



## Position Profile

# EXECUTIVE DIRECTOR

## Aulneau Renewal Centre

Reports To: Aulneau Renewal Centre Board of Directors

Date: December 2025

### ABOUT AULNEAU RENEWAL CENTRE

The Aulneau Renewal Centre (ARC) acknowledges that it is located on Treaty 1 territory, the traditional gathering place of the of the Anishinaabe, Cree, Anisininew, Dakota and Dene people and the traditional homeland of the Métis people. ARC respects the treaties made on this land and acknowledges the harms and mistakes of the past and present. We dedicate ourselves to authentic alliances with Indigenous communities in a spirit of reconciliation and cooperation.

The ARC is a registered bilingual not-for-profit organization located in St. Boniface, Winnipeg, Manitoba. It was founded in 1979 as a mission of the Missionary Oblate Sisters of St. Boniface. In 1998, the organization was separately incorporated as a not-for-profit charitable organization and in 2012, it became a Sponsored Community of Service under the former Catholic Health Corporation of Manitoba. Today, Réseau Compassion Network, as the owner and sponsor, ensures the effective and responsible governance of ARC. Réseau

#### Vision

The vision of Aulneau Renewal Centre is to be a Centre-of-Excellence providing attachment-informed counselling, therapy and education to help empower and heal the body, mind and spirit of individuals and families.

#### Mission

The mission of Aulneau Renewal Centre is to empower personal growth by providing compassionate counselling and therapy services and by building the capacity of attachment-informed practice through training and education.

#### Values

**Compassion:** We work together to serve others with unconditional acceptance, using a holistic approach that brings healing and connection.

**Healthy Relationships:** We believe that healthy relationships grounded in secure attachments are critical to the development of the whole person.

**Inclusion:** We value all people regardless of race, culture, religion, gender, economic means, orientation, age or ability. We have a commitment to equitable treatment and elimination of discrimination in all its forms at all organizational levels.

**Integrity and Accountability:** We strive to create a culture of integrity and accountability in our actions and attitudes towards ourselves, our clients, our colleagues, our partners and the organization.

**Excellence:** We strive to lead and sustain excellence through our commitment to professionalism, and continual development ensuring high standards.

Compassion Network is responsible for a family of 13 health and human service agencies where every day, nearly 7,900 people of all faiths, traditions and cultures make a difference in the lives of those who walk through their doors in times of need.

The Aulneau Renewal Centre works with individuals and families to develop therapeutic plans that meet their specific needs through therapy, education, support, and guidance.

## ABOUT THE EXECUTIVE DIRECTOR POSITION

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The Executive Director (ED) of ARC provides strategic leadership of the development and delivery of a wide array of programs and services, ensuring the organization meets its mission and achieves its vision and strategic directions.

The Executive Director will work collaboratively with the Board of Directors and the management team to enhance programs and services, meet emerging needs and priorities, create and implement sound financial, human resource, service delivery, and operational policies, and champion innovation, accountability and results achievement in a rapidly changing healthcare and social landscape.

The Executive Director will establish and maintain strong positive relationships with Réseau Compassion Network, partner agencies, donors, clients and their families, staff, volunteers, and the general public.

## KEY LEADERSHIP ACCOUNTABILITIES

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### Leadership & Governance

- Partner with the Board to set vision, strategic direction, and ensure accountability to Réseau Compassion Network.
- Advise the Board on organizational issues and foster strong collaboration between Board, Executive Director, and staff.
- Serve as spokesperson with the Board Chair and represent ARC in the community to enhance its profile.
- Maintain a safe, respectful work environment and oversee all employees, contractors, students, and volunteers.

### Operations & Program Management

- Develop and implement operational plans aligned with strategic goals.
- Oversee day-to-day operations, ensuring quality programs and services that reflect ARC's mission and Board priorities.
- Draft, implement, and review policies annually; maintain secure and confidential records.
- Prepare Board agendas and materials in collaboration with the Chair.
- Work with the Clinical Manager to provide leadership in clinical practice, education, and program planning.

### Human Resources

- Determine staffing needs, recruit and onboard staff, and ensure appropriate training.
- Implement HR policies and performance management, including coaching, annual reviews, and corrective action when necessary.
- Promote a positive, healthy, and safe workplace in compliance with legislation.

### Finance & Fund Development

- Prepare and manage budgets with staff and the Finance Committee; monitor cash flow and financial reporting.
- Secure funding through research, fundraising plans, proposals, and participation in fundraising activities.
- Approve expenditures within delegated authority and ensure sound financial practices and compliance with tax regulations.

### Community Relations & Advocacy

- Strengthen ARC's presence in St. Boniface and surrounding Winnipeg communities, while fostering its strategic plan in partner communities such as Steinbach.
- Support anti-oppressive practices and reduce barriers to service, ensuring equitable access for all clients.
- Rebuild partnerships and connections to position ARC as a centre of excellence in attachment-focused services, supporting strong families across Manitoba.
- Build collaborative relationships with stakeholders, funders, and Réseau Compassion Network partners, and actively participate in the CEO Leadership Council.

## ABOUT THE EDUCATION, EXPERIENCE REQUIREMENTS

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The Executive Director is responsible for ensuring the overall success of ARC and requires strong leadership skills and the ability to develop and maintain an environment aligned with the organization's core values. The Board of Directors will rely on the knowledge, skills, and abilities of the individual in the role. ARC seeks a rebuilders—someone with a proven ability to lead the organization through periods of change, renewal, and strategic growth, rebuilding programs, partnerships, and community trust to position ARC as a centre of excellence. Candidates will have the following education and experience requirements and be able to demonstrate several leadership and technical competencies.

- Graduate degree in a relevant discipline (e.g., social work, counselling, psychology) is required.
- Additional education in business administration or an MBA is an asset.
- The ability to communicate fluently verbally and in writing, preferably in both official languages (French and English) would be beneficial.
- Senior leadership experience in health or social services, preferably with clinical therapy or counselling background.
- Demonstrated experience supporting direct therapeutic mental health services and treatment planning.
- Proven track record as a rebuilders—demonstrated ability to lead organizations through periods of change, renewal, and strategic growth, with a focus on rebuilding programs, partnerships, and community trust.
- Knowledge and connection to other mental health services in the community to foster collaboration and interconnectedness.
- Experience working with Indigenous and newcomer populations is an asset; practice from an anti-oppressive and inclusive lens is required.
- Experience working with a board or governing entity.
- Strategic financial leadership, including the ability to seek revenue streams and develop ARC's strategic plan in financially responsible ways.
- Knowledge of the Truth and Reconciliation Commission calls to action and challenges faced by Indigenous populations in Canada.

The ideal candidate will be deeply connected to the community, possess a unique understanding of therapeutic needs in Manitoba, and demonstrate vision, strategic leadership, and commitment to anti-oppressive practice and partnership-building.

We ask that individuals with an interest in further exploring this exciting opportunity contact:

**LILLIAN WONG, DIRECTOR**

MNP<sub>LLP</sub>

Email: [lillian.wong@mnp.ca](mailto:lillian.wong@mnp.ca)

## About Winnipeg

Winnipeg is the vibrant capital city of Manitoba and lies at the geographic heart of North America. "The Peg" is located in the fertile Red River Valley at the junction of the Red and Assiniboine Rivers. The city is named after the nearby Lake Winnipeg and comes from the Western Cree words for "muddy water" - "winipīhk". The region is the traditional territory of the Anishinabe (Ojibway), Ininew (Cree), Oji-Cree, Dene, and Dakota, and is the birthplace of the Métis Nation.



One of the most economically and culturally diverse cities in Canada, Winnipeg is well known for its cultural achievement, flourishing arts scene, and welcoming spirit. A "City of Sunshine" we have the highest average number of sunlight hours in Canada with an average summer temperature of 25.4°C and an average winter temperature of -12.9°C.

Well known as a transportation hub and the "Gateway to the West", key industries in Winnipeg include aerospace, agribusiness, finance and insurance, health and biotechnology, information and communications, electric power and apparel and furniture manufacturing. Major employers include James Richardson and Sons, Investors Group, MTS Allstream, Canada Life, Palliser Furniture, Motor Coach Industries, New Flyer, Boeing, Standard Aero, Pollard Banknote and Bristol Aerospace.

Our city is in the midst of expansive growth and development that is cementing our reputation as a community with growth opportunities in every industry and sector. Here we highlight but a few of the exciting initiatives.

### CentrePort Canada

The development of an inland port which will be a hub of transportation activity that brings together road, rail and air cargo to a central location for re-distribution with the intent of facilitating international trade and distribution and creating value-added services as goods move through the supply chain. Winnipeg's proximity to the geographic centre of North America and 20,000 acres of land around the airport will be capitalized on to expand Winnipeg's position as one of North America's most important trading centres.

### Assiniboine Park & Zoo

Winnipeg's premier green space is already visited by millions of people annually and already boasts the Leo Mol Sculpture Garden, the Assiniboine Park Zoo, and the Lyric Theater at which free concerts play throughout the summer season. With the establishment of the Assiniboine Park Conservancy, a private not-for-profit corporation dedicated to improving its infrastructure and services, the park and zoo have expanded to a world-class floral, zoological, artistic, and activity-based attraction to deliver internationally renowned entertainment and recreation options.



The Journey to Churchill exhibit has been recognized as the most comprehensive northern species exhibit of its kind. Recently opened to the public, The Leaf is a spectacular indoor horticultural attraction that showcases four distinct biomes; the Hartley and Heather Richardson Tropical Biome, Mediterranean Biome, Babs Asper Display House, and the Shirley Richardson Butterfly Garden. The outdoor Gardens at The Leaf offers six diverse gardens spread through 30 acres of greenspace.



### **The Canadian Museum for Human Rights**

Located in the heart of downtown Winnipeg, the Canadian Museum for Human Rights, Canada's first federal museum located outside Ottawa, is housed in an iconic building and will be a national and international destination and a centre of learning where Canadians and people from around the world can engage in discussion and commit to taking action against hate and oppression. Opened in 2014, it enhances the public understanding of human rights, promotes respect for others, and further cements Canada's reputation for championing human

rights issues from right here in Winnipeg.

### **SHED**

CentreVenture Development Corporation's proposed Sport, Hospitality and Entertainment District (SHED) development plan for downtown Winnipeg includes an outdoor public square, two new mixed commercial developments, and additional parking facilities in addition to plans for expanded retail development and expansion of Winnipeg's sheltered skywalk system.

### **True North Square**

An iconic mixed-use development in the heart of Winnipeg's burgeoning downtown. True North Square is more than a collection of buildings – it is a living entity ready to accommodate a dynamic Winnipeg community, drawing in and capitalizing on the synergies between working, living, socializing, and gathering all in one central location. When complete, True North Square will feature four towers spanning over one million square feet of Class A office, residential, retail, hotel and public space.

### **Princess Auto Field**

Home of the Winnipeg Blue Bombers and the Manitoba Bisons, Princess Auto Field is a world-class athletic and recreation venue constructed near the University of Manitoba. The facility includes a new stadium with over 33,000 seats and 40 private suites with additional hospitality areas and a new fitness centre.



### **Winnipeg Jets**

Adding to the excitement of two professional sports teams, the Winnipeg Blue Bombers and the Winnipeg Goldeyes, True North Sports and Entertainment brought us back our beloved Winnipeg Jets in the 2011/12 season.

### **Canada Life Centre**

Home of the Winnipeg Jets is Canada Life Centre, an indoor sports arena and entertainment venue in downtown Winnipeg. This facility can host a variety of premier sports, music and entertainment events and is designed to ensure the ultimate fan experience.



### **James Richardson International Airport**

The \$585 million transformation of Winnipeg's airport including the construction of a new terminal, access road, parkade and an additional hotel means Winnipeg's ever-increasing passenger and cargo traffic levels will continue to be managed safely and efficiently. With expanded retail services reflective of Winnipeg, the ability to accommodate more and larger international flights, the opening of a new bus terminal, and the relocation of the Canada Post plant nearby, Winnipeg's airport is literally positioned to become one of the busiest in Canada.

With over 935 parks, 24 golf courses, 50 indoor arenas and curling rinks, 40 galleries, 50 theatres and performance venues, and 20 libraries we believe in community, recreation and fun. Some of the top attractions in Winnipeg include:

### **The Assiniboine River Walk**

A lighted pathway that lies on the north shore of the Assiniboine River from the Forks to the Legislative Grounds.

### **The Manitoba Centennial Centre**

Home to Canada's Royal Winnipeg Ballet, the Winnipeg Opera Company and the Winnipeg Symphony Orchestra, located in downtown Winnipeg includes the Concert Hall and Planetarium and the Manitoba Museum.

### **Rainbow Stage**

Located at Kildonan Park offers fun, superb, award-winning performances of popular Broadway hits in a covered outdoor setting.

### **The Manitoba Theatre Centre**

Canada's first English-speaking regional theater and a model for regional theatres throughout North America; presents over 250 performances annually for more than 150,000 theatre lovers.

### **Fort Whyte Centre for Environmental Education**

Fort Whyte is a wild oasis offering forests; self-guided trails, an interpretive centre and a freshwater aquarium.



We enjoy numerous unique festivals in our community including the Red River Exhibition with Manitoba's largest midway and a wide variety of family entertainment. Folklorama is the largest running multicultural event in the world of its kind, held throughout the city for two consecutive weeks during the summer months. The Winnipeg Fringe Theatre Festival is the second-largest fringe festival in North America. The annual Winnipeg Folk Festival is internationally renowned, 40 years old and running strong. The Festival du Voyageur is one of North America's longest-running winter festivals. These along with numerous others including the Winnipeg International Children's Festival, and the Winnipeg Jazz Festival, which hosts some of the finest Jazz Musicians from around the world and converges at the Winnipeg Art Gallery (Canada's oldest public Art Gallery,) help ensure that our unique contemporary culture grows and thrives.

There is no shortage of entertainment options and we have a sophisticated and open cultural scene. Canada's crossroads are easy to get to by land, rail or air; but difficult to leave.

For more information on Winnipeg please visit <https://www.travelmanitoba.com>, [www.winnipeg.ca](http://www.winnipeg.ca), [www.economicdevelopmentwinnipeg.com](http://www.economicdevelopmentwinnipeg.com), [www.winnipegairport.ca](http://www.winnipegairport.ca), and [www.centreventure.com](http://www.centreventure.com).

## About Saint-Boniface



Aulneau Renewal Centre is located in the heart of Old St. Boniface, a few minutes from downtown Winnipeg and next to St. Boniface University and the St. Boniface Cathedral, as well as within walking distance to the Canadian Museum for Human Rights.

ARC also provides services in Steinbach, Beausejour, and Selkirk, three (3) regional centers within an hour's drive from Winnipeg.