

YWCA St. John's Board of Directors **Application & Information Package**

YWCA St. John's seeks a radical transformation of society towards a feminist future. We provide support in the areas of economic security, leadership development and empowerment of youth and 2SLGBTQI+ communities and we are poised to grow. To accomplish this vision, we require dedicated staff and volunteers who are strong advocates for girls, women and gender diverse people and committed to advancing gender-equity.

The YWCA is a local, national and international organization with a total membership of over 25 million people worldwide. The YWCA board aims to reflect the diversity of the community we serve. We seek women, gender diverse and Two-Spirit people who can bring a broad range of skills, experiences and perspectives to our discussions and governance and join the YWCA movement. In keeping with the direction from the World YWCA and YWCA Canada, YWCA St. John's strives to ensure 25% representation from directors 30 years old and younger on the Board.

YWCA St. John's is strongly committed to equity in its policies, practices, and programs, and supports diversity throughout our organization, including on its Board and committees. Board recruitment especially welcomes applications from women and gender-diverse people; youth (30 and under); those from Black and racialized communities and from varying cultural and religious backgrounds; First Nation, Métis, Inuit; people with disabilities; 2SLGBTQIA+ women and non-binary folks; and others who may contribute to the further diversification of ideas.

We are seeking candidates with:

- a commitment to working in the area of gender-equity, gender-based violence and anti-racism;
- a commitment towards decolonization and TRC calls to action;

And expertise in one or more of the following areas:

- Be between the ages of 18 and 30;
- Experience and skills in decolonization practices;
- Accounting skills;
- Experience in entrepreneurship and social enterprise;
- Experience in childcare services;
- Risk management and compliance experience.

Our mission vision and values are currently under review.

STRATEGIC PRIORITIES

- Foster a Healthy and Progressive Organizational Culture
- Raise the Profile of YWCA St. John's in the Community
- Strengthen and Expand Systems of Support to Advance Gender Equity in Newfoundland and Labrador in the areas of childcare, housing, economic Security and Settlement

ABOUT THE BOARD OF DIRECTORS

The Board of Directors is responsible for the oversight of the organization and for the development of strategic plans to achieve the vision and mission of YWCA St. John's.

Term of Office

Board terms are two years in duration. Board members may serve a maximum of three (3) full terms in succession.

Time Requirements

The time commitment is approximately four to six (4-6) hours per month for board meetings, committee meetings, and special events, including preparation time.

We request full participation from our Board Members to effectively execute our strategic priorities.

Board Meetings

The Board conducts four (4) regular Board meetings per year, plus one (1) shorter meeting to review and approve the audited financial statements. In addition, Board members attend the Annual General Meeting, a Board Reorganization Meeting directly after the AGM, and two (2) half-day training sessions.

New Board members also attend a half-day Orientation Session in the fall.

Regular Board meetings are typically two to three hours in length, depending on the business for the meeting.

Committee Meetings

Board members are expected to serve on at least one (1) Board Committee. Terms of Reference for each committee outline responsibilities, authority, and reporting standards. Attendance is essential for the committees to do their work. Presently, the Board has the following Committees: Executive, Governance, HR, Fundraising, and Nominating.

Committee meetings are typically one hour's duration.

Fundraising & Support

At a minimum, all Board Members are required to become members of YWCA St. John's. This demonstrates a Board Member's personal support for the organization. Membership can be completed online here and should be completed prior to applying to join the board: <http://www.ywcastjohns.com/membership/>.

In addition, Board Members are expected to participate in and/or attend fundraising events whenever possible, to recognize potential funding opportunities, and to communicate these opportunities to the Board.

Board Selection Criteria

YWCA St. John's shares YWCA Canada's intention to effectively share power with, engage, and support women and gender-diverse people of diverse communities, backgrounds and identities to participate as leaders, decision-makers, and equals at all levels of an inclusive movement.

In addition, the Board may seek specific skills and/or experience to ensure a well-rounded Board of Directors. YWCA St. John's Board also aims for a youth complement on the Board, with 25% of its Board members between the ages of 18 and 30.

Selection Process

1. From February 9 to March 31, a call for nominations is made. Candidates submit their applications and resumes and acquire or renew their annual memberships with YWCA St. John's.
2. The Nominating Committee reviews applications and confirms eligibility and membership status.
3. In the spring, qualifying candidates are invited to an interview with the Executive Director and/or one or two (1-2) member(s) of the Board of Directors to further discuss their interest and learn more about YWCA St. John's.
4. Following the interview, candidates must complete a Vulnerable Sector Check.
5. On the recommendation of the Nominating Committee and with approval by the Board of Directors, each eligible candidate's name is placed on the slate for election by the membership at the next AGM (held in September).
6. If the recruitment is to fill a vacancy on the Board, the candidate may be appointed by the Board to serve what remains of the term, after which the candidate would be placed on the slate of nominees for election at the following AGM, should they wish to run for another term.

Board Orientation & Mentorship Support

Following election to the Board at the AGM (or following a Board appointment, if vacancies exist), YWCA St. John's holds an orientation session for new Board Members. New Board Members will be provided with, and expected to review, orientation materials as well as the websites of the National YWCA, World YWCA, and YWCA St. John's to become familiar with the local, national, and global YWCA movement.

YWCA St. John's aims to provide an informal mentorship opportunity to new members who are interested in this opportunity to help facilitate the on-boarding process and to support leadership development.

Application Process

- Interested candidates are to complete the [online application form](#) and upload their CV by March 31st, 2024
- Please contact Maria Gentle at maria@ywcastjohns.ca with any questions.