

## **7. BOARD DEVELOPMENT**

### ***7.1 Recruitment and Screening of New Board Members***

The Executive Committee or a delegated subcommittee (the Nominations Committee) will, as director vacancies occur or are anticipated, review the needs of the Board for specific expertise, resources or skills necessary to bring strength and balance to the Board. After approval of needs by the Board, the Nominations Committee shall identify, check references, interview and recruit suitably qualified individuals willing to consider being nominated for such positions.

The committee will recommend to the Board suitable candidates for Board membership. The Board will at the time of the AGM present a slate of nominees for the consideration of the voting membership. The Board will also maintain a file of all candidates who have expressed interest in membership and who have been reviewed by the Nominations Committee. The Nominations Committee and the Board may reject candidates who do not seem suitable following appropriate review.

The Nominations Committee will:

- 1) Accept applications for the board of directors throughout the year,
- 2) Review applicants and make recommendations to the Executive Committee,
- 3) Forward a call for nominations to the membership approximately 60 days prior to the Annual General Meeting, and
- 4) Announce to the membership minimally 30 days prior to the Annual General Meeting those nominated by the Executive Committee.

Anyone seeking election to the Board must advise the Nominations Committee at least 15 days prior to the Annual General Meeting with an expression of experience related to civil liberties and a copy of their resume. Ideally, all nominations will be deferred until such time that the Nominations Committee has reviewed the applicant and made recommendations to the Executive Committee.

Applicants are not guaranteed to be recommended to the slate and may be requested to volunteer with RMCLA prior to their appointment to the Board of Directors.

The Board of Directors may at any time throughout the year vote to accept a candidate to the board after his or her review by the Nominations Committee and formal nomination by the Executive Committee. The Board of Directors may also remove a Director with a majority vote.

### ***7.2 Orientation of New Members***

New Board members shall receive an orientation to their position within one month of becoming a member of the Board. Orientation includes but is not limited to:

- 1) The history, mission and purpose
- 2) By-laws and governance policy
- 3) An overview of funding sources
- 4) An overview of key policy areas and copies of policy to study
- 5) Role, structure and functions of the Board
- 6) Board member Confidentiality Agreement, Code of Conduct and Conflict of Interest policies
- 7) Procedural guidelines for Board meetings
- 8) Procedures for Board member expenses