

Policy: BOARD RECRUITMENT POLICY

Community Futures Development Corporation of Cowichan Region is a registered corporation governed by all regulations and by-laws pertaining to corporations. The Corporation is managed by a general manager under the direction of a corporate board of directors.

The By-laws allow a maximum of 14 voting board members.

All members of the Board will have a demonstrated commitment to economic and community development and sustainability. Board members will also demonstrate a thorough understanding of Community Futures' mandate and role in the community. In addition, the makeup of the Board will reflect the organization's strategic plan for that period of time.

The Board will seek a balanced directorship which reflects or includes:

- the relevant demographics of the Region
- the geographic communities of the region including Chemainus/Crofton, North Cowichan, the Cowichan Lake area, Mill Bay/Shawnigan/Cobble Hill, Thetis Island and Peneluket Islands
- legal, accounting and marketing expertise

Board Recruitment Process:

The Board of Directors will review its composition and identify potential membership needs.

Community Futures will advertise in local newspapers, and will also solicit suggestions for potential board members among committee members, staff and other board members.

The Chair of the Board of Directors will receive and review applications for director positions in accordance with the recruiting procedure outlined below, and will present a slate of directors for election at the Annual General Meeting.

Recruiting Procedure:

1. Information package provided to an interested individual by board member, committee member and/or staff person
2. Application completed and returned for review by the Executive / Human Resources Committee.

3. Agree to either:
 - give “provisional approval” to prospective member. “Provisional approval” means that the Committee has approved the application provisional on the applicant’s decision to join the organization after having had an opportunity to learn more about its purpose and programs
 - reject the application
 - “file” the application for review at a later date
 - request additional information from the applicant
4. Official response returned to applicant. Where the applicant has received “provisional approval” they will be provided with a board manual and strategic plan, as well as an invitation to meet with the Board Chair and General Manager, and/or other board/committee members as required.
5. Applicant decides whether or not to join the organization
6. Where the Applicant decides to join they are invited to the Annual General Meeting at which time their name is placed on the nominations list for election of directors.

Accountability:

The Board Chair will provide the Board of Directors with a report on the balance and diversity of its membership each spring preceding the recruitment process for the coming year.