



---

**Board of Directors – Human Resources  
Volunteer Job Posting**

---

Position Status: Volunteer  
Hours: 2-4 hours/month  
Start Date: September 17, 2025, or negotiable

**Scope of Position:**

Community Justice Initiatives is accepting applications for a Director to join CJI's Board.

Community Justice Initiatives is an organization which has pioneered innovative programs in restorative justice for 40 years. Our mission is to inspire safe, healthy and peaceful communities, one resolution at a time.

The Board of Directors is responsible for the stewardship of CJI and overseeing the management of CJI's business and affairs. In doing so, it must act honestly, in good faith, and in the best interests of CJI. The Board guides CJI's strategic direction, evaluates the performance of the Executive Director, monitors financial results and is ultimately accountable to the members, participants, funders, suppliers and employees. The Board is composed of independent and unrelated directors. A 'director' means a Board member.

As a pioneering restorative justice organization rooted in Kitchener-Waterloo and serving communities across Ontario, CJI works alongside people impacted by harm, crime, and conflict to create spaces for accountability, healing, and transformation. Board members play a vital role in stewarding our mission, guiding strategy, and upholding our commitment to equity and dignity for all. Members of the Board are asked to contribute approximately 2-4 hours/month of their time with monthly Board meetings and other committee meetings. At present, CJI's Board is made up a diversity of community members, including educators, researchers, people who work in criminal courts, and those in the private sector.

At this time, we are seeking applications from individuals who have a background in Human Resources. We are hoping interested HR practitioners will have a generalist background and be able to assist the Board in determining compensation for the Executive Director. We are seeking those with a passion for restorative justice as well as anti-racist, anti-oppressive values. Prior Board experience is not required but would be considered an asset.

If you believe in restorative justice and want to help shape the future of justice in our community, we invite you to consider this opportunity.

Please forward your application/letter of intent to [boardapplications@cjiwr.com](mailto:boardapplications@cjiwr.com)

*We thank all applicants for their interest, however, only those selected for an interview will be contacted. We welcome applications from those with lived experience of the justice system.*



## **CJI Board of Directors Application**

### **MISSION**

***“To inspire safe, healthy and peaceful communities, one resolution at a time.”***

### **VISION**

***“We envision connected, peaceful communities where all conflict is resolved in a restorative way.”***

Community Justice Initiatives (CJI) is a community-based organization whose programs are founded on the principles of restorative justice. Since 1974, CJI has been a leader in initiating services for individuals affected by crime, harm and conflict. Their work is accomplished by a core group of staff and a large number of trained volunteers.

CJI’s mission is to seek peaceful solutions for safer communities through support, education and reconciliation.

CJI seeks to:

- Foster restorative justice principles through accountability, acknowledgement, redress, and reconciliation in situations of conflict or harm.
- Respond to the emotional, physical and/or financial needs experienced by victims of crime
- Promote and encourage respect and reconciliation among individuals and groups who have experience a breakdown in communication
- Include, value and empower all persons equally
- Educate the community about mediation, reconciliation and sexual trauma

The Board of Directors at CJI is drawn from the community. The term of office is for two years and can be renewed twice for a total of six years before a break in service is mandated. We review applications for directors in April and confirm our new Board of Directors at our Annual General Meeting each year. We are pleased to accept applications at any time of year. We seek diversity and encourage anyone who shares the values of restorative justice to consider becoming a part of our board.

---

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: (H) \_\_\_\_\_ (W) \_\_\_\_\_ (Cell) \_\_\_\_\_



E-mail: \_\_\_\_\_

Professional Position/Title: \_\_\_\_\_

**To help us assess your potential contribution to the CJI Board, please complete the following:**

1. Why would you like to be a CJI Board Member?
  
  
  
  
  
  
  
  
  
  
2. How much time can you give?
  
  
  
  
  
  
  
  
  
  
3. What aspects of your work experience, skills and interests do you feel would be assets to the CJI Board and/or organization?
  
  
  
  
  
  
  
  
  
  
4. List some of your other volunteer activities. What motivates you as a volunteer?
  
  
  
  
  
  
  
  
  
  
5. What do you expect from the senior staff of an organization on whose board you serve?
  
  
  
  
  
  
  
  
  
  
6. What personal aspirations will be enhanced by service on our board?



7. As you think about the three primary board roles – ambassador, advisor, and asker, in which role would you like to be most active?

**Note: Please attach a copy of your personal or professional resume to this application form.**

**References:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Please return your completed profile form to:**

**E-mail:** [boardapplications@cjiwr.com](mailto:boardapplications@cjiwr.com) **Website:** [www.cjiwr.com](http://www.cjiwr.com)

Is there anything else you would like us to know?

***Thank you for your interest in joining CJI as a volunteer Board Member.***