

The Guild for Human Services

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 who are passionate about the mission of the organization; we are committed to having a diverse Board as 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 new members, everyone on the Board is tasked with helping the committee to identify potential members.
- The CEO and Chief Officers may also identify a potential candidate. In that case, the CEO will discuss the merits of the candidate with the Board Chair and Board Affairs Committee; if there is consensus about the fit, the CEO will contact the candidate to determine if there is mutual interest.
- Once a potential candidate has been identified, and has expressed interest, the Board Chair will circulate information about the candidate to the full Board. Interviews will be conducted by Board Affairs Committee members, the CEO and senior staff. It is optional for additional board members to conduct an interview with the potential candidate.
- 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 Trustees' Roles and Responsibilities document and other information deemed helpful to the candidate, and will choose a mentor to help the candidate assimilate onto the Board.

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