

Procedure for Candidate Proposals for the Lakeshore General Hospital Foundation Board of Directors.

Objective: The objective of this procedure is to establish a transparent and fair process for board members to propose and evaluate potential candidates for board positions, ensuring that the organization continues to have a diverse, skilled, and committed Board of Directors

1. Identification of Potential Candidates:

Board members actively identify potential candidate(s) based on the organization's strategic needs, and specific skills or expertise that are lacking within the current board composition.

2. Proposal Submission:

Board members submit formal proposals for potential candidates to the Board Chair or a designated committee. The proposal should include the candidate's resume, a cover letter explaining their interest in the organization, and details of how they align with the organization's mission and goals.

3. Initial Evaluation:

The nominating committee reviews the proposals to ensure they meet the organization's requirements and standards for board membership.

Proposals are evaluated based on the candidate's qualifications, experience, skills, diversity, and alignment with the organization's mission.

4. Candidate Interviews:

Shortlisted candidates are invited for interviews with the Board Chair, nominating committee, or a panel of board members.

During the interview, candidates are assessed based on their understanding of the organization, their willingness to commit time and effort, and their potential financial contribution to the organization.

5. Board Deliberation:

The board discusses the proposed candidates during a board meeting, considering the information from the proposals and interviews.

Board members deliberate the candidates' qualifications and their potential to enhance the board's effectiveness.

During this time the board will discuss the best role for the candidate(s), whether that be as a board member or committee member.

A consensus is reached, and a decision is made on whether to approve the proposed candidates.

6. Notification:

The Board Chair or designated representative notifies the proposed candidate(s) about the board's decision.

If approved, candidate(s) are provided with an orientation package and details about their responsibilities and the organization's governance structure.

7. Orientation and Onboarding:

New board members attend a comprehensive orientation session, familiarizing them with the organization's history, mission, ongoing projects, and governance processes.

Assign a mentor from the existing board to help new members integrate into the board effectively.

8. Regular Performance Evaluation:

Implement a system for regular performance evaluation of board members, including self-assessments and peer reviews.

Use the feedback gathered to provide continuous support and development opportunities for board members, including those who were proposed by current board members.

By following this procedure, the organization can ensure a rigorous evaluation process for board candidates while leveraging the insights and expertise of current board members to identify individuals who will significantly contribute to the organization's success.