



Restorative Justice Cowichan Volunteer Board Member

About Restorative Justice Cowichan

Restorative Justice Cowichan is a community-based nonprofit organization dedicated to promoting healing, accountability, and meaningful resolution through restorative practices. We work collaboratively with individuals, families, schools, justice partners, and the broader community to address harm, strengthen relationships, and build safer, more connected communities.

Position Summary

The Board of Directors provides governance, strategic leadership, and stewardship to ensure the organization fulfills its mission, vision, and values. Board members serve as ambassadors for restorative justice principles and help guide the organization's long-term sustainability and impact.

This is a volunteer position that supports a limited amount of staff capacity with a volunteer team of caseworkers. Board members may be requested to support with some operational activities as needed, based on their availability.

Key Responsibilities

Governance & Oversight

- Provide strategic direction and policy oversight
- Ensure compliance with legal and regulatory requirements
- Monitor organizational performance and outcomes
- Support and evaluate the RJ Manager, Coordinator and other contractors as required

Financial Stewardship

- Approve annual budgets
- Review financial statements
- Ensure responsible fiscal management
- Support fundraising and resource development efforts

Strategic Leadership

- Participate in strategic planning
- Identify emerging risks and opportunities
- Support program development aligned with community needs

Community Engagement & Advocacy

- Act as an ambassador for the organization
- Build relationships with community partners
- Promote restorative justice principles within the region

Board Participation

- Attend and actively participate in board meetings (typically monthly)
- Serve on at least one committee (e.g., governance, finance, fundraising)
- Participate in board development and training opportunities



Qualifications & Skills

We welcome diverse perspectives and lived experiences. Ideal candidates may bring:

- Commitment to restorative justice values and community-based approaches
- Experience in governance, nonprofit leadership, finance, law, human resources, education, Indigenous relations, social services, or community development
- Strategic thinking and sound judgment
- Strong communication and collaboration skills
- Willingness to contribute time, energy, and networks to advance the mission

Previous board experience is an asset but not required.

Term & Time Commitment

- Board term: Typically 2 years (renewable)
- Minimum attendance of 8 out of 10 Board meetings per year
- Estimated commitment: 5–8 hours per month
- Attendance at the Annual General Meeting is required

Equity & Inclusion

Restorative Justice Cowichan is committed to equity, diversity, and inclusion. We strongly encourage applications from individuals who reflect the diversity of the Cowichan region, including Indigenous community members, people with lived experience in the justice system, youth representatives, and individuals from equity-deserving groups.

Benefits of Serving

- Contribute to meaningful community impact
- Develop governance and leadership experience
- Build professional and community networks
- Deepen understanding of restorative justice practices

For more information about Restorative Justice Cowichan, please visit:

www.restorativejusticecowichan.ca

To apply to volunteer: www.restorativejusticecowichan.ca/become-a-volunteer

Thank you for your interest!