

YWCA METRO VANCOUVER 2019 BOARD SELECTION CRITERIA

YWCA METRO VANCOUVER ACHIEVING WOMEN'S EQUALITY

Qualifications Sought in Board Members:

1. **BACKGROUNDS AND AREAS OF EXPERTISE**

The Board is strongest and most effective when the following core competencies are represented, with each Director contributing knowledge, experience and skills in at least one or two domains:

- Financial, Investment and Risk Management
- Fund Development
- Legal
- Previous Boards/Governance
- Strategic Planning
- Executive Experience/Leadership
- Communications
- Land Development
- Community Profile
- Human Resources

These skills and experience should be reflected in an appropriate balance of ethnic, cultural, age and geographic diversity. Further, it is understood that emphasis should be on recruitment of Directors who bring more than credentials or designations by contributing to a culture characterized by integrity, diligence and active participation.

2. **RECOMMENDED PERSONAL CHARACTERISTICS**

The following characteristics are of fundamental importance in the recruitment of new Board members:

A. **Membership and Commitment to Women's Issues**

- When nominated, Directors must be members in good standing of YWCA Metro Vancouver.
- Directors must agree to support the vision, mission and values of YWCA Metro Vancouver and its role in both YWCA Canada and World YWCA.
- Directors must be committed to the achievement of equality for women everywhere and should be knowledgeable about women's issues and be prepared to support the YWCA advocacy positions.

- Directors must be committed to volunteerism and understand the positive role of the voluntary sector.
- Directors should have prior involvement with YWCA programs, or their equivalent.

B. Integrity and Accountability

- Directors must have demonstrated high ethical standards and integrity in their personal and professional dealings and must be willing to act on – and remain accountable for – their boardroom decisions.
- Directors must understand the duties and responsibilities of a Board of Directors.
- Directors should be respected and influential in the community and/or possess special knowledge, skills or experience which would assist the work of the Board.

C. Informed Judgment

Directors should be able to provide wise and thoughtful counsel on a broad range of issues.

D. Financial Literacy

Directors should be financially literate and familiar with processes for evaluating organizational performance.

E. Financial Contribution

Directors must be willing to make a financial contribution that demonstrates personal commitment and establishes credibility if called upon to ask others to give.

F. Mature Confidence

Directors must value the performance of the Board as a whole over individual performance and should demonstrate respect for others in executing their responsibilities to the YWCA.

G. High Performance Standards

Directors must have a history of achievements that reflect high standards for themselves and others, enabling them to contribute to the superior performance of the YWCA Board.

H. Time Availability

Directors must be willing and able to devote the time and effort necessary to fully participate in the governance of the organization.