Board Director
Volunteer Profile

Société Alzheimer Society

NOVA SCOTIA

Profile Statement

An Alzheimer Society of Nova Scotia (ASNS) Board Director is connected to the Society's purpose and understands that governance is one way to care for people, communities, and the future of dementia support in Nova Scotia.

This volunteer role calls for people who can think carefully, ask good questions, listen to different experiences, and help the Society stay focused on its mission, values, and responsibilities.

Values in Action

ASNS is grounded in Collaboration, Accountability, Respect, and Engagement (CARE). In board service, those values show up in practical ways around the table.

Value	How it Shows up in a Board Director
Collaboration	Works with fellow Directors, the CEO, staff leadership, partners, and communities in a spirit of shared purpose.
Accountability	Comes prepared, follows through, asks useful questions, and takes stewardship of the Society seriously.
Respect	Listens carefully, protects confidentiality, honours lived experience, and treats people with dignity and care.
Engagement	Stays curious, participates meaningfully, learns about the communities ASNS serves, and helps keep people connected to the mission.

A Strong ASNS Board Director…

- Brings sound judgment, integrity, curiosity, humility, and a willingness to learn.
- Understands that governance is not about managing staff or directing operations. It is about oversight, stewardship, questions, strategy, risk, and mission.
- Actively participates in the work of the Board and the Walk for Alzheimer's.
- Contributes to the organization's financial sustainability through active participation in fundraising efforts, a personal contribution, or both.
- Contributes their own knowledge and perspective while making space for other thoughts and ideas.
- Listens for what may be missing from the discussion, including voices and experiences not always present in formal governance spaces.
- Supports a Board culture that is respectful, inclusive, prepared, focused, and human.
- Sees lived experience, community connection, cultural knowledge, disability experience, caregiving experience, and professional expertise as different forms of value.

Core Governance Contribution

- Acts in the best interests of ASNS and the people and communities it serves.
- Supports the mission, values, by-laws, policies, and decisions of the Board.
- Prepares for and participates in Board and committee meetings.
- Asks clear, respectful, and useful questions before decisions are made.
- Provides oversight of strategy, risk, finances, governance, and organizational performance.
- Respects confidentiality and declares real or perceived conflicts of interest.
- Supports a healthy relationship between the Board and CEO.
- Acts as an ambassador for ASNS in a way that aligns with the role of the Board and the direction of the Society.

Skills and Knowledge Needed Across the Board

The Board seeks to include a balanced mix of professional skills, governance experience, lived experience, and community knowledge. Priority areas may include:

- Finance, accounting, audit, investment oversight, budgeting, and financial sustainability.
- Legal, governance, compliance, privacy, policy, charitable obligations, and risk management.
- Human resources, workplace culture, leadership, recruitment, inclusion, accessibility, and organizational development.
- Communications, marketing, public relations, storytelling, community engagement, and digital strategy.
- Fundraising, philanthropy, sponsorship, donor relations, grants, and resource development.
- Healthcare, continuing care, mental health, community health, dementia, aging, caregiver support, and health system planning.
- Research, evaluation, data analysis, knowledge translation, and evidence-informed decision making.
- Public policy, government relations, advocacy, systems change, nonprofit leadership, strategic planning, and board governance.

Community Connection and Lived Experience

ASNS serves people across Nova Scotia whose experiences of dementia, caregiving, support, and access are not all the same. Board composition should reflect that reality.

- Personal, family, professional, or community connection to Alzheimer disease, other dementias, caregiving, aging, or changing care needs.
- Knowledge of, or trusted relationships with, African Nova Scotian communities, Mi'kmaq and Indigenous communities, rural communities, disability communities, newcomer communities, 2SLGBTQIA+ communities, and other equity-seeking communities.
- Understanding of health equity and how income, race, geography, disability, language, culture, age, gender, sexual orientation, and other factors affect access to care and support.
- Experience with aging, seniors' services, continuing care, home care, caregiver support, accessibility, community services, or grassroots leadership.
- Lived knowledge of barriers people face when trying to access health, social, legal, financial, or community supports.

Inclusion and Accessibility in the Role

An ASNS Director does not need to be an expert in equity or accessibility. They do need to be willing to notice who is at the table, who is missing, and how Board decisions might affect people differently.

- Considers whether Board materials, conversations, and processes are understandable and accessible.
- Supports a Board culture where Directors can participate meaningfully and respectfully.
- Helps ASNS better reflect the diversity of Nova Scotia and the communities affected by dementia.
- Keeps dignity, cultural safety, belonging, and access in view when discussing strategy and governance.

Recruitment and Assessment Lens

When considering potential Board Directors, the recruitment process will look beyond titles, polish, and familiar networks. We must ask ourselves:

- Does this person care about the mission of ASNS?
- What skills, experience, perspective, or community connection would they bring?
- How would they strengthen the Board as a whole?
- Would they contribute to a respectful and inclusive Board culture?
- Are they willing to learn, prepare, ask questions, and participate fully?
- Do they understand the difference between governance and operations?
- What support or orientation would help them succeed?

Check Potential Biases: What Not to Overvalue

- Prior board experience at the expense of lived experience or community knowledge.
- Professional titles over judgment, values, and contribution.
- Familiarity or personal networks over the needs of the Board.
- Confidence or polish over substance.
- Traditional governance language over the ability to learn and contribute.
- One form of expertise over another.

About This Commitment:

- This is a volunteer (unpaid) position.
- Board directors must reside in Nova Scotia.
- Ability to dedicate 3-6 hours per month to board and committee activities
- Meetings are a mix of in-person and virtual, providing flexibility for Board members.
- A minimum of five meetings in each fiscal year, including four quarterly meetings in June, September, November, and March, each up to 3 hours in the early evening, and one post-AGM meeting in June. Additional time will be required for meeting preparation.
- No minimum personal financial contribution is required. Directors are expected to support the Society's financial sustainability in ways appropriate to their circumstances, which may include fundraising, relationship-building, advocacy, event participation or a personal donation.
- Board directors are required to be involved on at least one committee. ASNS currently has three standing committees and additional advisory committees.
- Board terms are for 3 years with a total term limit of 6 years

Commitment to Inclusion, Diversity, Equity, and Accessibility

ASNS is committed to building an organization that reflects the diversity of Nova Scotia and creates a sense of belonging for the people and communities it serves. This includes reducing barriers to participation and making the recruitment process easier to understand and access.

ASNS is particularly interested in hearing from people whose experiences and perspectives have not always been well represented in governance spaces. We are hoping to include the voices of those from historically marginalized communities including African Nova Scotian, Black, Mi'kmaq, and Indigenous communities as well as those who consider themselves racialized, Newcomers, 2SLGBTQIA+ community, people with disabilities; people from rural communities, low-income communities, those who provide caregiving, and other equity-seeking communities.

Who We're Looking For:

We are looking for people who care about the work of ASNS and who want to contribute to thoughtful, inclusive, and responsible governance. You do not need to have previous board experience to express interest. If you bring good judgment, a commitment to service, and a willingness to learn and contribute, we would like to hear from you.

We are especially interested in hearing from people who bring:

- Lived experience with dementia, caregiving, aging, disability, accessibility, or health system navigation.
- Community connections and knowledge that can broaden the Board's understanding of diverse experiences and barriers to support.
- Particular areas of interest: We are interested in finance, legal, human resources, culture and engagement, DEI specialty, digital marketing or e-learning expertise to complement the Board's broader mix of experience.
- A respectful, collaborative approach and a willingness to listen, ask questions, and work with others.

We encourage you to apply even if your strengths fall outside these areas.

What You Can Expect

- A clear and respectful recruitment process.
- Plain-language information about the Board role and expectations.
- An opportunity to ask questions before deciding whether to proceed.
- A consistent interview and assessment process for all candidates.
- An orientation process to support new Board members after appointment.
- The ability to request accessibility or participation supports at any stage.

Accessibility

ASNS is committed to an accessible and inclusive recruitment process. If you need information in another format, would like to speak with someone before applying, or require an accommodation or participation support, please contact Siân Messinger, Manager of Operations, hr@asns.ca, 902-422-7961. You may share as much or as little information as you are comfortable sharing. Requests will be handled respectfully and confidentially.

How to Express Interest

Please submit a brief expression of interest and a copy of your resume or CV by **Sunday, January 3, 2027, 11:59pm**. Your expression of interest may be submitted in writing or, where helpful, through another accessible format arranged in advance:

- Your name and contact information.
- Why you are interested in ASNS and its mission.
- What skills, experiences, perspectives, or community connections you would bring to the Board.
- Please attach a copy of your resume or CV.
- Any access needs or supports you would like us to be aware of for the recruitment process.
- For transparency, kindly note that as with other volunteer positions, those selected for a Board Director, Volunteer Opportunity will be required to complete suitable background checks.

Submit to:

hr@asns.ca by **Sunday, January 3, 2027, 11:59pm**

You may call Sian Messinger, Manager of Operations, 902-422-7961 for support with submitting your expression of interest and resume