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|  <p>SCHOOL POLICY BINDER</p> | POLICY NUMBER 208 | PAGE NUMBER 1 of 2 |
| | TITLE: Director Recruitment | |
| | PREVIOUS REVISION DATES: None – New Policy | DATE OF APPROVAL: August 10, 2010 |
| LAST REVIEWED: 2017 | REVIEW MONTH: Sept. of odd numbered years | SIGNATURE OF CHAIRMAN: Martin Adema |

Background

As the elected representatives of the Jarvis District Christian School society, the directors have an obligation to ensure good governance is maintained. Part of this obligation is ensuring that nominees for positions becoming vacant on the Board are capable of filling the role adequately. This succession planning is a key ingredient in the success of the Board as a whole.

Bylaw 2 supersedes any procedures laid out in this policy.

Criteria

The following criteria shall be sought in the search for nominees to serve on the Board of Directors:

- A commitment to Jesus Christ as personal Lord and Saviour that is evident in speech and lifestyle
- A commitment to Christian education and to the mission of JCCS
- A willingness to give time and energy to the task of governance
- An understanding of the governance model, bylaws, policies and relevant issues facing the organization
- Skills which contribute to the governance of JCCS
- A commitment to responsible stewardship on behalf of the membership
- A propensity to think globally to provide strategic leadership
- Ability and enthusiasm to engage in long term planning and visioning

| TITLE | POLICY NUMBER | PAGE 2 of 2 |
|----------------------|---------------|----------------------|
| Director Recruitment | 208 | Effective 10/08/2010 |

- Capacity to engage in deliberation and discussion; weighing, challenging and grappling over values
- A willingness to delegate in order to empower others
- A willingness to sign and abide by the Code of Ethics

NOTE: A member is nominated primarily on the criteria listed. While it may be advantageous to have geographical representation, a director is a representative of the entire organization.

Procedures

An invitation to the membership to submit nominations to the Board will be published approximately eight weeks before the membership meeting at which the voting will take place.

1. Currently serving directors may submit names from the Jarvis District Christian School society membership for consideration.
2. Any society member may submit their name to the Board for consideration.
3. Any society member may submit the name of another society member to the Board for consideration. It is preferable that the member being nominated is asked for permission to submit their name prior to it being submitted to the Board.
4. Any potential nominees shall be given a copy of the booklet, "Ready to Serve: Becoming a School Board Director at the Jarvis Community Christian School" and is expected to read it prior to accepting nomination.
5. The Board will make the final selection of nominees. Specifically considering the skill sets that are desirable but will be missing once the retiring directors have completed their term, whether they had those skills or not.

The list of nominees selected by the Board and a brief profile will be distributed to the society membership with the agenda to the membership meeting at which the voting will take place.