

Board of Directors Abstract 2026-2027

Executive Brief

By James Meloche
Chief Executive Officer
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For more information

For more information about this Board Director opportunity,
please contact anyone on our consulting team:

James Meloche, CEO
CANES Community Care
james.meloche@canes.on.ca

Leah Di Domenico,
Director, Human Resources
CANES Community Care
leah.didomenico@canes.on.ca





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Preface

Thank you for your interest in serving on the Board of Directors of our organization and for considering this opportunity to give back to the community. Your willingness to contribute your time, expertise, and leadership in support of seniors receiving home and community care is deeply appreciated and speaks to a shared commitment to dignity, independence, and compassionate service.

This Board of Directors Abstract Document is intended to provide an overview of our governance framework, roles, and responsibilities. Your thoughtful consideration of these governance standards reflects an understanding of the vital role strong, ethical, and engaged leadership plays in ensuring the sustainability, accountability, and quality of care delivered by our organization. We are grateful for your interest in participating in this important work and for your dedication to advancing the well-being of the seniors and families we serve.



Who we are

CANES Community Care is a Not-For-Profit organization that provides a variety of Care Services for seniors living in their own homes, providing emotional and social support, while helping them take part in the life of their community.

CANES Community Care offers fourteen different care services to clients living in **Brampton, Malton, Etobicoke, and Woodbridge** as well as providing accessible transportation and home care services throughout **Mississauga, Oakville, Malton and Halton Hills** this past year. CANES is accredited by Accreditation Canada and operates with the support of the Central West Home and Community Care (CW-HCC) including the Mississauga Halton Home and Community Care (MH-HCC).

At CANES, we remain committed to delivering high-quality care that supports clients in the comfort of their own homes, while providing comprehensive wrap around services that help them stay connected to their communities. This fiscal year alone, we proudly delivered almost **714,000 episodes of care**, serving more than **6,500 individuals**—all with the goal of promoting independence, dignity, and quality of life.

Employing **246 staff** with an operating budget of **\$40 million**, CANES provides programs and services by Personal Support Workers, RN's and RPN's as well as Social Workers, professional Handy Person's, and a dedicated transportation and scheduling team.

Programs and Care Services

Home Care

-  Homemaking
-  Personal Care
-  Respite Care
-  Assisted Living
-  High Intensity Supports at Home

Programs

-  Ride Connect
-  Caregiver Support & Counselling
-  Friendly Visiting
-  Intensive Seniors Community Team
-  Home Maintenance

Specialty Services

-  Transitional Care
-  Home @Last
-  Behavioural Supports
-  care BRIDGE
Connecting Care at Home

Our Programs and Care Services are tailored, where possible, to meet each client's individual needs. Some programs are provided at no cost, while others are offered on a sliding fee scale based on the client's annual income.



The Organization

A Brief History: Where we came from

In 1980, a group of community-minded residents led by Dorothy Fuller came together to assess the needs of seniors in Northern Etobicoke. The following year, a community survey identified key challenges faced by elderly and disabled residents, particularly the need for assistance with outdoor upkeep and heavy household tasks so they could continue living independently in their own homes. In response, plans were made to establish a service to address these unmet needs.

By 1982, Rexdale Home Care and Support Service was fully operational and was incorporated as a non-profit charitable organization in August of that year. In late 1985, the Board of Central Etobicoke Home Care and Support Services formally requested to merge with Rexdale Home Care and Support Services. Rexdale officially assumed responsibility for the Central program on January 31, 1986.

Following the amalgamation, members approved a proposal to rename the organization Central and Northern Etobicoke Home Support Services. The newly merged agency became informally known as the CANES Program, an acronym for Central And Northern Etobicoke (Support) Services. In 2006, the organization adopted its current name, CANES Community Care.



CANES Founder, Dorothy Fuller



1985



2003



2018-Present



Board Recruitment 2026

The Board is seeking new Directors who have experience with complex organizations and who bring a background, expertise, and credentials in any of the areas listed below:

- Board Governance
- Health Care Knowledge/Experience/Background
- Community Leadership and Engagement
- Government, Advocacy, Public/Community Relations
- Finance, Accounting, and Audit
- Legal and Risk
- Senior-Level Business and Management
- Human Resource Management
- Quality and Safety
- Strategic Planning
- Capital Planning/Redevelopment
- Information Technology/Digital Health
- Lived experience

CANES Community Care (CANES) is currently seeking expressions of interest from senior leaders who have a passion for community healthcare and prior governance experience.

Application Process

If you are interested in serving on the Board of CANES Community Care and believe your background and experience are aligned, please send your resume and a cover letter - outlining the basis for your interest, a summary of qualifications and experience, and what you can uniquely contribute to the governance role of the Board - by email to: Leah Di Domenico at: leah.didomenico@canes.on.ca. We will then arrange an initial discussion to explore your interest further on how we wish to proceed with your application.

CANES Community Care is an Equal Opportunity Employer

CANES Community Care will make every effort to accommodate any needs of candidates under the Human Rights Code and Accessibility for Ontarians with Disabilities Act (AODA). Please inform us if you require any accommodation through the hiring process.





Mission, Vision and Values

CANES reviews its Mission, Vision and Values statements annually at our Annual Strategic Planning retreat. They are updated, edited accordingly and approved by our Senior Leadership Teams, and Board of Directors.

Mission

Provide outstanding support and care services that enhance the lives of our clients, enabling them to remain home in their community.

Vision

Live Well, Age Well
- with CANES Community Care

Health Equity Statement

Through diversity, we foster an environment that seeks to embrace new ideas and welcomes opportunities to grow, where possible, to better serve ethno-cultural communities.

Values

1. Reliable

CANES is committed to consistently providing high quality care that clients can trust.

2. Reputable

CANES is an acknowledged leader, preferred partner and employer of choice.

3. Responsive

CANES builds meaningful collaborations with clients, families and partners focused on optimal outcomes for the individuals we serve.

4. Reaching

CANES is always evolving, innovating and embracing opportunities to ensure our clients get the best care.

Strategic Plan 2024-2026

CANES Community Care’s current Strategic Plan 2024-2026 is titled *‘Bracing for the Headwinds in Healthcare.’* The Plan is ambitious with aspiring goals and a collective commitment to success. The root of the plan continues to be CANES clients, their families and their caregivers with a focus of delivering 360 degrees of care to ensure that our programs and services are enabling them to remain independent living in their own homes within their community. The full 2024-2026 Strategic Plan can be found at: [CANES Partners Playbook: Bracing for the Headwinds in Healthcare.](#)

***In 2026, the Board will participate in beginning a discussion regarding a new Strategic Plan.**





The Board of Directors

CANES is governed by a community-based volunteer Board of Directors, which focuses on the effective and efficient delivery of Community Support Programs and Care services that we serve. The Board of Directors consists of up to 15 elected directors plus certain ex-officio members from Senior Leadership Team and or Management Staff at CANES. The Board's composition is skills-based.

The Board has the Following Roles, Duties and Responsibilities.

Role of a Board Member: To set strategic direction for the organization and oversees the activities of CANES Community Care.

- Demonstrate a commitment to the Agency's Goals and Objectives
- Establish and review CANES Community Care's Mission, Vision, Values and Objectives based on the needs of seniors, and to approve plans to achieve the mission
- Annually approve a Strategic Plan for the Agency
- Foster a climate of Continuous Quality Improvement in all areas of the Agency
- Receive and review reports on program activities and approve program changes as required
- Monitor financial status of the organization and approve annual budget
- Appoint the Chief Executive Officer and establish his or her compensation
- Review the performance of the Chief Executive Officer
- Serve as ambassadors and advocates for CANES Community Care and to assist in developing sound and strong relationships with appropriate affiliates and the Community
- Participate in a minimum of one training/education opportunity per year





Key Priorities/Areas of Focus for CANES Community Care for the next 3 to 5 years:

- Launch and execute on the Strategic Plan 2026-2029
- Participate in the planning and development of a new Strategic Plan
- Continue to build on future Strategic Plans
- Continue to enhance the role of Board governance and focus on CANES' key strategic directions
- Focus on financial stability and sustainability
- Continue to focus on health system funding opportunities and business case opportunities
- Government/community relations and advocacy
- Partnership and stakeholder development/engagement

Skills and Competencies Sought in Board Directors include:

- Commitment to CANES' Mission, Vision, and Values
- Commitment to governing a high-quality organization, acting in the best interests of our clients and the community we serve
- Experience in and understanding of governance including the roles and responsibilities of the Board and individual Directors and the difference between governance and management
- Personal integrity, wisdom, and judgment
- An ability to work and communicate effectively as a member of the team with other members of the Board and senior management
- A talent for strategic thinking
- An ability to contribute confidently and constructively to group discussions and decision-making
- An ability and willingness to commit the necessary time to participate in Board/Committee meetings, meeting preparation, Board orientation, continuing education, retreats, and events
- A commitment to comply with conflict-of-interest policies
- A commitment to ethical standards and behaviour
- A commitment to diversity, equity, and inclusion





Frequently Asked Questions

What are the expectations and responsibilities of Board members?

Full participation, good attendance, commitment to good governance, and a belief in the Mission, Vision and Values of CANES Community Care.

What is the legal status of CANES Community Care?

The Organization is incorporated under the laws of Ontario as a corporation without share capital and is a registered charity under the Income Tax Act.

What is the term of appointment?

Appointments range from 2 to 4 years.

What is the compensation?

None. This is a volunteer Board.

When are the Board meetings?

- The Board meets 8 times per year. There are no Board meetings in March, July, or August, and December, unless a special meeting is required.
- Board meetings are always on the last Tuesday evening of each month from 7:00 pm to 9:00 pm. Board Chair can call an 'in-person' meeting or Virtually via Teams or Zoom.
- In addition to monthly Board meetings, each Board Director is expected to attend at least one Board Committee meeting monthly (approx. 3 hours plus prep time).
- There is an Audit Finance & Risk Management Committee, a Governance & Humane Resources Committee and a Continuous Quality Improvement Committee that each meet separately in a virtual format at different times throughout the year.

- Board meetings are a mix of 'in-person' and virtual.
- The 2026 Board Retreat dates are TBA
- Annual General Meeting is in September from 7:00 pm -9:00 pm - location TBA

How much Board related travel is involved and to which locations?

Travel is modest - the primary meeting location is at CANES Head Office at 10 Carlson Crt, Suite 200, Etobicoke ON, CA M9W 6L2.

To Apply, Contact:

Leah Di Domenico,
Director, Human Resources
CANES Community Care
leah.didomenico@canes.on.ca