



## SOUTH SHORE SEARCH AND RESCUE

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### **Recruiting outside directors:**

#### **Grimsby Auxiliary Marine Rescue Unit o/a South Shore Search And Rescue**

As a community-based volunteer front-line emergency service providing timely rescue to mariners on western Lake Ontario, South Shore Search And Rescue is a complex organization to administer. The organization, an Ontario Not for Profit Corporation and registered charity, requires management skills in a number of areas not directly related to saving lives on the water. In the course of a year, the nine-person Board of Directors must deal with issues as disparate as training, finances and fundraising, real estate, relations with communities, asset acquisition and maintenance, membership recruitment and the other aspects of its operation. That requires Directors with background and experience in a host of business and organizational areas — skills not always found within its approximately 50-person membership.

As a result, the organization regularly invites skilled and engaged people in the community to join its Board of Directors. And while the Board is primarily responsible for the day-to-day operation of the unit, it must also develop and implement policies that guide the organization into the future. Stated simply, this Board has both a policy and governance role, and a direct management role.

The ideal candidate for the Board of Directors has a wide array of skills, experience and bandwidth:

- \* High-level experience in business or other institutional/government operations where personal responsibility and integrity is essential
- \* Familiarity with the functions and limits of boards of directors
- \* Ability to initiate, manage and deliver projects within the constraints of budget, organizational limits and the restrictions implied by our relationship with the Canadian Coast Guard Auxiliary
- \* Ability to work both independently and as part of inter-disciplinary teams
- \* Ability to commit to monthly Board meetings, periodic committee meetings and to complete projects that are approved and assigned by the Board

While experience with boating and the marine industry is helpful, it is not a requirement. Previous experience as a corporate director is an asset, as is a community network of business, government and institutional contacts.

Most important, the ideal Board candidate has the ability to maintain a high-level perspective when dealing with complex issues and to place the good of the organization ahead of all other considerations.

Interested individuals are urged to contact Ben Upper, Unit Leader, at 905 923 0965 or email [ben.upper@gamru.ca](mailto:ben.upper@gamru.ca).

— November 18, 2025

### **South Shore Search And Rescue: A checklist for prospective directors**

Participation as a Director of South Shore Search And Rescue is both challenging and rewarding. When the objective is to save 100% of the lives at risk, the decisions made ashore have implications for volunteers on the water *and* the boaters they commit to helping. Individuals interested in a role as a Director can only make informed decisions about participation once they understand the skills and commitment required. Not every Director will have every necessary skill but together our Directors make a formidable team.

**Your background:** How would you describe your professional background?

☐ Corporate ☐ Institutional ☐ Government ☐ Non-profit/NGO

**Time commitment:** In addition to scheduled monthly board meetings (up to 3 hours), Directors with responsibility for operating portfolios are required to oversee new and ongoing projects.

Can you commit: ☐ 6 hours/month ☐ 9 hours/month ☐ 10+ hours/month

**Volunteer experience:** Volunteer organizations are different from commercial, government or institutional organizations and require different management skills. Do you have experience in:

☐ Consensus-building ☐ Volunteer motivation ☐ Governance for NGOs

**Fundraising:** The organization gets no sustaining funding from any level of government. It relies on relationships with individuals, institutions, granting agencies and corporate donors for short-term project support and long-term capital accrual. Do you have experience in:

☐ Preparing successful grant applications ☐ Donor relationship management  
☐ New donor development ☐ Planned giving programs

**Financial experience:** Our organization exists at the pleasure of the communities it serves, depending on fundraising, donations and grants for 75% for annual operating revenue. Managing finances at every stage is important. Do you have experience in:

☐ Budget development ☐ Cashflow planning ☐ Investment management ☐ accounting and audit

**Profile:** Ideally our Directors are also ambassadors for the organization, representing our interests and telling our story to the communities we serve. Do you have experience in:

☐ Public speaking ☐ Building relationships with community and business groups  
☐ Engaging with the various levels of government