

Join the Board of Directors at Phoenix Society

The work of Phoenix Society takes place on the shared, unceded, occupied, and traditional territories of the Semiahmoo, Katzie, Kwantlen, and Kwikwetlem First Nations in Surrey, and on the traditional territories of the Stó:lō Peoples in Chilliwack. We respectfully acknowledge their stewardship of these lands since time immemorial and are grateful for the opportunity to live, work, and serve within these communities. We are committed to advancing reconciliation through meaningful relationships with Indigenous Peoples and communities.

About Phoenix Society

For more than 35 years, Phoenix Society has supporting people facing barriers related to substance use, mental health, housing, education, employment and involvement with the criminal justice system.

We believe that everyone deserves the opportunity to build a healthy, meaningful life. Through evidence-informed, trauma-informed, person-centred and culturally safe approaches, we work alongside people to build on their strengths, improve their well-being and pursue goals that matter to them.

Phoenix delivers a continuum of care that includes harm reduction, specialized substance use treatment, recovery-oriented services, shelter, supportive and enhanced health care housing, long-term housing, primary health care, justice programs, and education and employment services.

As a CARF-accredited organization, Phoenix is committed to quality, accountability, innovation and continuous improvement.

Phoenix at a Glance

- 35+ years serving communities across British Columbia
- CARF Accredited
- \$22M+ annual operating budget

- 270+ employees
- Continuum of care spanning, harm reduction, substance use treatment, recovery, housing, health care, justice, education, employment and community inclusion
- More than 1000 individuals supported annually
- Strategic partnerships with Fraser Health, Provincial Health Services Authority, BC Housing, Correctional Service Canada, municipalities and community organizations
- Guided by an ambitious 2024–2029 Strategic Plan focused on quality, innovation, partnerships, sustainability and exceptional service delivery

About the Opportunity

Phoenix Society is seeking experienced, values-driven leaders to join its volunteer Board of Directors.

This is an opportunity to help guide a respected community organization as it expands its continuum of care and responds to the evolving needs of the communities it serves. As Phoenix continues to grow, the Board provides strategic leadership and oversight to ensure strong governance, financial sustainability, innovation, organizational excellence, and meaningful community impact.

Working collaboratively with fellow Directors and the Chief Executive Officer, Board members help shape the organization's future while ensuring accountability to the communities, partners and funders we serve.

Board Responsibilities

As a member of the Board of Directors, you will:

- Provide strategic governance and oversight in support of Phoenix Society's mission, vision and Strategic Plan.
- Ensure effective stewardship of the organization's financial, human and organizational resources.
- Monitor organizational performance, quality improvement and enterprise risk management.
- Support innovation, organizational sustainability and responsible growth.
- Participate actively in Board meetings and contribute to at least one Board Committee.

- Support, evaluate and provide strategic guidance to the Chief Executive Officer.
- Ensure compliance with applicable legislation, accreditation standards, bylaws and governance policies.
- Serve as an ambassador for Phoenix Society by strengthening relationships with governments, Indigenous communities, health authorities, funders, donors and community partners.
- Champion reconciliation, equity, diversity, inclusion and culturally safe governance practices.
- Participate in Board succession planning and recruitment of future Directors.

Who We Are Looking For

Phoenix seeks individuals who are passionate about strengthening communities and improving health and social outcomes through effective governance.

While no one candidate is expected to possess every area of expertise, we are particularly interested in individuals with experience in one or more of the following:

Priority Areas

- Health system leadership
 - Indigenous leadership, governance or partnerships
 - Medical, particularly mental health/addiction treatment
 - Finance, accounting or audit
 - Governance or enterprise risk management
 - Government relations or public policy
 - Housing, capital development or infrastructure
 - Strategic partnerships or revenue diversification
- We also welcome expertise in:
- Human resources and organizational development
 - Law
 - Technology, cybersecurity or digital transformation
 - Communications and public affairs
 - Quality improvement or accreditation
 - Executive leadership in the public, private or not-for-profit sectors

Phoenix values the importance of lived and living experience. We encourage applications from individuals whose personal experiences provide valuable perspectives that strengthen our governance and decision-making.

We welcome applications from candidates with a connection to the provincial-based communities Phoenix serves.

Previous Board experience is welcomed but is not required.

What Makes an Exceptional Phoenix Board Director?

Our Directors:

- Think strategically rather than operationally.
- Bring curiosity, sound judgment and thoughtful questions.
- Respect diverse perspectives and engage in constructive dialogue.
- Demonstrate integrity, accountability and ethical leadership.
- Build collaborative relationships and act in the best interests of the organization.
- Share a commitment to continuous learning and quality improvement.
- Support innovation while maintaining strong governance and financial stewardship.

Time Commitment

Board Directors are appointed for an initial one-year term, with the opportunity for renewal.

Directors can expect to:

- Attend approximately 4 Board meetings annually
- Participate on at least one Board Committee
- Attend the Annual General Meeting
- Participate in strategic planning sessions and occasional governance education
- Represent Phoenix Society at community and stakeholder events when available

Compensation

Board Directors serve in a volunteer capacity and do not receive remuneration.

Reasonable Board-related expenses are reimbursed in accordance with Board policy.

Our Commitment to Inclusion

Phoenix Society believes that stronger governance comes from diverse perspectives and experiences.

We are committed to building a Board that reflects the communities we serve and strongly encourage applications from First Nations, Inuit and Métis Peoples, members of racialized communities, persons with disabilities, individuals of diverse gender identities and sexual orientations, and people with lived or living experience related to substance use, mental health, housing or involvement with the criminal justice system.

We are committed to creating an inclusive Board culture where all Directors can contribute meaningfully and authentically.

How to Apply

If you are interested in helping shape the future of one of British Columbia's leading community organizations, we invite you to submit:

- A current resume; and
- A brief letter of interest (maximum two pages) describing:
 - Why you are interested in joining the Phoenix Society Board of Directors;
 - The experience and perspectives you would bring to the Board; and
 - How your expertise aligns with Phoenix Society's strategic direction.

Please submit your application to:

Nancy Gordon: Vice-Chair of the Board and Head of the HR and Governance Committee
mngordon2525@gmail.co

Applications will be reviewed as they are received until the positions are filled.