



**Member, Board of Directors**  
Children's Aid Society of Toronto

The Children's Aid Society of Toronto (CAST) is a not-for-profit agency funded by the Province of Ontario and is the largest board-governed child welfare agency in Canada, with an annual operating budget of approximately \$165 million. Operating under section 72 of the *Child, Youth and Family Services Act, 2017* (CYFSA), CAST has a legal mandate to protect children from birth to 17 years of age from abuse and neglect.

The Chief Executive Officer (CEO) is responsible for the day-to-day operations of the Agency, while the Board of Directors provides overall governance and strategic direction.

CAST is currently seeking nominations for its Board of Directors, with terms commencing in the fall of 2026. Candidates should have a passion for child welfare, and a genuine desire to support CAST's vision of a city where children are safe, families are strong, and communities are supported.

CAST is committed to building a Board that reflects the diversity of Toronto. We strongly encourage all qualified individuals to apply, people from equity-deserving groups, particularly Indigenous peoples, and others who are committed to fostering an inclusive and diverse organization.

### **Role of the Board of Directors**

As one of up to nineteen (19) Board Directors at CAST, you will be responsible for the overall governance and strategic direction of the organization. The Board's key functions are:

- Strategic planning
- Quality and performance measurement and monitoring
- Financial oversight, including risk identification and oversight
- Oversight of management through selection and supervision of the CEO
- Stakeholder communication and accountability
- Governance, including legal compliance

Board members will actively uphold and advance CAST's mission, vision and values in all Board and Committee activities and in their external representation of the organization.

### **Your Experience and Skills**

To support a broad range of strategic and governance priorities, candidates will bring one or more of the following in-depth experiences and demonstrated strengths:

- Board of Directors experience at the provincial and/or national level
- Senior-level finance leadership
- A strong track record in strategic planning and implementation
- Expertise in technology and artificial intelligence (AI)
- Deep understanding of risk management and governance
- Experience navigating government relations and public sector stakeholders
- Demonstrated critical thinking and analysis

### **In addition, candidates will demonstrate:**

- A clear understanding of the distinct roles of governance and management
- Strong strategic acumen, sound judgment, active listening, and a collaborative approach
- The ability to analyze complex information, make informed decisions, and support collective Board decisions and accountability
- Availability for active participation in Board and Committee work (estimated commitment of 6–10 hours per month)
- Extensive governance experience; an Institute of Corporate Directors (ICD) designation is considered a strong asset

### **What CAST Can Offer You**

Volunteering as a Board member offers meaningful personal and professional rewards, including:

- **Impactful Community Contribution:** As a Board member, you play a pivotal role in shaping the lives of children, youth and families across Toronto. Your leadership contributes to the safety, well-being, and future success of children and youth, helping to build stronger communities.
- **Strategic Leadership Experience:** Serving on the Board of Canada's largest board-governed child welfare agency offers a unique opportunity to contribute at a strategic governance level. You will work alongside seasoned leaders to guide organizational direction and engage in complex, high-impact decision-making.
- **Professional Growth:** Board service provides an opportunity to further develop governance expertise, deepen understanding of non-profit leadership, and expand professional networks. Whether you are an experienced executive or seeking to strengthen your governance profile, this role offers meaningful professional development.
- **Collaborative Environment:** You will join a diverse, committed group of Board members who value thoughtful dialogue and collaborative problem-solving. The collective expertise and shared commitment to CAST's mission create a dynamic and enriching environment for learning and contribution.

Joining the CAST Board of Directors is more than an opportunity to give back, it is a chance to grow, lead, and make a lasting difference in the lives of children and families across Toronto. To learn more about our mission, vision, and values and work please visit our website: [TorontoCAS.ca](https://torontocas.ca).

### **How to Apply**

Board positions are voluntary. We encourage applications from those that live and work within the Greater Toronto Area and that can commit to a minimum three-year term.

Interested individuals are invited to submit a cover letter and résumé outlining their relevant experience and motivation to join the CAST Board of Directors. Candidates are encouraged to share **why** they wish to contribute to CAST and its mission.

Applications should be sent to [castboardrecruitment@torontocas.ca](mailto:castboardrecruitment@torontocas.ca). The application deadline is **5 p.m. on Friday, April 10, 2026**.