



## Brief Organization Profile

St. Michael's Homes provides addiction and mental health programs in Toronto. Our addiction services support adult men who seek to achieve and maintain a life free of addiction. Our mental health programs include drop-in social-recreational programming, to support the building of community and reduction of social isolation, as well as a psychotherapy program.

Through four houses and one drop-in program situated in Toronto, St. Michael's Homes provides residential addiction treatment, supportive housing, mental health drop-in, psychotherapy, engagement, aftercare, and the opportunity to participate in social and recreational activities and food and shelter in home-like atmospheres.

**History:** St. Michael's Homes' first site opened for service in 1976 and has now been providing service to men with addictions for over 40 years. Our three other residential locations opened in the late 1980's. Through a merger with Our Place Community of Hope in 2020, St. Michael's Homes added mental health drop-in and social-recreation programming in our fifth location.

**Mission:** We provide an integrated and holistic continuum of care focused on enhanced quality of life for individuals living with the challenges associated with addiction.

**Vision:** Empowered individuals leading meaningful lives free from addiction.

**Service Locations:** 5 locations, with 2 in the Cabbagetown area and 3 in the Bloor-Dovercourt-Davenport area.

**Services Offered:** Residential Addiction Treatment, Supportive Housing, Mental Health Drop-in and social-recreation, Pre-Residential Engagement, Psychotherapy and Aftercare.

**# of Clients Served:** We serve 900-1000 individuals each year. We have 76 residential beds, providing residential services to over 250 men per year, a drop-in program for 300-400 individuals per year, and out-patient (addictions and psychotherapy) services for 400-500 individuals each year.



**Budget:** \$2.3 million (FY 2020-21)

**# of Staff:** 23.75 Full Time Equivalents

**Our Strategic Priorities**

(We will be undertaking a new strategic planning process in 2022)

SMH is well-respected by clients, funders, and service providers for: its evidence-based practices, serving the most marginalized individuals needing addiction services, and its efficiency. These strengths position SMH in the health system as a unique provider, and the demand of its services will increase over time.

**BE A SYSTEM LEADER**

Be an effective collaborative partner for providing high quality and evidence-based care that achieves beneficial outcomes for complex, marginalized clients in a cost-effective manner.

**BE A WORKPLACE OF CHOICE**

Be a leading addiction sector employer with staff who have the knowledge, skills, and tools to serve complex populations and are appropriately supported, recognized and rewarded.

**BE SUSTAINABLE**

Be focused on the long-term through an effective organizational infrastructure supported by a viable resource development strategy.



## **Board Member Job Description**

**Time Commitment:** Five to seven hours per month (meetings, preparation)

**Term:** Three years, with possibility of up to two subsequent 3-year terms

**Skillsets/Experience currently sought Include:**

- Human resources
- Marketing
- Lived Experience in Mental Health or Addictions (self or in family)
- Healthcare including Mental Health or Addictions

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### **Accountability**

The Board of Directors is collectively responsible for the organization's performance in respect to the mission and objectives of the organization and for the stewardship of financial resources. The Directors are accountable to members, key stakeholders and the community in general.

### **Authority**

The board has collective authority over the governance of St. Michael's Homes, including financial operations, strategic direction, and understanding the strategic environment within which the organization operates. The board has collective authority for employing and supervising the work of the Executive Director. The Board Co-Chairs give direction to the Executive Director as necessary between Board Meetings. Board members have no authority to act individually in the direction of staff and volunteers or to act as spokespersons for the organization unless given such authority by the board.

### **Responsibility**

Board members are responsible for the effective governance of the



organization including its vigorous pursuit of its mission and objectives and adherence to its core values.

### **General Duties**

Each member of the Board of Directors is expected to do the following:

- Prepare for and attend board meetings
- Work as a team member and support board decisions
- Review, clarify and amend the mission and objectives of the organization
- Develop, amend and approve by-laws and governing policies outlining key financial, staff/personnel, client services and board practices
- Monitor the performance of the organization
- Participate in the hiring and supervising of the Executive Director
- Participate in the evaluation of the Executive Director
- Keep informed about community issues relevant to St. Michael's Homes
- Participate in the recruitment of new Board members
- Participate in Board Committees
- Participate in strategic planning processes

### **Qualifications**

The following are considered key job qualifications:

- Knowledge of community services (addictions, mental health, housing)
- Commitment to the organization's mission
- Time (as required)
- Openness to learning

### **To Apply:**

Please complete the Nomination Application Form and submit your resume:

[https://docs.google.com/forms/d/e/1FAIpQLSerxGtKvellVEOEhG-d1eJpaxBUALJVPU2gr1-OeKr6Nm\\_8Q/viewform?usp=sf link](https://docs.google.com/forms/d/e/1FAIpQLSerxGtKvellVEOEhG-d1eJpaxBUALJVPU2gr1-OeKr6Nm_8Q/viewform?usp=sf_link)



## **Contact**

If you have questions, please email Rachael Whale, Executive Assistant at [rwhale@stmichaelshomes.org](mailto:rwhale@stmichaelshomes.org)

*We strive to foster an organization that reflects the diversity of the community we serve and welcome applications from all qualified candidates.*

*St. Michael's Homes is also committed to developing an inclusive, barrier-free selection process and work environment. If contacted, please advise us if you require any accommodation measures to ensure you will be interviewed in a fair and equitable manner. Information received relating to accommodation requests will be treated with confidentiality.*