



**YWCA**  
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NATIONAL ADVOCACY.  
COMMUNITY ACTION.  
UNE VOIX NATIONALE.  
DES ACTIONS LOCALES.

**Call for Applications  
Board of Directors of  
YWCA Canada  
2026 Recruitment Cycle**

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**GENERAL INFORMATION**

***Applications are due at 6:00 P.M. PST,  
April 1, 2026***

Please review this package (and the linked resources) carefully prior to submitting an application. Interested applicants can find information about YWCA Canada, the Board of Directors, the roles and responsibilities of Board Members, and the nomination and selection processes.

This package is prepared by the YWCA Canada Nominating Committee.

Any questions should be directed to the Nominating Committee Chair, Chantelle Krish ([chantelle.krish@gmail.com](mailto:chantelle.krish@gmail.com)).

**Available Positions**

YWCA Canada's Nominating Committee is recruiting for **THREE vacant positions** on the Board of Directors. The Annual Membership Meeting (AMM) will be hosted by YMCA-YWCA Winnipeg in Winnipeg, Manitoba from June 11-13, 2026.

This year, the Nominating Committee is prioritizing recruitment of First Nation, Métis, and Inuit young women as well as young women who are Black, racialized, living with disabilities who can offer the following expertise:

- Finance
- Risk Management
- Information technology and cybersecurity
- Accounting
- Auditing
- Governance
- HR
- Equity

This list is not intended to be exclusive, and we encourage everyone who is interested in a Board position to apply.

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## About YWCA Canada

YWCA Canada is a national organization working to advance **gender equity, safety, and wellbeing** for women, girls, and gender-diverse people across Canada. For more than 150 years, YWCA Canada has supported communities through direct services, national leadership, and advocacy focused on ending gender-based violence, improving access to safe housing and childcare, and advancing economic equality.

YWCA Canada works in partnership with Member Associations across the country and is part of the **World YWCA**, a global movement committed to women's leadership and rights.

## Our Strategic Direction

YWCA Canada's [2025–2028 Strategic Plan: Centering Excellence and Equity](#) guides the organization's work over the next three years. The plan focuses on strengthening the YWCA movement, increasing national impact, and advancing bold, feminist systems change.

## Why Serve on the National Board

Serving on the National Board is an opportunity to help guide a national movement and contribute to decisions that affect communities across Canada. Board members provide strategic leadership, ensure strong governance, and help advance YWCA Canada's mission and values.

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## Application Details

- **Deadline:** 6:00 p.m. (PST), April 1, 2026
- **How to Apply:** Complete the [online nomination form](#)
- Application questions are available in advance in a separate attachment.
- **References:** Two references are required. If you have previous YWCA experience, at least one reference must be connected to YWCA.

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## Selection Process

- Shortlisted applicants will be invited to a **virtual interview in April 2026**
- Interviews will be conducted by members of the **YWCA Canada Nominating Committee**

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## About the Board

- The National Board includes **11-15 directors**
- Directors are elected by the membership at the **Annual Membership Meeting (AMM)**
- Subject to the approval of the revised YWCA Canada Bylaws at AMM 2026, Directors will serve a **three-year term**, with the option to serve a second term (maximum six years)
- Board members must be members of a YWCA Member Association (membership can be obtained upon nomination)
- The Board operates as a governance board (A nonprofit governance board is the legally responsible, fiduciary body that provides high-level strategic direction, oversight, and accountability for a nonprofit organization. Unlike management, which handles day-to-day operations, the board focuses on mission fulfillment, financial sustainability, policy creation, and hiring the CEO)

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## Time Commitment

Board service requires a meaningful but supported time commitment, including:

- **Two in-person meetings per year** (usually in Toronto; travel and accommodation are covered)
- Participation in the **Annual Membership Meeting** (approximately four days in June)
- About **six virtual board meetings per year**
- Participation in one or more committees or task forces

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## How Applications Are Reviewed

The Nominating Committee reviews applications with the goal of building a Board that is **inclusive, skilled, values-aligned, and reflective of the communities YWCA serves**.

### Equity, Diversity, and Representation

YWCA Canada is committed to equitable representation. Applications are reviewed with attention to diversity across identities, lived experience, geography, age, and Member Association size and location. This includes, but is not limited to, Indigenous, Black, racialized, LGBTQIA2S+, Francophone, refugee and immigrant applicants; women and gender-diverse people living with disabilities; and young women aged **18–30**.

### Skills and Experience

The Board benefits from a mix of skills and perspectives. Relevant experience may include governance, finance, policy, advocacy, housing, law, human resources, fundraising, communications, community development, and anti-oppression work. You do not need to have experience in all areas — a willingness to learn and participate fully is essential.

### Values and Leadership

Board members are expected to support feminist, womanist, and gender-equity principles; work collaboratively; and contribute to long-term thinking and decision-making within a national, membership-based organization.

### Integrity and Accountability

Directors must demonstrate good judgment, ethical decision-making, and accountability. Board members are expected to support anti-racism, anti-colonialism, and anti-ableism, and to engage in ongoing learning and self-reflection.

### Experience with YWCA

Previous involvement with YWCA Canada or a Member Association is welcome but not required. Up to **20% of Board members may be new to YWCA**, provided they show strong alignment with the organization's mission and values. All members must be in good standing with a YWCA Member Association at the time of election.

### Age Requirement

In line with World YWCA by-laws, **at least 25% of the Board must be young women aged 18–30** at the time of nomination.

### Financial Contribution

Board members are encouraged to make a **personal financial contribution**, in line with their means, as a sign of commitment to YWCA Canada.

## **Conflicts of Interest**

Board members may not be current staff of YWCA Canada or a YWCA Member Association.

## **Important Policies and Documents**

It is recommended that applicants review the following material before applying for nomination to the National Board. This will assist applicants in better understanding the roles and structures of the National Board, the expectations of individual Board members, and the current priorities for Board work:

- [YWCA Canada Annual Reports](#)
- [National Office Anti-Harassment Policy](#)
- [YWCA Canada Mutual Respect Protocol](#)

## **Support for New Board Members**

The National Board is aware that joining a new board can be challenging and supports new board members by:

- providing orientation packages that include information about bylaws, constitutions, committee information and responsibilities of board members. This is to be reviewed prior to the first National Board meeting in September (held online).
- scheduling an orientation session at the first in-person meeting (in November), which includes a presentation and opportunities to ask questions.
- designating an existing board member to provide mentorship and support throughout the first year of service.



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## **APPLICATION INFORMATION**

### **Application Form**

**The deadline for applications is April 1, 2026 at 6:00 P.M. PST.**

Interested candidates are requested to fill out the [online nomination form](#). Application questions are provided for applicants' review prior to filling out the form and are available in a separate attachment.

### **References**

**Note that candidates must include contact information for two references.**

At least one reference must be associated with the YWCA if the applicant has previous YWCA Experience.

### **Interview Process**

Selected applicants will be interviewed in April.

A member of the Nominating Committee will contact selected applicants to arrange interviews through the contact information provided in the application form. Interviews will be conducted by 1-2 members of the Nominating Committee and will take place virtually through video conference calls.

## **YWCA Canada Nominating Committee**

In accordance with the YWCA Canada By-laws, the Nominating Committee is responsible for preparing a slate of names for election to the National Board which is presented at the Annual Membership Meeting (AMM) for consideration and voting. The Nominating Committee has additional responsibilities related to conducting annual surveys of National Board Members and working with the Board Chair to select Board Members for executive positions.

The Nominating Committee is a standing committee of YWCA Canada. The Chair of the Committee is a member of the National Board of Directors and is nominated for this position by the Chair of the National Board. The Nominating Committee includes five members. All five members of the Nominating Committee must have previous experience as a volunteer or staff member of YWCA Canada or a member association. These members conduct the nominating process, carry out interviews, and prepare a slate of nominees (in consultation with the National Board Chair).

Current members are:

- Chantelle Krish (Chair)
- Clarice Anderson
- Marina Banister
- Jennifer Harrington
- Sherry Tryssenaar
- Lana Bentley
- Barrinique Griffin
- Denise Christopherson (non-voting member)
- Aline Nizigama (non-voting member)

# Board Member Selection Criteria

The Nominating Committee carries out its work in accordance with the requirements for membership of YWCA Canada in the World YWCA, as outlined in the bylaws, which stipulates that “all directors of YWCA Canada will be women,” meaning who self-identify as women, and “at least twenty-five percent of directors and of delegates to the meetings of the World YWCA will be young women.” Young women are defined as between the ages of 18-30 (inclusive) at the time of nomination.

**The Nominating Committee reviews applications with the following criteria in mind:**

Criteria	Basis and Description
<b>Diversity</b>	<p>The National Board should be reflective of the communities served by the YWCA. When assessing the composition of the National Board, the Nominating Committee will consider representation by the following groups (however this list does not limit consideration):</p> <ul style="list-style-type: none"> <li>● Racialized applicants/applicants women</li> <li>● Indigenous applicants</li> <li>● Black applicants</li> <li>● Applicants living with disabilities</li> <li>● D/deaf applicants</li> <li>● Blind applicants</li> <li>● Applicants with low vision</li> <li>● LGBTQIA2s+ applicants</li> <li>● Non-binary people</li> <li>● Young applicants (18-30 years old, inclusive)</li> <li>● Francophone applicants</li> <li>● Refugee and immigrant applicants</li> <li>● Applicants with lived experiences relevant to the work of the YWCA</li> </ul>

<b>Skills</b>	<p>The following skill sets are necessary for the effective governance of YWCA Canada. <i>Not all board members must have professional experience and/or volunteer dealings in these areas (listed alphabetically), but must be committed to learning and development through active participation as a Board Member:</i></p> <ul style="list-style-type: none"><li>● Anti-oppression/anti-racism knowledge</li><li>● Auditing</li><li>● Community development</li><li>● Finance and Finance Policy</li><li>● Fund development</li><li>● Gender equity issues</li><li>● Governance</li><li>● Housing and real estate</li><li>● Human Resources</li><li>● Information technology</li><li>● Legal</li><li>● Marketing and communications</li><li>● Policy development</li><li>● Risk management</li><li>● Strategic planning</li></ul>
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<p><b>Values</b></p>	<p>The following characteristics are of fundamental importance in the recruitment of new Board members:</p> <ul style="list-style-type: none"> <li>● Commitment to feminist, womanist, and/or gender equality issues</li> <li>● Directors must be committed to the achievement of gender equality and be knowledgeable about relevant issues and be prepared to support YWCA's advocacy positions.</li> <li>● Directors must be committed to volunteerism and understand the positive role of the voluntary sector.</li> <li>● The work of Board members is guided by feminist and gender equity philosophies</li> </ul> <p><b><i>Leadership</i></b></p> <ul style="list-style-type: none"> <li>● Directors must have the ability to create a vision and a capability of devising strategies towards achieving the vision</li> <li>● Directors must have the ability to work towards a long-term national perspective within a movement and membership and values-driven organization</li> <li>● Directors must be able to work collaboratively with fellow Board Members and partners</li> </ul> <p><b><i>Integrity and Accountability</i></b></p> <ul style="list-style-type: none"> <li>● Directors must have demonstrated high ethical standards and integrity in their personal, professional, and volunteer dealings, and must be willing to act on – and remain accountable for – their boardroom decisions.</li> <li>● Directors must understand the duties and responsibilities of a board of directors.</li> <li>● Directors must support anti-racism and discrimination, anti-colonialism, and anti-ableism with passion, compassion, and courage</li> <li>● Directors should contribute to a Board culture characterized by integrity, diligence, and active participation.</li> </ul> <p><b><i>Informed Judgment</i></b></p>
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- Directors should be able to provide wise, thoughtful counsel on a broad range of issues, which might require additional learning on their behalf prior to discussion with the Board.
- Directors should engage in a practice of continuous learning and self-reflection.

***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.

***Financial Contribution***

- Directors should be willing to make a financial contribution to YWCA Canada (only in line with their means) as a demonstration of personal commitment and establishment of credibility if called upon to ask others to give.

<b>Representation</b>	<p>The YWCA National Board seeks to have equitable representation from the following geographic locations and demographic groups:</p> <p><b>Geographic location:</b></p> <ul style="list-style-type: none"> <li>● East and Ontario</li> <li>● West</li> <li>● North</li> <li>● Quebec</li> </ul> <p><b>Member Associations:</b></p> <ul style="list-style-type: none"> <li>● Small, medium, and large associations</li> <li>● Urban and rural locations</li> </ul> <p><b>Age:</b></p> <ul style="list-style-type: none"> <li>● 25% of board members must be aged 18-30 at the time of their nomination, as required by World YWCA.</li> </ul>
<b>Experience</b>	<p>It is preferred that applicants have some prior involvement with YWCA Canada or a member association as a staff, volunteer, or director. However, YWCA involvement is <b>not a requirement</b> to apply.</p> <ul style="list-style-type: none"> <li>● Current YWCA members must be in good standing of their respective Member Associations within Canada at the time of election to the National Board.</li> </ul>
	<p>Up to 20% of the Board can be composed of members who do not have previous YWCA experience.</p> <ul style="list-style-type: none"> <li>● Applicants without previous YWCA experience must possess experience relevant to the skills and values listed above and a strong commitment to the mission, vision, and values of YWCA Canada.</li> </ul>
<b>Conflicts of Interest</b>	<p>National board members must not be current YWCA National Office or Member Association staff members.</p>





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## **APPLICATION FORM**

### **Application Form**

**The deadline for applications is April 1, 2026 at 6:00 P.M. PST.**

Interested candidates are requested to fill out the [online nomination form](#).

### **Application Form Questions**

- 1. First Name:**
- 2. Last Name:**
- 3. Pronouns:**
- 4. Email Address:**
- 5. Phone Number:**
- 6. Home Address:**
- 7. Do you self-identify as a youth (18-30 years)?**

**8. YWCA Member Association, and position (staff/volunteer) - Please write N/A if not applicable**

**References**

Please provide two references. At least one must be a representative of YWCA (Member Association Board or Staff, or National Office staff) if you have prior experience with the YWCA.

**9. Reference 1**

Name:

Position:

Relationship:

Email:

Phone Number:

**10. Reference 2**

Name:

Position:

Relationship:

Email:

Phone Number:

## **Short Answer Questions**

*Please limit responses to 100–200 words if possible.*

**10. Why are you interested in serving on YWCA Canada's Board of Directors?**

Please detail the experiences and relevant leadership roles you would bring to the YWCA Canada Board of Directors.

**11. Describe your understanding of the mission and vision of YWCA Canada.**

Please detail any prior involvement you have had with the YWCA movement. If you do not have direct experience with the YWCA, please discuss other relevant experiences that demonstrate a commitment to and alignment with its mission and vision.

**12. The work of the National Board is informed by feminist, womanist, and gender equity philosophies.**

Please describe how your professional and/or volunteer experience reflects and incorporates these approaches.

**13. YWCA Canada has multiple committees that board members can participate in (e.g. the Reconciliation, Anti-Racism and Equity Committee; the Governance and HR Committee, the Finance, Audit and Risk Committee, the Board Member Engagement Committee, the Nominating Committee).** Given your specific skills and experience, which committee(s) would you be most interested in joining, and what contributions and insights would you provide to that committee’s work?

**14. The following skill sets support the effective governance of the National Board.** Please identify any skill sets you possess (you may select multiple).

- **Anti-oppression/anti-racism knowledge**
- **Auditing**
- **Community development**
- **Finance**
- **Fund development**
- **Gender equity**
- **Governance**
- **Housing and real estate**
- **Human resources**
- **Information technology**
- **Legal expertise**
- **Marketing and communications**
- **Policy development**
- **Risk management**
- **Other**

**15. Please choose one skill set from the provided list and share one specific example that demonstrates your experience and how it would support the work of the Board.**

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### **Equity, Diversity, and Inclusion**

As noted in the Call for Nominations, YWCA Canada is strongly committed to diversity, equity, and inclusion in its policies, practices, and programs. YWCA Canada supports diversity throughout the movement, including on its Board and committees, and especially welcomes

applications from young applicants, ages 18–30 (inclusive); Black applicants; racialized applicants; First Nations, Métis, and Inuit applicants; applicants living with disabilities; LGBTQIA2s+ applicants; non-binary applicants; and others who may increase the Board’s representation of a diversity of women and experiences.

If you would like to self-identify as a member of any of these groups or others, please do so below. Please note there is no requirement to do so.

- **Youth (Age 18–30)**
- **Black**
- **Racialized person**
- **First Nations, Métis, and/or Inuit**
- **Living with disabilities**
- **D/deaf**
- **Blind**
- **Low visual acuity**
- **LGBTQIA2s+**
- **Non-binary or gender diverse/fluid**
- **Francophone**
- **Other: \_\_\_\_\_**



**16. Are you able to meet the time commitments of YWCA Canada Board of Directors members, as outlined in the Call for Nominations?**

**Are there any potential challenges or specific dates that may impact your participation?**

**17. Do you foresee any conflicts of interest if you were to be selected as a National Board member?**