

# Board of Directors Call for Nominations



Pride Toronto is seeking nominations for its Board of Directors. Elections to fill six (6) Board seats will be held at our Pride Toronto Annual General Meeting (AGM) on **October 27, 2011** in Toronto, Ontario. We are searching for candidates who support the objectives and activities of the organization and are active members of the organization. To learn more about our mission, vision, values and the organization, please visit us at [www.pridetoronto.com](http://www.pridetoronto.com).

Pride Toronto is made up of a general membership and a Board of Directors. The membership will be invited at the Annual General Meeting to elect individuals to fill these vacancies on the board. The Pride Toronto Board membership is intended to reflect a diversity of experience, skills, knowledge and abilities suited to the strategic needs of the organization. We are looking for members from all areas of the community and from a range of backgrounds (e.g., gender, gender identity, sexual orientation, race, and ethnicity). The role of Pride Toronto's Board members is to be involved in the:

- Ongoing evaluation of the organization's mission, vision and values
- Monitoring the organization's progress towards achieving its mission and strategic direction
- Strategic planning
- Community and stakeholder outreach
- Continued evaluation (and restructure as necessary) of the internal and external structures of the organization to ensure delivery of the recommendations contained in the CAP Report
- Financial oversight (due diligence)
- Board self-maintenance, including recruitment and orientation of new Directors

## REQUIREMENTS OF DIRECTORS

Directors are expected to:

- Commit to a three-year term on the Board of Directors, devote an average of six (6) hours per week to the organization (the number of hours varies and at peak times of the year is much higher)
- Attend at least 80% of monthly board meetings, well prepared in advance
- Sit on at least two standing committee and, as needed, ad hoc committees
- Participate in Pride Toronto events, including at least 75% of Annual and General Meetings, training, outreach, fundraising events, press conferences, and other activities as necessary
- Be readily accessible and responsive to email and voicemail communication

In addition to meeting the requirements outlined above, ideal candidates for Board will have demonstrated experience the following areas:

### *Strategic Planning*

- Determining multiple year strategies, long-term planning and projects to pursue
- Knowledge of direction-setting that is required to form a structure for the organization to work within given the event that is being produced and communities being supported

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- Understanding of relationships between non-profit and its stakeholders, including the communities served, corporate sponsors, funders and different levels of government

### *Community Outreach and Communication*

- Familiarity with, and willingness to, form greater connections with the LGBTTIQQ2SA communities in Toronto
- Experience building relationships with community members, community organizations, government officials, external relations

### *Financial Management*

- Setting financial goals in conjunction with the overall strategic objectives
- Familiarity with financial controls and structure required for non-profit organizations
- Financial planning and tools required to support long-range sustainability of non-profit organizations

### *Legal / Governance*

- Non-profit governance structure and requirements
- Not-for-profits, charitable status
- Organization policies and procedures

### *Human Resources*

- Knowledge of human resources policy formation and implementation to support the strategic objectives of non-profit organizations
- Demonstrated knowledge and experience with human resources challenges in a diverse non-profit organization, including volunteers, staff and event participants
- Knowledge of evaluating performance of executive level personnel
- Significant experience with navigating and/or leading an organization through significant, organization-wide change.
- Understanding of the implications for: communication internally, and externally with our communities; new ways of working for individuals and together in committees, working groups, as well as at the levels of staff members, Board, and group of Coordinators.
- Knowledge of how to bring people together while a new structure is being created

### *Project Management*

- Ability to take a project from the initial brainstorming stage through to implementation or detailed implementation plan

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## NOMINATIONS

1. To stand for election, an individual must:
  - a. Be 18 years of age or older
  - b. Be a Pride Toronto member in good standing
  - c. Be nominated (and accept) or self-nominate by completing and submitting the Nomination Form (attached below)
  - d. Submit a statement of interest (up to 350 words) clearly demonstrating describing what knowledge, skills, abilities and experience you would bring to Pride Toronto in the role of Director with explicit reference to the criteria set out above) and why you want to serve for as a Pride Toronto Director)
  - e. Submit a personal bio (no more than 200 words) that will be published publicly
  - f. Submit a detailed resume
  - g. Submit 3 references
  - h. Agree to fully comply with Pride Toronto's election procedures
2. Only Pride Toronto members can nominate an individual for election or can stand for election (be nominated). Self-nomination is accepted.
3. Nominations can be made anytime up to **September 30<sup>th</sup>, 2011 at 5pm**. The Board Recruitment and Development Committee will review nominations received by the deadline. As required, the Board Recruitment and Development Committee may request an interview with nominees.

The Board Recruitment and Development Committee will recommend to the Board, candidates it believes are best suited to the role based on the following criteria:

  - a. Commitment to the organization and the communities we represent
  - b. Ability to contribute based on the criteria set out above
  - c. Approach as a Director
  - d. Relevant knowledge, ability and skill sets
4. The Board will make the final determination as to which candidates will be included on the Ballot at the GM. No nominations from the floor at the Annual General Meeting will be accepted. Only members voting in person or by written proxy at the Annual General Meeting will be able to vote for candidates.

**Please mail, fax or e-mail the completed acceptance forms to:**  
**Evan Dean, Board Secretary**  
**Pride Toronto, PO Box 371, Stn "F", Toronto, Ontario M4Y 2L8**  
**Tel: (416) 927-7433 x227; Fax: 416-927-7886; Email: [evan-dean@pridetoronto.com](mailto:evan-dean@pridetoronto.com)**

**We thank all applicants but only suitably qualified individuals will be invited for interviews.**