



Pine Project

## Pine Project: Volunteer Board Director Recruitment

**Toronto, Ontario** (*Board meetings typically held in Toronto; occasional virtual participation*)

### About the Pine Project

The Pine Project is a registered charitable organization that fosters confidence, resilience, learning and connection to nature through transformative outdoor experiences for children and youth in Toronto and beyond. Guided by our values of **Nature, Belonging, Connection, Gratitude, Stewardship, and Simplicity**, we work to ensure more young people can access meaningful time outdoors.

### Board Director Opportunity

The Pine Project Board of Directors is a volunteer governance board that partners with the Co-Executive Directors and staff leadership to steward Pine's mission, provide strategic oversight, and strengthen the organization's long-term resilience. We are recruiting new directors to start in June 2026.

We are committed to promoting equity and diversity within our workplace and the greater community. We are especially excited to see applications from members of equity-deserving groups, particularly people from racialized or Indigenous backgrounds.

### Strategic priorities (2026–2030)

Our [strategic plan](#) focuses on five interconnected priorities that strengthen Pine's ability to deliver high-quality, inclusive programs over the long term:

- **Deepen Program Impact:** including advancing program evaluation, reducing barriers to access, and strengthening climate adaptation and preparedness
- **Secure a Wilderness Home for Pine:** including launching a capital strategy and capital campaign for land purchase
- **Build Strategic Relationships & Sector Leadership:** including increasing collaboration with mission-aligned organizations and supporting the outdoor education through sharing best practices



Pine Project

- **Bolster Financial Resilience:** including diversifying revenue, growing fundraising, and building internal capacity
- **Invest in Strong Governance, Leadership & Staff:** including modelling exemplary governance and leadership, and building staff capacity in youth development and nature-based mentoring.

## Who we are looking for

We are seeking people who are excited about Pine's mission and who will help advance equity, inclusion, and anti-racism/anti-oppression in our governance and decision-making. We are particularly interested in candidates with experience in one or more of the following areas:

- Capital campaign leadership, major gifts, philanthropy, or development strategy
- Real estate, land acquisition, infrastructure projects, or capital planning
- Outdoor education, youth development, climate adaptation, or safety and emergency preparedness
- Governance, legal, HR/people systems, or organizational change management
- Finance, accounting, investment, audit, risk management, or revenue diversification
- Program evaluation, outcomes measurement, research/learning, or impact storytelling
- Community partnerships, government relations/public policy, or sector convening
- Marketing/communications, brand strategy, or digital engagement

## Time commitment and expectations

Board directors are expected to:

- Attend board meetings (approximately 6 meetings per year) and come prepared, having reviewed materials
- Serve on at least one committee (committee work typically occurs between board meetings)
- Act as an ambassador for Pine and support relationship-building with donors, partners, and the community
- Uphold fiduciary duties and support strong governance, including policies related to equity and safety
- Participate in onboarding and occasional organizational events/programs

The average time commitment varies by role and season, and is typically 5–10 hours a month.



Pine Project

## How to apply

Please submit the following by email:

- A resume
- A short statement of interest (1–2 pages) describing your motivation and the experience you would bring to the Board

Email applications to: [info@pineproject.org](mailto:info@pineproject.org)

Subject line: **Board Director Application**

### Recruitment timeline (anticipated):

- Applications due: **February 17, 2026**
- Interviews: **March 2026**
- Reference checks and selection: **April 2026**
- Onboarding: **May 2026**
- Term begins: **June 2026**

*Apply by February 17, 2026 to be considered for this position.*

While we thank all applicants for their interest, we may only respond to those contacted for an interview. No phone calls, please.

Please advise us of any accommodation measures required to enable you to be assessed in a fair and equitable manner. Information received will be addressed in confidence.