



Board of Directors Recruitment Package

Thank you for your interest in Art Windsor-Essex. Serving as a Board member is a challenging and rewarding community service opportunity. While election to a Board is an honour, Board members have important legal and fiduciary responsibilities that require a commitment of time, skill, and resources. We want you to be well informed about the organization, and ensure that you have given considerable thought to your commitment before you agree to serve. This recruitment package will provide you with information about Art Windsor-Essex and what your role as a Board member would be.

About Art Windsor-Essex

Art Windsor-Essex harnesses the power of art to open minds and hearts to new ideas, perspectives and ways of thinking that inspire people to grow emotionally and intellectually. Its exhibition spaces, art studio, rental spaces, offices, and art collection storage occupy the three upper floors of the 401 Riverside Drive West building, with exhibition spaces comprising nearly 15,000 square feet. The gallery's art collection features nearly 4,000 works of art and covers the period from 1750 to the present. The collection is particularly strong in late nineteenth century Canadian paintings and early twentieth century Canadian modernism. Exhibitions change several times per year. Many of the gallery's exhibitions and artworks are borrowed by prominent art galleries across Canada, including the National Gallery of Canada and Vancouver Art Gallery among many others.

The gallery receives funding from private donors, corporate sponsors, and ongoing public funding from the Ontario Arts Council and the Canada Council for the Arts, and occasional project funding from the Government of Canada, the Ontario Trillium Foundation, and the Ontario Cultural Attractions Fund. A smaller portion of earned revenue comes from sources such as events, services, memberships, and admissions.

Art Windsor-Essex is a non-profit organization incorporated in the Province of Ontario, supported by membership, volunteers, individual donors, and corporate sponsors, and governed by a Board of Directors. The Board of Directors appoints the Executive Director who is responsible to the Board for the administrative and artistic direction of the Gallery. The Executive Director manages a staff of 12 full-time and part-time employees, including 10 full-time staff positions and 2 part-time positions. AWE is a unionized environment.

History of Art Windsor-Essex

Art Windsor-Essex began in 1943 in Willistead Manor, where exhibitions borrowed from other galleries and organizations could be displayed. Incorporated in 1944, the gallery soon began building its own collection and presenting exhibitions and education programs. The gallery moved into the renovated Carling brewery warehouse on the riverfront in 1975, gradually earning its status as one of Ontario's most significant public galleries. In 1993, the gallery temporarily relocated to the Devonshire Mall when its Board of Directors decided to rent its riverfront location to the Province of Ontario, which transformed the building into a gambling casino. In 1999, the gallery unveiled plans for a purpose-built, Class A Museum standard art museum at the old Carling warehouse location. When the old warehouse was torn down, a new modernist building was erected in its place, which houses Art Windsor-Essex today, at 401 Riverside Drive West. In 2012, the City of Windsor purchased the building from the gallery to open a new museum, the Chimczuk Museum, on the building's first floor.

Role of the Board

The Board of Directors is composed of representatives elected by the Gallery's membership. The Board appoints the Executive Director. The Board meets quarterly to review the governance and sustainability of the organization, overseeing the budget, finance, Executive Director recruitment and evaluation, fundraising and significant strategic and policy initiatives. The gallery has four Board Committees – Executive Committee, Governance Committee, Internal Affairs Committee, External Affairs Committee. These Committees are comprised of Board members as well as external community members. Board members are required to sit on a minimum of one committee. Committee meetings tend to be quarterly, depending on the terms of reference and work plan for each Committee, and the Board member's role on a Committee.

As members of Board Committees, Board members work in collaboration with other volunteers and staff in developing or reviewing plans and policies for Board approval. A Board retreat and orientation session is organized annually for new and returning members including a tour of the building, and a review of governance policies. The Board governs through policy governance. Policies are contained in the Board Manual.

Board Structure

The Board consists of no more than 20 and no fewer than 9 members. All Directors are required to be members and to meet qualifications applicable to members of the Gallery. Members of the Board of Directors are elected for a one, two, or three-year term, provided that at least three Board members retire from office in each year. No Board members are entitled to remain on the Board for more than 6 consecutive years. New Board members are elected at the Annual General Meeting (AGM), typically held each year in March. All members of the Board of Directors must be members of AWE.

The Board practices good stewardship of the gallery by:

- Assisting with the governance function of the Board by attending Board meetings;
- Keeping informed on governance issues, identifying areas where policy is needed and contributing to conversations on policies and plans before they are approved;
- Regularly attending and participating in various AWE activities;
- Informally monitoring public and member reaction and response to AWE's work;
- Advocating for public awareness and appreciation of AWE's goals and its programs;
- Contributing to AWE's annual fundraising goals and supporting a culture of philanthropy at AWE through relationship-building;
- Encouraging family, friends, and your professional network to donate to AWE;
- Connecting staff with potential volunteers and contributors to AWE;
- Identifying potential candidates to serve as governance volunteers;
- Supporting the Executive Director through building a culture of autonomy that allows them to carry out day-to-day operations, including managing staff;
- Respecting the need for confidentiality and sensitivity related to information;
- Supporting the implementation of AWE's Strategic Plan and goals;
- Upholding the public trust by acting at all times to the highest levels of professionalism, integrity, and respect for others

Board Member Responsibilities

Time commitment: Avg of 3-4 hours a month, variable



Governance - 50%

Each quarter:

- Attend one Board Meeting
- Attend one Committee Meeting
- Engage in Board and Committee work per the terms of reference - like reading materials in advance

Annually:

- Participate on a sub-committee, if there is opportunity and desire



Ambassador - 25%

Each quarter:

- Attend one AWE at Night event, inviting friends, family, co-workers
- Share AWE activities on your socials

Annually:

- Attend one community networking event (with an AWE staff member)
- Invite AWE's ED to another community event you may attend



Philanthropy - 25%

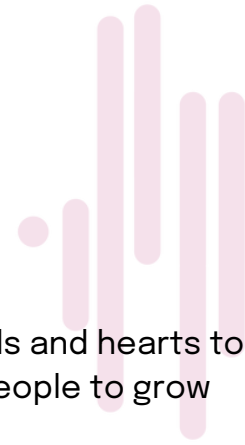
Each quarter:

- Attend one donor appreciation event and connect with supporters
- Thank one AWE donor

Annually:

- Make a personally meaningful donation to AWE
- Co-host one 'mingler' event, identifying and inviting guests
- Invite your network to donate

Strategic Plan and Mission 2021-25



Mission Statement

Art Windsor-Essex harnesses the power of art to open minds and hearts to new ideas, perspectives and ways of thinking that inspire people to grow emotionally and intellectually.

Strategic Objectives & Goals

1. Transformation

To transform Art Windsor-Essex into a community-driven art gallery for the 21st century. We will:

- Reinvent how we work, operate, and interact with stakeholders through innovative approaches, tools, and technologies.
- Connect deeply with our community and together, create vibrant change within our community.
- Become an accessible home for contemporary culture and critical conversations where art, history, culture and civic life intersect.

2. Creating Conversations

To spark community conversations around ideas and issues, such as history, culture and society, leveraging the galleries, collection and exhibitions. We will:

- Provoke conversation through our exhibitions and programs, and introduce different ways to look at, think about, and make art.
- Activate our Collection in ways that make our artworks relevant, accessible, and compelling to audiences.
- Inspire artistic innovation in Southwestern Ontario by becoming a centre for creative, collaborative exploration and a magnet for inventive makers and thinkers.

3. Education & Engagement

To serve and engage with the community as a key, unique hub for learning through art in Windsor-Essex. We will:

- Become a welcoming person-centred, community-driven place for art and culture that is the most vibrant and engaging cultural asset in Windsor-Essex.
- Offer art, education, and social programs that are relevant, accessible and compelling to a broad range of communities.
- Be a strong advocate for visual arts education in Windsor-Essex, and a valued civic and community partner supporting lifelong learning.

4. Stewardship

To ensure AWE's long-term sustainability, manage our assets effectively, be accountable to our community, and maintain positive relationships with stakeholders. We will:

- Diversify partnerships, revenue, and support to build AWE's resilience.
- Steward positive stakeholder relationships (artists, government, participants, sponsors, staff, volunteers) to facilitate growth.
- Strengthen our visitors' experiences, programs and collection through effective prioritization of resources and sound decision making

AWE's Internal DEI and Accessibility Committees recognize that there are pieces of our strategic plan that require definition. We want the people we work with, our audience, and our community members, to understand what we mean when we use these terms in our 2021-25 Strategic Plan, as they are relevant to our goals around equity. [Click here](#) for definitions of important terms.

Art Windsor-Essex Board of Directors - 2024-2025

Standing Committee Chairs & Officers

Executive

Melinda Munro (Chair)

Internal Affairs

Alex Baker

External Affairs

Phillip Olla

Governance

Anastasia Adams

Treasurer

Keith Henry

Members

Wen Teoh

James Pineault

Wendy Pressacco- Furtado

Evelina Baczewska

Anthony Youssef

Nathalie Roy

Zoja Holman

Selina Facca

Jhennel Young

John Parent



Interested in joining the Board? Apply through this form:
<https://forms.office.com/r/8ZCG12UzU9>

Application deadline: December 31, 2024.