



Board Recruitment Process -DRAFT

- 1. A board member recruitment posting will be prepared and reviewed by the Governance Committee which will be posted on the EJHS website, circulated through social media and sent to board members to circulate within their contacts**
- 2. Applicants will be reviewed by the CEO and Board Chair**
- 3. Initial meeting with CEO, Board Chair, and potential candidate**
 - Meet face to face or virtually to get to know each other
 - Discuss vision, mission statement, and values of the agency
 - Review basic information about the agency and answers any questions
 - Clarify governance board vs operational board
- 4. Second meeting with CEO-CFO**
 - Explain governance structure of EJHS and Holding Company including policies, procedures and responsibilities
 - Discuss strategic planning (50-year plan that is a living document, which continually evolves through setting of annual strategic outcomes based on longer term goals)
- 5. CEO meeting with Governance Committee**
 - Review potential candidate with Governance Committee
 - Review how the candidate fits within the competency matrix
- 6. Third meeting – lunch with CEO, Board Chair, 1-2 board members and potential candidate**
 - Opportunity to get to know candidate better and for candidate to get to know the board better
 - Opportunity for board to provide feedback to CEO
- 7. Potential candidate attends one-two board meetings**
 - Opportunity for potential candidate to get a feel for board operations (guest of the board)
- 8. AGM recommendation**
 - Candidate added to slate of nominees