2027 Desired Director Attributes and Experience.

Vancity seeks to build and maintain a board comprised of leaders committed to Vancity's vision of a transformed economy that protects the Earth and guarantees equity for all. 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 who demonstrate a commitment and aptitude to acquire the experience and attributes necessary to make them effective board members.

Vancity is a large, sophisticated financial institution with approximately $41 billion in assets and assets under administration, operating in a complex governance, legal, and regulatory environment. The Board collectively requires the expertise and judgment needed to fulfill its significant fiduciary responsibilities and oversee enterprise risk at a level commensurate with Vancity's scale and complexity

Community Focus

1. Demonstrated commitment to cooperative 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 wellbeing, sustainable communities, and climate justice.

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 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 cooperative 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 (approved 2018)

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 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.

2027 Areas of focus

In 2027 the Board is particularly interested in hearing from prospective candidates who have demonstrated experience in governance and leadership, and with one or more of the following types of experience:

- Senior Level Banking Experience
- Technology Start-Up or Business Experience
- Experience working at a national and/or provincial leadership level