



CanWCC Director Term Sheet

Background

CanWCC is a diverse, intersectional feminist, women-led and inclusive not-for-profit advocacy organization that works to advance economic equity and inclusion, advocate for the interests of its members, and further gender justice. We achieve this by:

- i. Creating brave and accountable gathering & reflective discourse spaces;
- ii. Facilitating;
- iii. Educating;
- iv. Connecting & collaborating;
- v. Advocating;
- vi. Building ecosystem capacity
- vii. Applying an intersectional lens to all our work; and
- viii. Prioritizing health, healing and wellness for all Members, Staff and Directors.

Our Board

The CanWCC board consists of 3-12 directors. Please review Bylaws 2.0 Section 4.2 for details regarding structure and eligibility.

A CanWCC Director has three core responsibilities:

- Fiduciary responsibility: Legal responsibilities of the Board in guiding the organization
- Strategic responsibility: Decisions about the use of resources, programs, and services
- Generative responsibility: Development of new ideas in line with the core values

Board Type

This board is a governance board. Compared to a working board, a *governing board of directors is mainly focused on governance*. A governing board sets the direction for the organization and the staff carries it out, including regularly reporting back to the board on progress. The role of a governing board is to provide the oversight, accountability, and checks and balances that ensure a nonprofit reaches its goals and remains sustainable.

Board Culture

The role of the CanWCC board is also to ensure governance approaches and practices align with the organization's stated values and culture, which is deeply informed by research-informed feminist governance principles. This means we apply governance frameworks that acknowledge, incorporate and value the care work we all do to sustain our societies and political and economic systems. We also work to reimagine conventional staff/board and other hierarchies of power, knowledge, privilege on boards. We strive to be more transparent, inclusive, consent-based, and participative in our decision-making.

We recommend that you review the following two documents to learn more about emerging nonprofit and feminist governance practices:

[ONN's Reimagining Governance 2023](#)

Article:

<https://www.broadagenda.com.au/2023/how-do-we-bring-a-feminist-lens-to-governance/>

Director Responsibilities

Directors can expect to spend 5-10 hours a month on CanWCC-related work, including reading emails, reviewing reports, preparing for board meetings, and participating in standing or ad hoc committees.

Basic Officers' duties include those:

- a. Prescribed by law,
- b. Granted by CANWCC Bylaws, and/or
- c. Granted by resolutions of the Board.

In addition, CanWCC Directors are asked to:

- Prepare for and attend board meetings as scheduled. (There are approximately 6-8, 2-hour meetings/year plus an AGM. The majority, if not all meetings are online. Director meetings are typically scheduled between 8am-6pm EST. We do not have evening meetings unless there are special circumstances that warrant it.
- Participate in any board retreats scheduled (If and when retreats are scheduled, everyone will participate in selecting dates that work).
- Participate in board development or training sessions if/when offered.
- If a director fails to attend three (3) consecutive meetings of the board, their directorship will be considered vacated unless the Board passes a resolution permitting such director to remain in office as a director notwithstanding such absences; or
- Participate as members of various committees (Standing or AdHoc)
- Read and know CanWCC bylaws, policies and procedures.
- Maintain and uphold confidentiality.
- Maintain membership at CANWCC and participate in the Circle.
- Participate in/contribute to fundraising initiatives as directed.
- Be asked to represent CanWCC at events on occasion and if available.

Director Terms

Terms are three years, with one three-year, consecutive term renewal for a maximum of six years consecutively. Additional terms are possible following a three-year break.

Director Compensation

In accordance with the Act, Board members shall receive no remuneration or waged compensation from their work or positions as Board Members, but they may be paid for reasonable expenses incurred in the performance of their duties or in the conduct of the affairs of CanWCC (i.e.: travel costs, childcare etc.) for work they provide to the nonprofit in another role.

As per Bylaws 2.0, we strive for inclusion. We recognize not all directors whose voices are needed at the table can afford to be there. Therefore, CanWCC may from time to time approve meeting attendance honorariums as an expense to be paid to board members who identify as being a) dependent on social assistance, b) experiencing financial hardship or c) currently on employment insurance or other government income support programs.

Governing Council

Within the board of Directors, there is a governing council (otherwise known as the Executive Committee). The Governing Council (GC) will consist of the elected Chair/Co-chairs, Treasurer, Secretary and the CanWCC CEO. The purpose of the GC is to ensure there is a mechanism within the board for dealing with any emergency issues between board meetings. The Chair/co-chairs are also responsible for working with staff to set the agenda for board meetings.

The board Chair (s), Secretary, Treasurer, Privacy Officer will be nominated and elected by sitting board members.

Recognition/Transparency

We understand how valuable your time and contribution are/will be to the organization. To honour your commitment and maintain transparency with our members, funders, and the public, and with your consent, we will add your photo, name and bio, and social media handles to the CanWCC Governance page on our website.

Review and Evaluation

The CanWCC board will conduct an annual self-evaluation to assess its effectiveness and identify areas for improvement.

To apply, [click here](#) or copy and paste into your browser: <https://bit.ly/3S3oqtc>