



## Nominating Committee

The Committee is responsible for identifying, recruiting, and recommending individuals who possess the necessary qualifications, expertise, and commitment to serve on the Board of Directors, as well as Board fundraising committees.

1. Board Composition and Needs Assessment:
  - a. The Committee shall regularly assess the composition and needs of the Board.
  - b. They shall identify the skills, expertise, diversity, and other qualifications necessary for effective Board performance.
  - c. The Committee shall ensure that the Board reflects the values and goals of the Organization and promotes inclusivity and diversity.
2. Board Member Recruitment and Selection:
  - a. The Committee shall actively seek out and identify potential Board candidates.
  - b. They shall establish a comprehensive process for candidate recruitment, including soliciting nominations, screening applicants, and conducting interviews.
  - c. The Committee shall evaluate candidates based on their qualifications, commitment to the Organization's mission, and alignment with the Board's needs.
3. Orientation and Onboarding:
  - a. In collaboration with the Managing Director, the Committee shall develop and implement an orientation program for new Board members.
  - b. The program shall provide an overview of the Organization, its mission, governance structure, and expectations of Board service.
  - c. The Committee shall ensure that new members have access to relevant documents, resources, and training to facilitate a smooth transition.
4. Succession Planning:
  - a. The Committee shall engage in succession planning for Board leadership positions, such as the Chairperson and Committee Chairs.
  - b. They shall identify potential candidates for these roles and develop a plan for their transition.
  - c. The Committee shall ensure that there is continuity of leadership and the necessary skills and experience are available within the Board.
5. Evaluation and Renewal:
  - a. The Committee shall periodically evaluate the performance and contributions of individual Board members.
  - b. They shall assess each member's effectiveness, attendance, participation, and adherence to ethical standards. Based on the evaluation, the Committee shall make recommendations to the Board regarding the renewal of Board members' terms.



**Fondation Hôpital  
général Lakeshore**  
Lakeshore General  
Hospital Foundation

6. Governance Policies and Procedures:
  - a. The Committee shall review and recommend updates to Board governance policies, including bylaws, codes of conduct, and Board member job descriptions.
  - b. They shall ensure that these policies are aligned with best practices and legal requirements and support effective Board operations.
7. Membership
  - a. The current Vice-Chairman or the immediate past Chairman of the Board of Directors must Chair the Nominating Committee.