



Fontbonne Ministries

Position Profile

Executive Director



Consulting for impact

JOAN M. GREEN & ASSOCIATES

Table of Contents

Preface	3
Background	4
Advertisement	9
Candidate Profile	12
The Search Team.....	15
Search & Selection Process.....	19
Contact Information.....	21
Contact.....	21
Additional Information.....	21

Preface

Thank you for your interest in the position of *Executive Director* at Fontbonne Ministries.

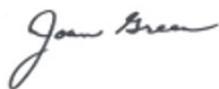
This Position Profile highlights the professional skills, attributes, experience, commitments, and interpersonal acumen that Fontbonne Ministries seeks in its Executive Director. The detailed job description, insights and information pertaining to this role are a result of a comprehensive consultation process through which we learned about the perspectives and expectations from a wide range of Fontbonne Ministries stakeholders including Board members and senior administrators, leaders of the sponsor organization, CHSO, heads of participating organizations and others in the Toronto community familiar with the mission of Fontbonne Ministries. We hope this Position Profile will be of assistance to you as you explore this career opportunity.

Joan Green, O. Ont., Dr. Frank Markel of Joan M. Green and Associates and Steve Lough of LBCG Consulting for Impact are experienced CEOs who have led public sector organizations and have provided leadership and organizational advice for many organizations throughout the broader public sector including school boards, ministries, agencies, commissions, municipalities, health care institutions, associations and not-for-profits. They have facilitated executive placement in many school boards and working governing bodies and have successfully placed and mentored many leaders.

Public sector organizations are faced with increasingly complex leadership challenges. Both the communities they serve, and their own staff now reflect a rich demographic diversity. Expectations of the roles that leaders play, and their responsibilities have grown. This recruitment process will result in Fontbonne Ministries appointing an Executive Director who is exemplary, authentic, integrity-based, and lives the Mission of Fontbonne Ministries.

This document articulates the professional expectations and profile of the Executive Director. As you explore this opportunity, our team will ensure you have a clear, thorough understanding of the position, along with the strengths and challenges that you will embrace and address if you are selected for this role.

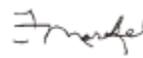
If you require any clarification throughout our process, please contact us at any time.



Joan Green, O.Ont.



Steve Lough, M.H.Sc.



Frank Markel, Ph.D.

Background

Fontbonne Ministries

OUR STORY

Fontbonne Ministries offers diverse programs that are welcoming and inclusive. The charity was founded in 2000 by the Sisters of St. Joseph of Toronto, a community of women who, through their compassionate presence, respond to various needs.

Fontbonne Ministries continues their mission of reflecting the love of God and neighbour.

Since their beginnings in mid 17th century France, the Sisters of St. Joseph have offered food and shelter to those in need. When Sister Delphine Fontbonne and three other Sisters arrived in Toronto in 1851, they continued this legacy of compassion.

Named after Sister Delphine, programs address one or more of today's pressing societal needs: affordable housing, outreach for those who are isolated, activities that build community in a large urban setting, opportunities to connect with others and grow spiritually, and the chance to be creative in an accepting environment.

Named after Sister Delphine, Fontbonne's programs address one or more of today's pressing societal needs: affordable housing, outreach for those who are isolated, essential services and welcoming safe space for adults living in poverty and those who are homeless and transient, accessible community space for seniors to connect, learn and have fun, and the chance to be creative in an accepting environment.

The goal of each program is to meet the specific needs of their local communities while working with other organizations to offer services and opportunities that might not otherwise be available. Everyone is welcome without distinction.

MISSION AND VALUES

Mission Statement

We are a welcoming community where you are not alone, and everyone belongs. As an inclusive social service organization, our programs foster personal well-being and creativity and respond to food and housing insecurity, social isolation and loneliness. Wherever you are in your life, the spirit of our founders – the Sisters of St. Joseph of Toronto – inspires us to join with you in nourishing mind, body and heart.

Values

- **Respect:** We value each person as a distinct expression of God's love and invite each other to discover and to celebrate our unique gifts.
- **Advocacy:** We respond to society's evolving needs and mobilize positive change through transformational leadership.

- **Community:** We work together with neighbours and partners to build strong relationships that are mutually supportive and collaborative.
- **Compassion:** We give our full attention to each person and show understanding, empathy and sensitivity to their needs.
- **Accountability:** We use the resources entrusted to us with care and make sustainable choices that will benefit future generations.

How We Serve

Fontbonne Place – providing a safe home for older single women

In Good Company – visiting and building relationships with those isolated and housebound

Mustard Seed – supporting adults living in poverty, and those who are homeless and transient, by providing essential services and welcoming safe space

Studio on the Hill – exploring creativity through clay for people of all ages and abilities

Village Mosaic – providing an accessible community space for seniors to connect, learn, and have fun

Fontbonne Ministries programs are funded by the Sisters of St. Joseph of Toronto and generous community partners and friends.

Fontbonne Ministries Consultation

The following comments were the result of discussions with Fontbonne Ministries staff and stakeholders about strengths, challenges, and opportunities as they impact on the ideal profile for the Executive Director of Fontbonne Ministries.

Opportunities

- The Sisters have always responded to society's greatest needs. Fontbonne Ministries is capable of pivoting to address current needs. Fontbonne Ministries continues this legacy of faith-based service.
- Fontbonne Mission offers direct, tangible services that people can easily understand . The services follow in the tradition of the Sisters of St. Joseph, going back to the original role of helping victims of the Irish potato famine, and of the early programming at the House of Providence. In particular, services are focused on social justice for the marginalized, especially women.
- The charism of the Sisters of St, Joseph is the driving force of Fontbonne Ministries as expressed by this phrase: "Serve the dear neighbours , meet the needs whatever those needs may be, reading the signs of the times"
- Fontbonne Ministries actualizes its mission which reflects both a love of God, and a love and concern for our neighbours, without distinction
- Fontbonne Ministries work is impactful for those in greatest need
- Fontbonne has begun to focus on what it does best
- Fontbonne Ministries' services are available to everyone; regardless of creed, programs and have always been offered on an ecumenical basis, open to all in need.
- Services provided by Fontbonne Ministries, such as housing, are critical for homeless people, and have a real impact on underserved communities
- Services are provided in a very caring manner
- Footcare program is a wonderful example of Fontbonne Ministries working cooperatively with other organizations
- Fontbonne Ministries shares its learnings with other agencies, and participates in advocacy for social programming, especially with respect to affordable housing
- Fontbonne Ministries creates a welcoming community for its clients, making them feel at home, helping them find support, and advocating for their needs
- Both staff and volunteers feel the positive impact of their work and take real ownership of it
- Fontbonne Ministries are thriving; the programs are well used by the community who are engaged with the organization; staff are strong; funding opportunities are present

- A new Executive Director can engage with staff and communities in consultation, longer term planning and strategy development that will lead to a way forward for Fontbonne Ministries and to new funding opportunities
- Fontbonne Ministries reflects the Sisters ability to pivot to address newly emerging needs with relevant programming. The organization has been nimble in its response to Covid, moving programming from weekdays to evenings and weekends
- People believe in the organization and are committed to it and passionate about the mission, and have hope for the future leadership of the organization despite concerns about interactions with the former Executive Director
- Over 150 volunteers support the work of the organization
- Staff believe in the authenticity of the Mission and enact it every day, notwithstanding recent turmoil and difficulties
- Fontbonne Ministries sits on three Ontario Health Teams and cooperates with several hospitals in the city
- Fontbonne Ministries presence in the Toronto Drop In Network is appreciated by others, and its programs, such as Mustard Seed, are praised for their flexibility
- Decision to address leadership issues shows that the Board takes seriously its expectation that all staff will uphold the mission and values of the organization, including treating all staff in a respectful manner
- A small, nimble and effective organization that is very tied to its Mission and is responsive to the needs of the communities it serves

Challenges

- While retaining the significant contribution of the Sisters, transitioning to having a Lay Board in place and further defining what lay leadership will be
- A recent realization that the Sisters cannot continue to fund Fontbonne Ministries in its entirety, indefinitely, leading to a greater dependence on fundraising
- A few individuals perceived a lack of boundary between the governance role of the Board and the Executive Director.
- New leadership must appreciate the legacy of the Sisters and find ways to continue their mission in a manner relevant to current demands.
- Some see a reluctance within the organization to accept change
- A need for healing, for some employees, as a result of past leadership
- A need for a greater emphasis on accountability within the organization

- A need for more programming to serve people in crisis, for example, meeting mental health needs or dealing with the drug crisis
- A need for greater funding to allow Fontbonne Ministries to pay competitive wages and to be self-sufficient financially
- Resisting pushback from gentrified neighbourhoods to location of programs and services
- Responding to a post pandemic environment by re-engaging with volunteers and welcoming them back, returning to full programming, both virtual and in person
- Helping staff adjust from a Covid focused mindset to a broader perspective
- Responding in a creative way to changing needs expressed by clients
- The present mix of programs can be seen as eclectic and responding to passions of individuals rather than providing a coherent range of services that fits in the overall landscape of programs and Ministries in Toronto. Some decisions may need to be made about whether all programs should continue or be modified
- Past leadership issues have left many staff and volunteers feeling hurt and wounded, others ignored and not appreciated. New Executive Director must begin the healing process to overcome suspicion and build trust
- Shifting from a heavy reliance on the presence of the Sisters to a lay leadership and staffing
- Need to bring what were once separate programs under one roof, and develop uniform policies for all staff and programs
- Greater emphasis on issues of salary and compensation with shift to paid staff
- A need to find external funding to survive and grow
- Overall reputation of the Catholic Church, in light of recent events, may hurt the image of the organization
- Build an effective working relationship between the Executive Director and the Board
- A need to create viable business models that will last, given funding constraints

Advertisement

ADVERTISEMENT



Fontbonne Ministries

Executive Director

Does the idea of carrying forward the mission of the Sisters of St. Joseph into a new era excite you? Do you bring a social determinants of health perspective to plan, organize and deliver needed services to vulnerable populations? Can you inspire dedicated staff and volunteers to continue to provide the vital services required by diverse communities with traditional and emerging needs? Do your skills allow you to be effective in finding new funding sources for badly needed social programs?

If you are an innovative, humble, invitational, and collaborative servant leader ready to inspire others in the ambitious plans of Fontbonne Ministries to serve the needs of the vulnerable of Toronto and to learn from interactions with the clients of Fontbonne Ministries, this role may be of interest to you.

Fontbonne Ministries offers diverse programs that are welcoming and inclusive. The charity was founded in 2000 by the Sisters of St. Joseph of Toronto, a community of women who, through their compassionate presence, respond to a wide range of needs of diverse communities.

Fontbonne Ministries continues their compelling mission of reflecting the love of God and neighbour.

Since their beginnings in mid-17th century France, the Sisters of St. Joseph have offered food and shelter to those in need. When Sister Delphine Fontbonne and three other Sisters arrived in Toronto in 1851, they continued this legacy of compassion.

Named after Sister Delphine, Fontbonne's programs address one or more of today's pressing societal needs: affordable housing, outreach for those who are isolated, food security and welcoming safe space for adults living in poverty and those who are homeless and transient, accessible community space for seniors to connect, learn and have fun, and the chance to be creative in an accepting environment.

The goal of each program is to meet the specific needs of its local communities while working with other organizations to offer services and opportunities that might not otherwise be available. Everyone is welcome without distinction.

As Executive Director, you will lead the provision of integrated initiatives in vulnerable or marginalized neighbourhoods. The Executive Director will model compassion, respect, and integrity in the execution of his / her/ their duties and in the formation of partnerships with other organizations committed to the service of the vulnerable.

Your preparation should include a bachelor's degree or equivalent in a relevant field, with a master's degree an asset, and leadership experience at the senior level. You will bring experience inspiring staff to contribute to the overall mission of the organization and work together in a positive, supportive environment. Your way of interacting with others will reflect the servant leader approach and will be congruent with the mission and values of the Sisters of St. Joseph.

With a broad perspective grounded in a knowledge of and appreciation for the social determinants of health, and a compassion for the needs of the most vulnerable in society, you will bring forward the caring legacy of the Sisters of St. Joseph to lead the programs presently provided by Fontbonne Ministries. You will lead the strategic planning to develop new program ideas, often working with community and institutional partners while listening to the perspectives of those served by the Fontbonne Ministries. As Executive Director, you will play a key role in obtaining funding for new programs.

The Executive Director for Fontbonne Ministries has the opportunity to make a huge difference in the lives of many people in the Toronto community. Committed, innovative, invitational, collaborative leadership, working in partnership with a dedicated Board, will map the path to success in this vitally important work and service.

Recruitment Process

We appreciate the interest of all applicants, but will only be contacting candidates whose skills, experience and qualifications best meet the requirements of the position.

To apply for this position with Fontbonne Ministries, submit your cover letter and resume by August 17, 2022. Please reference the Fontbonne Ministries Executive Director in the subject line of your email. Send your application to:

JMG/LBCG Consulting for Impact, joanmgreenassociates@gmail.com

Equity Statement

"Fontbonne Ministries is committed to dismantling institutional racism by identifying, preventing, and removing barriers to delivering support, services, programming, employment, and volunteer opportunities.

Fontbonne Ministries is committed to equity and inclusion in the recruitment and hiring of qualified staff who reflect the diversity of our region.

Land acknowledgement

We acknowledge that Tkaronto has been a home to many nations since time immemorial. These include the Huron-Wendat and Petun First Nations, the Seneca, and the Mississaugas of the Credit River.

These nations were irrevocably harmed by the arrival of European settlers who have systematically tried to erase these indigenous communities and their teachings. In our ongoing journey towards reconciliation, we are re-learning the history of this country and this land, critically examining the ways we have benefitted from systemic racism and systems of oppression in Canada. We are committed to redressing these harms.

Our recognition of this land is an expression of our gratitude to those whose territory we share as we continue to strive for greater respect of each other's cultures.

Joan M. Green & Associates/LBCG

We are mindful of the importance of championing diversity amongst candidates. The project team is fluent in current diversity, inclusion, and anti-oppression practices. We are committed to ensuring a respectful and inclusive recruitment process.

Accommodation Statement:

Joan M. Green & Associates/LBCG fosters a culture of inclusion. We will make any appropriate accommodation based on any of the protected grounds in the Human Rights Code to support candidate participation in the recruitment and selection process. All candidates will be provided with an understanding of the expectations and requirements of the process, in order to ensure full participation of all qualified candidates.

Together with LBCG, Joan M Green and Associates make the following acknowledgement with respect to Reconciliation with Indigenous Peoples:

With humility and in the continuing spirit of being active participants in the reconciliation of Canada and the Indigenous Peoples of the land, we acknowledge that we are working and living on the traditional territory of many nations including the Mississaugas of the Credit River, the Anishnabeg, the Haudenosaunee and the Huron-Wendat, which today is home to many diverse First Nations, Inuit and Métis peoples. As a firm and individually, we are educating ourselves to know and understand the Truth and participating with Indigenous colleagues to play our part in advancing Reconciliation.

Candidate Profile

Qualifications

- Educational requirements include a Bachelor's Degree or equivalent with a Master's Degree or equivalent as an asset, with studies that relate to the Mission of Fontbonne Ministries.

Candidate Profile

- The new Executive Director must be politically savvy
- A servant leader is required, someone who shows compassion in all their dealings with people and issues
- A flexible leader, who can respond to current needs
- A politically savvy and empathetic leader, with good people skills, who can further strengthen the performance of the team and rebuild trust within it
- Will bring an understanding of trauma and implement a trauma informed approach
- Capable of blending intuition with facts
- Has vision and can think strategically drawing from ideas of others
- Someone who can establish appropriate boundaries between Board and Management
- The ability to establish measures of accountability and performance
- Understands racism in all its forms, especially anti-Black racism and oppression of Indigenous people and will bring an anti-racist, anti-colonial approach
- An individual with a strong sense of mission and values, a background in social services and some business acumen
- A wise, hopeful and life-giving person, who is courageous, invitational and eager to meet with clients and will call out the gifts of others
- Able to listen to the perspectives of those who see obstacles, using this information to find better ways to accomplish the goals of the organization
- In every moment, demonstrate curiosity and a will to keep people together (Margaret Wheatley)
- Must demonstrate humility, openness and generosity of spirit, including the ability to genuinely and publicly acknowledge the leadership/skills and abilities of staff/volunteers/participants

- Must show respect for the legacy of the Sisters and of Catholic values and be able to demonstrate these values in every interaction.
- An empathetic, open, engaging, respectful and inclusive person
- Able to carry forward the legacy of the Sisters by showing respect for all staff and volunteers, engaging with clients and communities and relating well to funders who are left inspired by the mission of the organization
- Familiar with budgeting, operational and capital. Can present budgets to Board in a way that is understood
- Capable of approaching government for new funding opportunities
- A person who will live from a place of strategy, not entitlement; who is motivated by compassion, not self-service; for whom self-reflection comes naturally; capable of translating conflict into positive action
- Comfortable working in an organization that has been founded by Sisters
- Can build on recent collaborative initiatives, such as the footcare program, and seek other opportunities for collaboration
- Knowledgeable about government relations, able to work with MetroInx
- Comfortable in a grassroots setting
- A proven track record in running programs similar to those offered by Fontbonne Ministries will bring credibility
- An understanding of the determinants of health
- An understanding of why Catholic social teachings on care for the poor have informed the development of Fontbonne Ministries
- Possesses a gentle but firm hand

Advice

- While recognizing the sense of family, work to establish accountability
- Use all the brain power in the room
- Be mindful of how much you speak, and do a lot of listening
- Use your self-awareness to demonstrate emotional intelligence to others
- Realize everyone will be watching your every step
- Treat everyone in the same way; be yourself at all times
- Have a sense of how staff are feeling

- Be sure to take time to make external contacts
- Take time to get to know the Sisters to enhance development of your personal mission
- In the first 3 to 6 months, focus on building relationships with staff, community and partner organizations

The Search Team

Frank Markel, Ph.D.



Frank Markel has had a long and varied career as a leader in health services, including having held senior positions at several hospitals and healthcare organizations. From 2006 to 2011, he was President and Chief Executive Officer of Trillium Gift of Life Network, Ontario's organ and tissue donation organization, where his leadership led to a major increase in both organ and tissue donation. While at TGLN, Frank sat on the Boards of Donate Life America and of the Canadian Blood Services National Council on Organ and Tissue Donation.

As President of Hillcrest Hospital, he played a key role in the merger of that hospital with the former Queen Elizabeth Hospital to create what is now Toronto Rehabilitation Institute (TRI). Frank was TRI's first Executive Vice President. Earlier in his career, Frank served as Vice President, Planning and Development at St. Joseph's Health Centre, Toronto, where his responsibilities included facilities construction and maintenance, but also strategic planning and community relationship building.

In addition to his experience as a senior hospital and health services executive, Frank has, at different times in his career, led policy organizations in health. From 1998 to 2006, he was Executive Director of the Joint Policy and Planning Committee (JPPC) a partnership between the Ontario Hospital Association and the Ministry of Health and Long-Term Care of the Government of Ontario. In that role, Frank led the development of the first accountability agreements between hospitals and government. Frank received the Ted Freedman Innovation in Education Award for his work simulating the impact of accountability agreements.

He also was responsible for the further development of equitable funding methodologies for hospitals to address the needs of communities with populations facing challenges and underservice and was a widely sought speaker on this topic, both locally, nationally and internationally. Earlier in his career, Frank had been Executive Director of the Ontario Council of Administrators of Teaching Hospitals, where he combined research activity with advocacy to advance the interests of Ontario's teaching hospitals and has published in prestigious journals on these topics.

Throughout his career, Frank has maintained an affiliation with the University of Toronto, first with the then Department of Health Administration, more recently with the Institute for Health Policy, Management and Evaluation (IHPME). For many years, Frank taught in the master's degree program in health administration. He now holds the title of Senior Fellow at IHPME. He has a long history of mentoring students, both formally and informally, and provided early training to many current senior leaders in Ontario's healthcare system.

Since leaving TGLN, Frank has held a number of positions. He was Executive Director of JVS, an employment agency serving immigrant, poor and disadvantaged communities. Until January 2020, he was Executive Director of the Canadian Association of Health Services, Planning and Research (CAHSPR).

He has worked for the last three years in the field of executive recruitment, in partnership with Joan Green.

Joan Green, M. Ed., O.Ont.



Joan Green is an experienced leadership and organizational design consultant who has provided strategic advice and support to organizations in a diverse range of public sector contexts, including education, health, provincial and municipal government, and not-for-profits. Her decades of experience in the areas of education, public policy, and the broader public sector include having been the Director of Education for the City of Toronto, the Founding CEO of the Ontario Education Quality and Accountability Office, a Commissioner on Education for the Province of Alberta, Co-chair of the Ontario Education Research Panel, an Independent Facilitator of school accommodation review processes for the Ontario Ministry of Education, a provincially appointed advisor on school board governance, community engagement and financial stewardship.

Joan has provided strong leadership at all levels of education, and has been a professional development leader provincially, across Canada and internationally. Joan is a frequent speaker at home and abroad on intersectional equity and inclusion, leadership challenges, governance and accountability, and quality initiatives. Joan is the published author of many books and numerous articles on education and leadership issues.

She is the recipient of several awards including the Distinguished Educator Award from the Ontario Institute for Studies in Education at the University of Toronto and Woman of the Year for the Women in Educational Administration in Ontario. She has been an active participant in her community, and has served as a board member for universities, hospitals, and cultural institutions including the University of Toronto, the Rehabilitation Institute of Toronto, and the Art Gallery of Ontario, as well as Chair of various charitable organizations including Goodwill and Roots of Empathy. Joan is the immediate past Chair of the Government Relations Committee of the national Board of ParticipACTION. She currently serves as the Chair of the Governance Committee of the Board of the Pediatric Oncology Group of Ontario (POGO). In 2012, in recognition of her contributions to public education and her service and leadership in the not-for-profit sector, Joan was invested as a member of the Order of Ontario and is a recipient of the Queen Elizabeth Diamond Jubilee Medal. Joan is currently serving as a mentor and coach to K-12 and post-secondary educational leaders.

Steve Lough, M.H.Sc.



Steve Lough is a senior leader with over thirty years' experience across the public sector including education. He is currently conducting projects for the Education Quality and Accountability Office to strengthen leadership at the board and management levels. Steve's experience includes a variety of education projects such as developing plans for change management and stakeholder and issues management for the Elementary/Secondary Information Project, and mandate reviews of the French and English Special Education Tribunals. He also conducted stakeholder consultations and strategy development for the Toronto Student Support Leadership Initiative to strengthen engagement and integrate the services of the Ministries of Children and Youth Services, Education and Health and Long-Term Care.

Steve also brings experience in leadership development in other public sectors. He assisted AdvantAge Ontario to redesign and strengthen their leadership development program. Steve also worked with the Ontario Community Support Association to create a leadership development program for the sector based on the LEADS best practice leadership model. Many of Steve's other management consulting projects have assisted boards and senior management teams to identify the leadership competencies necessary to succeed and set performance management frameworks in place.

Steve has a long history of work in 2SLGBTQ+ human rights and worked in the early response to the AIDS epidemic as Executive Director of an AIDS Service Organization. He went on to lead a regional health planning body before beginning a career in management consulting.

Research Team

Emily Carson, MPS



Emily is a research consultant with experience in both the private and public sector. Her experience in the field of Executive Search has exposed her to many different organizations where she has honed her skills in understanding and assessing client needs. She has successfully contributed to the preparation of several candidate profiles targeted to client specifications. At KPMG, Emily worked as a consultant as they launched their Inclusion and Diversity Strategy Practice. She worked with clients to assess and implement inclusion strategies. Emily previously worked for the Women’s Executive Network and Canadian Board Diversity Council as a project coordinator. She also has experience working in the Senate of Canada and for the Minister of International Trade and Foreign Affairs. She has a deep understanding of government structure and procedures.

Search & Selection Process

At Joan M. Green & Associates and LBCG, we pride ourselves on taking a genuine interest in the career of every potential candidate. We offer a personal, transparent and confidential opportunity for you to discuss your career interests with us, and we will provide our candid, considered advice as to how well this opportunity fits with your experience and interests.

Your application will receive the following considerations from us:

- ❖ Eligibility Assessment
 - ✓ An initial assessment of your letter of application and resume by one of our staff to determine how well your experience fits the profile and criteria that have been established.
 - ✓ If you are considered to be a reasonable fit for the position, you will be offered an in person or video interview with both Joan Green and Frank Markel which will provide you with a further opportunity to describe your background to us. In this interview, we will also tell you more about the opportunity and answer any questions you may have of us. If after the interview you are a viable candidate, we will ask you to complete a Self-Assessment Form which has been prepared especially for this opportunity.
 - ✓ Consideration of your eligibility for the Long List of candidates to be presented to the Selection Committee follows the interview. We will advise you prior to the Long List meeting whether or not you have been chosen to present your candidacy to the Selection Committee. Following the Long List meeting, we will advise you promptly as to whether you have been selected for an interview with the Selection Committee.
 - ✓ If you are a short-listed candidate chosen to be interviewed by the Selection Committee, we will work with you prior to the interview to help prepare you so you can present yourself in a way that highlights your accomplishments and your leadership approach.
- ❖ Facilitation of the Interview
 - ✓ We recognize that an interview with a Selection Committee can be a stressful process, and we do our best to help you deal with any stress in a positive way
 - ✓ For in person interviews, we will welcome you to the interview before you meet with the Selection Committee, answer any last- minute questions you may have, provide you with time to review the interview questions ahead of the interview and present you to the Selection Committee
 - ✓ For in person interviews, we will guide you out of the interview, providing immediate feedback on how well you have performed
 - ✓ Once the Committee has made its decision, we will communicate it to you as quickly as we can, providing further feedback on the Committee's response to your candidacy.
- ❖ Further Steps
 - ✓ On some occasions, a Selection Committee will ask for a second interview. If you are chosen for such an interview, we will again facilitate the process, as we did with the first interview.
 - ✓ If you have not been chosen for this role, we will provide full feedback on the Selection Committee's decision, with helpful advice for the future.

Search & Selection Process Timeline



Contact Information

Contact

Our team members are available throughout the process to answer any questions you may have. If you require additional information, please contact us. We look forward to working with you.

Frank Markel

fmmphd@gmail.com

647-225-5972

Joan Green

joangreenis@rogers.com

416- 400-9299

Additional Information

About Fontbonne Ministries

<https://fontbonneministries.ca>

Fontbonne Ministries' Programs

<https://fontbonneministries.ca/#prog-row>

Fontbonne Ministries' Publications

<https://fontbonneministries.ca/publications/>