



2024 Desired Director Attributes and Experience

Vancity seeks to build and maintain a Board comprised of leaders committed to Vancity's vision of building healthy communities who are able to fulfill their governance, legislative, and fiduciary duties. To ensure diversity of thought, background, and experience, we seek Directors who reflect the communities Vancity serves. Recognizing not all Directors will have all the attributes and experience set out below at the beginning of their tenure as Directors, we want Directors that demonstrate a commitment and aptitude to acquire the experience and attributes necessary to make them effective Directors on Vancity's Board.

Community focus.

1. Demonstrated commitment to co-operative values and principles.
2. Deep understanding of the communities Vancity serves, and the opportunities and risks of delivering financial services.
3. Robust networks, relationships, and knowledge that reflect Vancity's current and future membership.
4. Demonstrated familiarity with the role of finance in improving member and community wellbeing, and climate justice.
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Leadership.

1. A governance track record.
2. Demonstrated experience in organizations engaged in social justice, financial inclusion, and climate justice.
3. Demonstrated strategic agility and vision.
4. Board experience and a solid understanding of the responsibilities, accountabilities, and liabilities of a Director, including the appropriate roles of both management and the Board.
5. Experience working with management teams to realize long-term vision.
6. Ability to think critically and independently, exercise good judgment, communicate effectively, and foster the creation of positive change.
7. Orientation to work collaboratively and resolve conflict.
8. A learning and development focus, with a commitment to regular Board and Director assessments, and ongoing professional development.
9. Desire to prioritize the time required to participate in a robust schedule (40-50 hours per month) of Board, Director, and leadership duties.

Technical.

1. Understanding of Vancity's values-based business model and the fundamentals of the financial industry.
2. Understanding of the co-operative governance, legal, and regulatory framework in which Vancity operates.
3. Ability to understand and interpret financial reports in relation to an organization's strategic plan and financial outcomes.
4. Experience that demonstrates the skills needed to exercise the fiduciary duty to protect member assets.

Board diversity statement.

The Vancity Board believes embracing diversity involves continually seeking to learn, engage, reflect, and act in order to meet the needs of our Members, employees, and communities.

We acknowledge systemic barriers of discrimination and inequity, and power imbalances related to privilege. We recognize we must work to address these issues. The inclusion of people from diverse backgrounds and with lived experiences – aligned with Vancity's values of integrity, innovation, responsibility, and Reconciliation – helps us to be more courageous in our efforts to achieve the transformative change our vision demands.

2024 areas of focus.

In 2024, the Board welcomes and encourages all candidates, and is particularly interested in hearing from prospective Candidates who have demonstrated experience in governance and leadership, with an ability to add additional value and enhance the Board's existing skills with one or more of the following areas of experience:

- Financial industry experience, including advancing business growth.
- Experience leading transformation in complex businesses or organizations.
- Senior leadership experience in a large, complex, values- driven organization, with a particular focus on risk management knowledge.
- Leadership in service of financial inclusion, labour relations, or climate justice.
- Digital, technology and cybersecurity management or oversight expertise.