

IT GETS BETTER CANADA



BOARD OF DIRECTORS – EXPRESSION OF INTEREST INFORMATION **TIMELINE REVISED: April 24, 2025**

1. Expression of Interest Process
2. Process and Timelines
3. About It Gets Better Canada

Expression of Interest Process

It Gets Better Canada (IGBC) periodically initiates calls for Expressions of Interest to identify potential candidates for our volunteer Board of Directors.

The HR & Governance Committee reviews the skills, competencies, and demographic representation of current and retiring directors to identify recruitment priorities. This internal review determines specific areas of expertise needed and ensures diversity of representation from coast-to-coast-to-coast, reflecting a wide range of identities and lived experiences.

To ensure balance and diversity within the Board of Directors, we encourage Expressions of Interest from individuals who have one or more of the following:

- Expertise and/or lived experience in fundraising & donor relations, legal, IT, DEI training, HR, recruitment & succession planning
- Reside in western or northern regions (BC, Alberta, Saskatchewan, Manitoba, Yukon, Nunavut, Northwest Territories) or Quebec, the Maritimes, Newfoundland and Labrador

IT GETS BETTER[®] CANADA

- Belong to equity-deserving communities (including racialized, Black and Indigenous persons, persons with disabilities/disabled persons, persons with previous or current lived experience of low socioeconomic status, and persons of all sexual orientations and gender identities/expressions (including trans, non-binary, intersex, and Two-Spirit folk)
- Previous board and/or charity experience

Please note, if you don't think you meet all the requirements, we would still welcome you to apply.

Eligible Candidates

As per Subsection 126(1) of the Canada Not-for-Profit Corporations Act, candidates must:

- Be at least 18 years old
- Not have been declared incapable under the laws of a Canadian province or territory, or by a court in a jurisdiction outside Canada
- Not be in bankrupt status
- Confirm they are not an '[ineligible individual](#)' as defined by the Canadian Revenue Agency

Responsibilities*

Board directors are committed individuals who assume a leadership role in the governance of our national charity. Key director responsibilities include:

- Providing leadership on issues related to IGBC's mission and vision
- Setting strategic priorities
- Formulating governance policies
- Providing financial stewardship
- Oversight and monitoring of organizational performance

*See [Prospective Directors Info Package](#) for a complete breakdown of the IGBC Board Mandate, Directors' Job Description, Director Responsibilities and Due Diligence chart, Selected Top Tips For Serving As A Director, and IGBC Board and Committee Composition

Commitment

- Two-year term (with a maximum of 3 terms)
- Attend a minimum of four Board meetings yearly, plus the Annual General Meeting and occasional board retreats (meetings typically held virtually, except for the in-person retreat)
- Participate as an officer (chair, vice chair, treasurer, secretary) or on at least one IGBC Committee (HR & Governance Committee or Finance & Risk Committee)

IT GETS BETTER CANADA

- Serve as an ambassador for IGBC
- Approximately 6-10 hours per month commitment (including committee work)

Process and Timelines for this Call

Expressions of Interest by the deadline will be reviewed by the HR & Governance Committee. Selected applicants will subsequently be requested to complete a detailed follow-up survey and provide two references. Following survey review, chosen candidates will be invited for a phone or zoom interview with Committee members and our Executive Director.

New Timeline

Activity	Dates
Call for Expressions of Interest	Week of April 7, 2025
Deadline for IGBC Receipt of Expressions of Interest	May 7, 2025
Review of applications by HR & Governance Committee	May 8 – May 27, 2025
Selected applicants asked to complete survey of questions	June 2, 2025
Deadline for IGBC Receipt of Completed Survey	June 16, 2025
Review of surveys by HR & Governance Committee	June 17 – July 2 2025
Interviews with selected applicants	July 7- July 18, 2025



[Website link](#)

About It Gets Better Canada

We work to connect 2SLGBTQ+ youth from coast-to-coast with inspiring stories and messages of hope, to practical resources for addressing the challenges of growing up 2SLGBTQ+, and to a supportive larger community.

IT GETS BETTER[®] CANADA

Strategic Priorities

Our Board of Directors has established three empowering strategic pillars to guide IGBC in serving 2SLGBTQ+ youth. Rooted in our collective journeys and values, these pillars help us grow, connect and advocate.

