

Seeking HR Committee Volunteers

Our YMCA is seeking senior leaders of human resources/people & culture to join a new Human Resources Ad-hoc Sub-Committee of the Board. These are volunteer, non-director, subject-matter-expert roles.

The YMCA of Simcoe Muskoka is a leading charitable organization governed by a volunteer Board of Directors who support our work in Simcoe County and Districts of Parry Sound and Muskoka. The Board has several committees, and following a Good Governance Review last year, we are adding a Human Resources / People & Culture subcommittee.

The establishment of a Human Resources (HR) Sub-Committee is a strategic step to enhance the organization's governance, and to support the CEO in achieving association objectives. This committee will fill a critical gap by providing structured oversight and leadership in the areas of executive performance, succession planning, HR policy, and People and Culture.

The HR Committee will be responsible for:

- Establish a framework for CEO performance evaluation and compensation through setting annual performance objectives in consultation with the Board and CEO
- Ensure a clear process is established for conducting evidence-based reviews of CEO performance against these objectives
- Provide evidence-based rationale and recommendation for decisions around CEO compensation.
- Lead the Board's proactive planning for CEO succession, including oversight of the executive succession planning process
- Ensure there is a proactive, clear, and equitable process for future CEO selection
- Provide governance oversight to ensure the appropriate HR Policies, Procedures and Practices are in place
- Support the CEO on strategic human resources matters
- Champion the importance of People and Culture within the organization

Time commitment: The HR Committee would likely meet bimonthly in the first year, and then 3-4 times per year. There would be some committee work to be done between meetings, particularly in the first year as the committee is being established and undertaking some key initiatives. Overall, plan for 2-3 hours per month on average. Meetings will mostly be held virtually.

Experience & Competencies: Volunteer candidates should live, work, play, or have a connection to Simcoe County, the District of Muskoka, or one or more of the communities therein. Volunteer candidates will ideally possess some or all of the following:

- Education and training in human resource management, and/or appropriate professional credentials such as CHRL or CHRE
- Strong knowledge of legislation and best practices relevant to a large, complex, multi-site, multi-service charitable organisation
- Previous executive experience leading the Human Resources / People & Culture function in a mid-size or large corporation, organization, or public entity
 - ideally including working with the Board on CEO/Executive performance, compensation, and succession planning
- Experience and/or commitment to advancing diversity, equity, inclusion, belonging, and Reconciliation, and supporting the organization in embedding these principles into its practices and culture.
- Previous experience with not for profit or charitable governance would be ideal, either professionally or as a volunteer.
- Passionate about making a difference in the communities that we serve!

Our goal is to attract, develop, and retain committed and talented individuals from diverse backgrounds, allowing us to mutually benefit from a wide variety of experiences and perspectives.

If you have any questions or if you are interested in these opportunities, please send questions or submit a letter expressing your interest and a current resume to michelle.dowzer@sm.ymca.ca by **April 15, 2026**. For more information about the association, please visit www.ymcaofsimcoemuskoka.ca

ABOUT THE YMCA OF SIMCOE/MUSKOKA

The YMCA of Simcoe/Muskoka is a charity dedicated to building healthier, stronger communities by promoting physical, mental, and social well-being for all. We offer a wide range of inclusive and affordable programs and services to individuals and families, regardless of their background or financial situation.

The YMCA is a charity that ignites the potential in people, serving over 64,000 individuals across Simcoe County, the District Municipality of Muskoka, and the District of Parry Sound. We are dedicated to creating vibrant, connected communities where everyone belongs.

Our commitment is to create a safe and supportive environment where everyone feels welcome and valued. At the Y, we believe in the potential within each person to shine, and through support, positivity, and guidance, we empower individuals to overcome obstacles and achieve their goals.

OUR HISTORY

The first Canadian YMCA was founded in 1851 in Montreal. Since that day, YMCAs across the country have proudly been serving people of all ages, backgrounds and abilities in Canada. Through the YMCA of Simcoe/Muskoka, vital programs and services continue to be delivered over 170 years later.

PROGRAMS AND SERVICES

The YMCA of Simcoe/Muskoka employs 1,300 employees and operates a diverse array of programming across our communities with 100 locations.

- Health, Fitness & Aquatics
- Child Care Programs & Services
- Camps & Outdoors
- Employment Services
- Immigrant Services
- Youth Services
- Learning Services

YMCA MISSION, VISION & VALUES

Our mission, our vision and values reflect the aspirations of the communities we serve and the rich history and service of the YMCA over the past 170 years in Canada. From Alliston to Parry Sound, Collingwood to Gravenhurst, and everywhere in between, the communities we are in are each a distinct part of who we are and what we achieve.