hold and keep safe the various fund assets.
- Select and evaluate on an ongoing basis, investment managers to invest the various fund assets
- Annually review the SIP&P.
- Annually review appropriate investment objectives.
- Be responsible for the delegation of any responsibilities to advisors to the Plan.
- Review and approve the Plan's financial statements annually and approve the budget.
- Plan design changes and considerations.

## Skills & Experience

- **Financial Expertise** - experience as a CA, CFO or CEO in financial accounting and reporting and not-for-profit finance.
- **Evaluation Measures** - experience/expertise in evaluating the effectiveness and efficiency of organizational systems.
- **Pension Legislation** - experience/expertise in pension legislation.
  - Understanding of Quebec pension regulations
  - An ability to communicate in French
- **Communication** - experience/expertise in designing and implementing large scale communication strategies using technology and other vehicles.
- **Leading Change** - experience/expertise in leading or managing large-scale collaborative change processes; knowledge of change management processes and tools.
- **Employee Engagement** - experience/expertise in educating and engaging employees in behaviour change and personal and professional development opportunities.



- **Pension Management** - experience/expertise/understanding of how pension plans are changing in today's world.
- **Investment Management** - experience in the field of investment management, pension fund management and retirement planning.
- **Board Experience** - prior or current experience as a board member for a national or regional organization; knowledge of not-for-profit governance best practices and ability to apply this in a multi-employer context.
- **Understanding** of the YMCA mission and importance of the pension plan to members

## Diversity Goals

YMCAs are committed to Diversity, Equity, and Inclusion, anti-racism, and truth and reconciliation processes. The YMCA recognizes that it is vitally important for National Board directors to represent the communities the YMCA serves. The YMCA is intentionally seeking to recruit nominees who are members of communities that are currently underrepresented on YMCA Boards across the Federation: Indigenous Peoples; Members of the Black community; Racialized communities; 2SLGBTQIA+ folks; disabled persons/persons with disabilities. YMCA Canada will be asking candidates to complete a self-identification survey after indication of interest.

## Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word) to **John Dugdale** at [calgary@leadersinternational.com](mailto:calgary@leadersinternational.com) indicating the job title in the subject line of the email.

### Leaders International Executive Search

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