



The  
Robert  
McLaughlin  
Gallery

## Board of Directors Recruitment Package



### Lead Civic Change Through Art

The Robert McLaughlin Gallery invites applications from community leaders who believe that public art galleries are essential civic infrastructure and who are prepared to help guide the gallery through a period of renewal, growth, and deeper public impact. Serving on the Board of Directors is an opportunity to shape our organization at a pivotal moment in its history. Directors steward governance with care and clarity, strengthen financial sustainability, and help position the RMG as a catalyst for artistic vitality and community well-being across Oshawa and Durham Region.

### About the RMG

The Robert McLaughlin Gallery is Oshawa's public art gallery and one of Ontario's significant municipal cultural institutions. Rooted in a legacy of visionary community patronage, the gallery now stewards a collection of more than 4,700 works, including the world's largest holding of Painters Eleven works, and delivers exhibitions, education, and public programs that connect community and care.

As the gallery undertakes organizational restructuring to strengthen financial sustainability and diversify revenue, the Board plays a critical role in shaping strategic priorities and supporting institutional renewal.

# Role of the Board

The Robert McLaughlin Gallery Board guides our independent public art gallery at a moment of renewal. Directors steward governance, financial oversight, and long-term strategy so the gallery can serve artists and communities across Oshawa and Durham Region. The RMG operates through a mix of municipal support, earned revenue, philanthropy, and partnerships, and strong Board leadership is essential to its sustainability.

Working with the CEO, the Board sets policy, reviews and approves budgets, supports fundraising, and evaluates leadership performance. Directors serve on working committees, contributing their professional expertise to the gallery's resilience and growth. The Board meets in person about six times per year, with additional virtual committee work as needed. Orientation and mentorship are provided.

Serving on the RMG Board is an opportunity to help sustain and grow an independent public institution that strengthens community well-being through art. We welcome thoughtful leaders ready to share their skills, networks, and care.

## Board Structure

The Robert McLaughlin Gallery Board is intentionally kept small enough for meaningful collaboration and large enough to reflect the diversity of Durham Region. The Board typically includes between 12 and 17 Directors, including a representative appointed by Oshawa City Council and, when eligible, the immediate Past Chair.

Directors are elected by the Gallery's membership at the Annual General Meeting and serve up to three-year terms. Term limits help ensure both continuity and renewal, allowing new voices and expertise to regularly join the Board's work.

All Directors must be members of the RMG, or join upon appointment, and are expected to meet the qualifications outlined in the Gallery's bylaws and governance policies, including acting in the public interest and contributing actively to committee work and gallery activities.

Board members serve on at least one standing committee, which currently includes Acquisitions and Collections, Executive, Finance and Investment, Fundraising, and Governance and Nominations. These committees allow Directors to apply their professional skills directly to the gallery's strategic priorities and institutional sustainability.

This structure helps the RMG maintain strong governance while welcoming new leadership and perspectives as the gallery continues its work as a municipally funded public art gallery serving Oshawa and Durham Region.

# Strategic Plan and Mission 2025-27

## Mission Statement

Art cultivates caring communities.

We build relationships with diverse artists and communities to present collections, exhibitions, and programs.

For Board members, this means guiding the gallery as an essential public institution that connects art, community well-being, and civic life across Oshawa and Durham Region.

## Strategic Objectives & Goals

### Pillar 1

#### Deepen Supports for Artists

The RMG strengthens care for artists and centres equity-deserving voices in programs, collections, and partnerships.

Board members help by

- Supporting ethical acquisition practices
- Advocating for artists in civic and community settings
- Ensuring policies reflect equity and artistic excellence

### Pillar 2

#### Nurture Relationships

The gallery deepens relationships with local communities, Indigenous partners, and supporters while reaching people not yet engaged.

Board members help by

- Acting as ambassadors across Oshawa and Durham Region
- Connecting the gallery to partners, networks, and donors
- Listening to community needs and sharing insight with leadership

### Pillar 3

#### Be a Welcoming Space

The RMG works to be an accessible, inclusive gathering place where everyone feels welcome.

Board members help by

- Championing accessibility and inclusion in policy decisions
- Participating in exhibitions and community events
- Supporting a culture of care across staff, artists, and visitors

#### Pillar 4

##### Amplify Awareness and Reach

The gallery expands visibility through partnerships, storytelling, and new audiences.

Board members help by

- Sharing RMG programs with their networks
- Opening doors to civic, cultural, and business partnerships
- Supporting communications and audience development efforts

#### Pillar 5

##### Strengthen Sustainability and Responsiveness

The RMG builds financial resilience, environmental responsibility, and a healthy organizational culture.

Board members help by

- Supporting fundraising and revenue diversification
- Providing financial oversight and risk management
- Guiding long-term strategy during organizational renewal

#### WHY THIS MATTERS

Serving on the Board means helping, supporting, and celebrating the RMG as it fulfills its role as a cultural anchor and community partner in Durham Region.

## RMG Board of Directors - 2025-26

### Standing Committee

#### Executive

Aileen Fletcher (Board Chair)  
Philip Marmina (Vice Chair)

#### Finance and Investments

Steve Maddiss (Treasurer)

#### Governance and Nominations

Audrey Forbes  
Annie Pinet (Secretary)

#### Acquisition and Collections

Lory Drusian

#### Fundraising

Michael Brown

#### Members

Paola Beci  
Reema Chopra  
Nicole Gibson  
Jacqueline Long  
Kelly McKenzie

#### Council Representative

Councillor Bradley Marks

**Interested in joining the Board? Apply through this form:**

**[Link to form](#)**

More details and access to the application form: [rmg.on.ca](http://rmg.on.ca)

Application deadline: Friday, April 17, 2026.