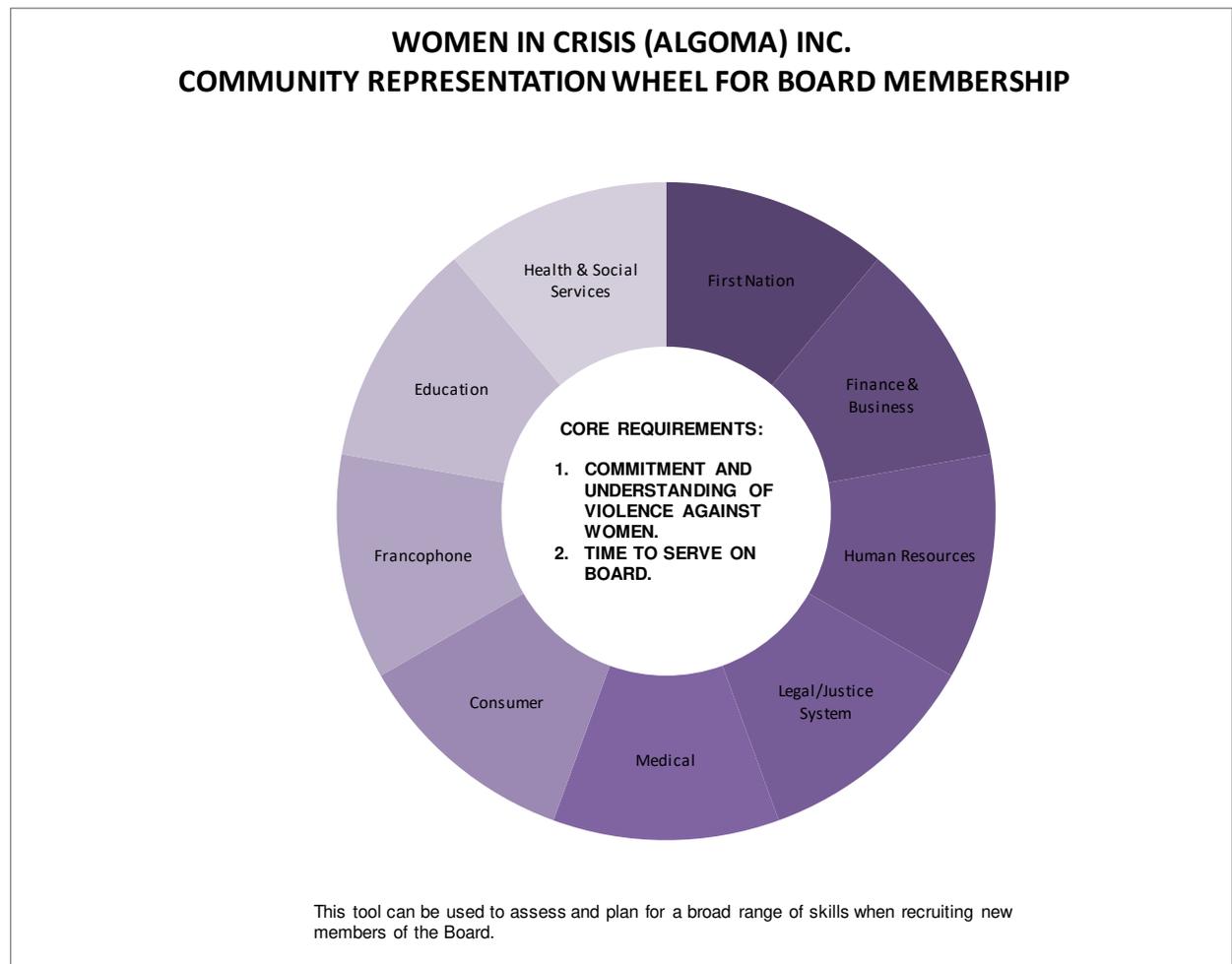


Women In Crisis is governed by a Board of Directors comprised of 11 Community members. The Board of Directors strives to be diverse and inclusive representing the community we serve.



All Board Members are required to commit for a three (3) year term. Board Meetings occur the 4th Tuesday of every month (with the exception of December, July and August) Additional Sub-Committee meetings occur a minimum of once per fiscal or as needed.

If you feel passionate about the work that we do, and have the time to dedicate to the organization, please contact us to learn more or you can complete the application form included in this package, in accompaniment with your resume and cover letter – *Attention to the Chair of the Membership/Nominating Committee.*

All applications will be reviewed annually and only those selected to be interviewed will be contacted early spring.

If you would like additional information regarding the Board of Directors please visit our website at www.womenincrisis.ca.

Thank you for your interest in serving on our Board of Directors.

Profile: *Please share a brief excerpt of your professional and/or applicable personal experience/background and how you believe you will be a vital and influential role as a member of Women In Crisis Board of Directors’.*

1. *In a few sentences please describe your view/understanding of a Feminist perspective? How does that knowledge play a role in how you conduct your professional/personal life?*

2. *In what areas have we improved as a society/community in terms of **women’s’ rights** and **violence against women and children**, and in what areas are we still needing to bring about change?*

3. *Please describe what you know about Women In Crisis, our vision, our mission and our mandate. How do you feel you currently play a role that coincides with our vision and how can you be an advocate for women in your daily life?*



4. *Is there anything else you wish to share about your knowledge, experience, and background?*

5. **CPIC CHECK***
All Board of Directors must obtain a clear Criminal Reference Check in order to sit on our Board. Are you able and/or willing to do so?

Please note:

Please submit this application form in accompaniment with your resume and cover letter
Attention to the **Chair of the Membership/Nominating Committee.**

Thank you for your interest in serving on our Board of Directors.

Sincerely,

Membership/Nominating Committee

23 Oakland Ave.

Sault Ste. Marie, ON

P6A 2T2

(705) 759 - 1230

(705) 759 - 3239 (fax)

Email: elodge@wicalgoma.com

Website: <http://www.womenincrisis.ca>

VISION STATEMENT

Our Vision is to live in a society free of all forms of abuse and violence towards women and children.

MISSION STATEMENT

Women In Crisis (Algoma) Inc., is an innovative non-profit community based organization working to provide advocacy, support, safe shelter, programs, and services for all women and children affected by abuse and violence. Women In Crisis provides leadership, education, and awareness to the community on the issues of woman abuse.

MANDATE

Women In Crisis (Algoma) Inc., works within a feminist perspective to provide a safe and supportive environment through confidentiality, empowerment, and respect to women and their children who have been or are being affected by abuse and/or violence.

Services based on individual needs include:

- 24-hour, 7 days/week, accessibility to shelter and support services,
- Individualized and/or group, long term and crisis abuse counselling and therapy,
- Telephone/walk-in crisis counselling,
- Awareness and education,
- Systemic and individual advocacy,
- Referral services, and
- Safe housing support.

THE FEMINIST PERSPECTIVE

In working within a feminist perspective to achieve our Mission we:

1. Acknowledge that a power imbalance between genders exists;
2. Commit to putting women first to overcome this imbalance and work towards ending this oppression;
3. Empower women to fully realize their intrinsic worth, strengths, and values and understand that inequalities still exist
4. Recognize that this power imbalance is caused by the beliefs, attitudes, and value towards women throughout history;
5. Realize women are oppressed, with many being multi-oppressed (e.g. gender, race, sexual orientation, ability, poverty, etc.); and
6. Recognize that both women and men must work together toward achieving a true balance of power for all.

Overview of Programs & Services

LOCATION

23 Oakland Avenue, Sault Ste. Marie, ON P6A 2T2

PURPOSE

The purpose of Women In Crisis (Algoma) Inc. is to operate a non-profit, community based organization dedicated to the eradication of all forms of violence against women and children. We operate from a feminist perspective in the development and delivery of services and in our interactions with the women we serve, the community, and each other. We support women in their struggle to free themselves and their children from violence, and we advocate for a violence-free society through education, awareness and lobbying efforts.

GOALS

To provide refuge, crisis telephone line services and walk-in support on a 24/7/365 basis to women in the community who require safety, protection and assistance in fleeing and/or dealing with any form of violence in their lives and/or the lives of their children.

To provide assistance, support and information to persons seeking to help and support women and children who are experiencing or have experienced forms of violence.

To provide a number of auxiliary services as funding becomes available.

To provide community education and awareness of the problem of violence against women and children.

HISTORICAL INFORMATION

Women In Crisis opened its first Home at 123 March Street in March, 1979.

The first Ontario shelter had opened in Toronto in 1973. Women In Crisis was approximately the 9th of the over 150 shelters which eventually came into existence in our province. There are now 500+ shelters providing services to abused women and their children throughout Canada. In the 1970's, this was an entirely new service modality, its client needs had received no recognition, and no governmental support was available for this issue.

Similar to many other shelters which opened through the 1970's and early 1980's, Women In Crisis became a reality through a "grass roots" committee of strong community supporters who persisted in "not giving up". Through the diligence of this diverse group, Sault Ste. Marie United Way and Sault Ste. Marie City Welfare, both of which were among the supporting bodies, provided the financing of the first year's budget of \$62,778.00.

The Home accommodated twelve (12) residents – women and children. Services were shelter, a telephone crisis line and walk-in services to women with or without children who were victims of abuse. The walk-in and telephone crisis line yearly served hundreds of women from the community. The staff complement was minimal. Funding was unstable, reliant on a one-time grant after another. Closure of the organization was frequently eminent. The need for Shelter and support services was relentless. The need quickly and increasingly out-grew the organization's capacity to meet the community's service needs.

In January 1991, after four (4) years since application to the Ministry of Housing and a myriad of meetings and mounds of paperwork, the new twenty-four (24) bed Home on Oakland Avenue was opened. The budget had stabilized years later with permanent annualized funding from MCSS. The move saw the budget and staff complement doubled.

The organization saw the erosion of this stability by 1994 when the United Way cut funding to WIC from over \$80,000.00 to \$20,000.00, In 1995 MCSS eliminated funding to VAW Community Counselling, resulting in a cut to WIC's budget of \$160,000.00.

The Community Counselling Program, which was located outside the Shelter, was brought into the Shelter, requiring extensive renovations to the physical layout of the downstairs area. Over time, one VAW counselling position was converted to the Advocacy position.

After many "make work projects" and a one-time grant, a Childcare Program was permanently funded by MCSS in 1986 allowing it to operate with one Supervisor and two (2) Childcare Workers. The Childcare Program operated with a 1.5 Childcare Worker staff complement.

In August 2004, after a fierce battle with MCSS to obtain funding, it was necessary to shut down the VAW Community Counselling Program which had provided individual counselling and a variety of groups to hundreds of women.

Two Ministry imposed programs through new funding initiatives were created in 2001:

1. The Transitional Support, consisting of a .5 position, aims to assist residents and women in the community with their various needs and tasks as they labour through ending the violence in their lives and those of their children.
2. The Child Witness of Woman Abuse Program had Women In Crisis as the Lead Agency and a number of VAW service agencies across the Algoma District as service delivery partners. This program provided groups for children who have witnessed violence and collateral groups for the mothers who were the victims of the violence.
3. We no longer house the Child Witness of Woman Abuse Program as it has now been moved to Algoma Family Services. We do, however, continue to support this program fully.

Additional programs that have been added through Ministry funded initiatives as of 2004 are:

1. The Family Court Support Program focuses on court/lawyer accompaniment, advocacy, and support as women navigate the Family Court system.
2. Sexual Assault/Abuse Crisis Counsellors (with one counsellor being designated as Aboriginal) provides individual and/or group counselling, advocacy, court support/accompaniment, community referrals and practical assistance.

Choices began as a one year Ministry funded pilot project in 2007. After the initial year there was no annualized available funding through the Ministry, so the Board of Directors of Women In Crisis (Algoma) Inc. voted to support the continuation of the program through donations received by the shelter.

WORKING PRINCIPLE

Women In Crisis operates its services within a feminist framework.

From this feminist perspective we:

- acknowledge that a power imbalance exists between genders,
- recognize that this power imbalance is the result of entrenched beliefs, attitudes and practices which rate women's value, worth and roles in society as inferior to those of men,
- realize that these beliefs, attitudes and practices regarding women are **myths** created and established by a patriarchal system,
- understand that such beliefs, attitudes and practices have traditionally undermined women's roles in the world order and assigned superiority to the roles of men,
- this assumed superiority of roles created a patriarchal system which gave men superior positions in our social order and the power to structure our political, economic and social systems, which of course have maintained the status quo in regards to the roles of women,
- a feminist perspective then, is born from a historical, social and economic analysis of women's assigned position in society,
- a feminist perspective presupposes that the **personal is political**,
- women's personal pain and troubles are caused primarily by their social powerlessness, rather than internal pathology,
- women can overcome their circumstance collectively – sharing with other women and drawing on their support, has led to an understanding of the social nature of women's oppression,
- relationships should be equal in personal power, as opposed to domination and subordination, which is viewed as destructive.

SCOPE OF SERVICE - CURRENTLY

Women In Crisis (Algoma) Inc. serves a multicultural population of women and children. Most come from Sault Ste. Marie proper and a small number from the outlying district. We are available to women from other cities and provinces who are fleeing violent and abusive relationships.

Women In Crisis (Algoma) Inc. is governed by legislation, Acts, laws and by-laws. It can accommodate women 16-years-old and over. Younger persons are served as dependents of a mother or female guardian who is a client at Women In Crisis. Younger residents are referred to Youth and Child Services in the community when long term counselling is warranted and requested by the mother or guardian.

Some specific services include:

1. Safe Shelter for women alone or women with children escaping violence.
2. Telephone Crisis Line for women in need of support or others seeking assistance in supporting 24/7/365 women and children experiencing violence 24/7/365.
3. Walk-in Service for women in need of support, assistance, safety planning, advocacy and referrals as they deal with violence in their lives 24/7/365.
4. Child Support Worker Program for children, whose mother has accessed one of our services.
5. Transitional and Housing Support – accompaniments and assistance as they navigate the courts, community resources, and search for safe affordable housing.
6. Public Awareness and Education at all levels of the public through a variety of public activities, celebrations and participation.

7. Long Term Sexual Assault/Abuse Counsellor is available to provide individual and group counselling to women in our community 16 years of age and older
8. Sexual Assault/Abuse Crisis Counsellors (with one counsellor being designated as Aboriginal) provides individual and/or group counselling, advocacy, court support/accompaniment, community referrals and practical assistance.
9. The Family Court Support Program focuses on court/lawyer accompaniment, advocacy, and support as women navigate the Family Court system.
10. The Choices Program serves to provide education on topics related to domestic violence and healthy/unhealthy relationships for youth at the high school level.

COMMUNITY ASSOCIATIONS AND INVOLVEMENT

Staff and Board members have been instrumental in taking violence out of the secret walls of homes in our community.

Over the course of 25 years, staff activities include and are not limited to:

1. Innumerable presentations to community groups, service organizations, schools, funders, businesses, etc.
2. Participation on many panels.
3. Facilitating workshops.
4. Planning and providing training.
5. Organizing community events.
6. Organizing and participating in educational activities for other professionals.
7. Continuing their education on anti-violence.
8. Participation on Boards, Committees, and Task Forces.
9. Co-founding and developing new community services for women and their children.

BOARD OF DIRECTORS - OVERVIEW

The Board of Women In Crisis (Algoma) Inc. is a policy Board and is responsible for the hiring of the Shelter Directors. They, in turn, are accountable to the Board and responsible for the day to day management, supervision and administration of the agency, including all aspects of human resources. The agency is led and managed through a partnership between the Board President, representing the membership, and the Shelter Directors.

The Board is composed of eleven (11), members, who are chosen to represent a diversity of backgrounds representative of the community, and who have in common a desire to serve women who have been abused in any way. The Board Executive is composed of 4-5 members and assists the President in planning and decision making. There are seven (7) other committees including Finance, French Language Services, Strategic Planning, Membership/Nominating, Human Resources, Board Manual/By Law, and Property. These are working committees and all members serve on at least one committee.

Areas of Board responsibility include planning for the future and establishing a vision and purpose for the agency. The Board is responsible for overseeing the structure and administration of the agency and ensuring that legal obligations are met. The Board must ensure that there are adequate resources for present and future needs. The Board is the legal employer of agency staff who are managed by the Shelter Directors. The Board must endeavour to respond to changing needs in the community, and to bring on new members who will continue to provide a good balance for decision making.

Decision making at Board Meetings is accomplished by a combination of consensus building and voting on motions. Whenever possible, a member of the staff attends the Board Meeting in order to educate the Board on specific programs. Regular Board Meetings are held on the fourth Tuesday of the month. All Board members are expected to attend all regular meetings and one (1) Annual Meeting. Occasionally, special meetings are called to deal with circumstances that arise. Committee meetings are initiated by the Chair of the respective committee. The Board meets from September to June of each year with a break in July and August. An Annual Meeting takes place in June of each year where new members are voted in and business such as annual reports and By-Law amendments takes place. Members serve for a maximum of two (2), three (3) year terms from By-Law, with a provision for a seventh year for a President whose term may be extended by one year to support the Board as Past President.

Women In Crisis (Algoma) Inc. is funded mainly through a service contract with the Ministry of Community and Social Services. One position is funded through the Ministry of Health. Other funding comes from the Ministry of the Attorney General, United Way, donations, grants and occasional fundraising in the community. The agency accommodates up to twenty-four (24) women and children who are victims of abuse. The staff of approximately thirty (30) provides service to these residents as well as offering outreach in the form of counselling, advocacy and community education. Crisis response is available 24-hours a day in person and by telephone.

BOARD MEMBER - POSITION DESCRIPTION

POSITION:

Board Member

QUALIFICATIONS:

Every Director shall:

- be at least eighteen (18) years of age
- be a member in good standing of Women in Crisis (Algoma) Inc., having paid membership dues of five dollars on an annual basis, thirty (30) days before the annual meeting
- consent to and satisfy a criminal records background check
- sign and adhere to a confidentiality and conflict of interest agreement

AUTHORITY AND RESPONSIBILITY:

The Board of Directors is the legal authority for Women in Crisis (Algoma) Inc. As a member of the Board, a Director acts in a position of trust for the community and is responsible for the effective governance of the organization. In carrying out governance responsibilities, each Director shall act honestly and in good faith with a view to the best interests of the organization.

REQUIREMENTS:

Requirements of Board membership include:

- Commitment to the work of the organization - must know the vision, mission and mandate of the corporation
- Understanding and support of the Feminist Perspective
- Willingness to serve on at least one (1) committee
- Attendance at monthly meetings
- Attendance at the Annual General Meeting in June
- Attendance at any other general meetings called
- Support of and participation in any fundraising events
- One (1) Board member to be francophone

DUTIES AND RESPONSIBILITIES:

- Attend and participate at Board meetings on a regular basis
- There is an expectation that Board members will attend the annual meeting in June
- Be aware of and adhere to the By-Laws of the corporation
- Come to meetings fully prepared and informed about materials distributed before the meeting
- Always be prepared to act in the best interests of the total organization, not just for a special interest or geographical segment
- Be an ambassador for the organization and its mission
- Support efforts to enhance the Board's effectiveness by participating in training and other planned events
- Participate in the work of committees, task forces, or ad-hoc committees as agreed
- Be responsible for overseeing all policies governing the organization, through the Human Resources Committee
- Participate in the development of and monitor the implementation of the Strategic Plan of Women In Crisis (Algoma) Inc. in collaboration with Shelter Directors and staff

- Review and monitor financial and Shelter Directors' reports on a monthly basis
- Oversee the financial matters of the organization, through the Finance Committee
- Authorize the hiring of an auditor for the annual financial report
- Approve the annual budget of the organization
- Ensure that the organization is in compliance with all applicable legislation; including but not limited to, employment standards legislation, human rights code, freedom of information legislation, and health and safety standards
- Approve the hiring and release of the Shelter Director(s), based on the recommendation of the Executive Committee
- Monitor the performance of the Shelter Director(s)
- Approve, where appropriate, policy and other recommendations from the Executive Committee, other standing committees, or the Shelter Directors
- Monitor all policies and protocol that govern the Board of Directors
- Review the by-laws annually and recommend any by-law changes to the membership, via the Board Manual/By-Law Committee
- Avoid situations of conflict-of-interest or personal gain

TERM OF OFFICE:

Directors may hold office for a three (3) year term which can be renewed for a further three (3) year term. No director can serve more than two (2) consecutive terms unless an extension is required to serve out a term of office (as in the position of President), or for Board support (as in the position of Past President). After one (1) year a former director is entitled to stand for election to the Board again.

TIME COMMITMENT:

- Monthly meetings (September to May)
- Annual General Meeting in June
- Committee meetings as decided by the work and members of each committee