



## **CF Howe Sound Recruitment and Nomination Policy**

Potential CF directors may be identified/nominated by the existing Board of Directors. All applicants must have been a full-time resident of the Howe Sound region for at least two years.

The Board of Directors will review all nominations and applications for consistency/fit with our Board Composition policy.

### Board composition policy:

Size of Board: The Board shall have a minimum of 3 and maximum of 7 people (no adorable dogs or cute cats will be considered at this time due to previous difficulties we have had with constant barking, meowing and incessant demands for treats).

### Required skill set:

The individuals who make up the Board of Directors should, collectively, have the necessary personal and professional attributes and competencies required to:

- Add real value and provide worthwhile contributions to management in establishing strategy and in reviewing numerous risks and opportunities,
- Effectively monitor the performance of management,
- Account for the performance of the organization,
- Be a genuine and ongoing champion for hard-working entrepreneurs in our community

The Board itself should also demonstrate the following additional core competencies:

- Extensive small business experience and acumen
- Planning, governance, and strategic development
- Operations and human resources
- Finance/accounting
- A good sense of humour
- A fair, kind, patient, and empathetic mindset

Economic, Geographic and Social Diversity:

Directors must be full-time residents of the Howe Sound region for at least the past two years. Collectively, the Board should ideally reflect the economic, geographic, and social diversity of our community including consideration for:

- Community Futures' strategic priorities
- Geographic representation
- Demographics including gender, age, and diversity

**How to Apply:**

If you are interested in applying to join our Board, please contact our General Manager.