



Last Approved by Board in April 2021

The Guild for Human Services, Inc. Board Recruitment and Selection Policy

Membership of the Board

Board leadership is committed to recruit candidates, who bring expertise that will be helpful to The Guild, and that are passionate about the mission of the organization; having a diverse Board is part of this exercise.

Board Recruitment

- The Board Affairs Committee will lead the process of adding new members. The Board Chair may choose to lead this committee or appoint another Board member as Chair of this committee.
- While the Board Affairs committee will be responsible for the recruitment and on boarding of all new members, each Board member is tasked with helping the committee to identify potential new members.
- Prospective candidates that have been identified will meet or speak with The Guild's CEO and senior staff.
- Once a potential candidate has been identified, and has expressed interest, it is up to each Board member to schedule time to speak with that candidate in a timely fashion.
- The Board, the CEO and senior staff will have the opportunity to weigh in on the merits of any candidate, and the Board will not proceed with voting a candidate onto the Board unless there is unanimous consent.
- The Board Affairs committee will provide the candidate with The Guild Board Member Job Description and other information deemed helpful to the candidate.