



1008 New Board Director Selection Process

Policy Type: Board Policy Manual
Applies To: Society Members, Board Directors
Approved By: LCS Board
Policy Reviewed: every 2 years
Adopted: 02 2021
Revisions:

1. PROFILE OF IDEAL BOARD DIRECTORS

- Range of community service, leadership and/or non-profit board experience
- Humble; able to put personal ambitions and agendas aside for communal interests
- Biblical discernment and judgement in decision making without being judgmental or critical
- Ability to view issues from a 10,000 foot level without getting distracted by operational details
- Ability to understand a range of diverse viewpoints that differ from one's own
- Curious; seeks clarification and understanding before rushing to action or words
- High capacity; ability to manage multiple tasks and accomplish complex objectives
- Passionate about Christian education, the school and its strategic planning
- Willingness to share contrarian or unpopular opinions where appropriate
- Strong social-emotional IQ; can accurately perceive others and interact in socially appropriate ways
- Independent thinker, but collaborative; does not insist on own preferred course of action
- Clear ethical decision making framework that prioritizes needs of students and families
- Clear communicator; ability to articulate ideas without emotions betraying them
- Collaborative; team player; ability to effectively delegate and work with other board members
- Understands confidentiality and is trustworthy; not attuned to gossip and inuendo
- Transparent about conflicts of interest or personal gain that might result from membership

2. To maintain effective governance and oversight of the Society, the Board will seek to ensure its Directors have skills and/or experience in the following, whenever possible:

- Pastoral or ministry experience

- Banking, accounting or fiduciary skills
- Property development and construction management
- Post-secondary or K-12 education sector
- Human resources
- Law or notary services
- Fundraising and advancement
- Risk and liability management
- Youth and adult mental health and wellness
- Marketing and communications
- Technology; cyber safety and security

3. DIVERSITY OF BOARD DIRECTOR REPRESENTATION GUIDELINES

- (a) Wherever possible the Board Directors Selection Committee will seek new members who represent the diverse stakeholder groups in the Society membership and broader Langley community
- (b) The selection committee will be mindful to ensure the following in the composition of the Board of Directors when nominating new members
 - No more than one third of the Board Directors attend the same church
 - No more than one third of the Board Directors may have a direct family or household member who is an employee of the Society
 - Genders should be adequately represented
 - Visible minorities should be adequately represented in board membership and/or on Board committees wherever possible
 - The perspective of marginalized and vulnerable children and families (“the least of us”) in the school community should have voice and representation on the Board of Directors and/or committees

4. BOARD DIRECTOR NOMINATION COMMITTEE

- (a) When there is a vacancy, the Board Executive officers may appoint an ad hoc committee of no less than 3 Board Directors and the Head of Schools to nominate, screen, interview and recommend new candidates for Board nomination
- (b) The committee must communicate to the Society Members their recommendations for election to the Board of Directors 2 weeks in advance of the society meeting or extraordinary meeting, if required
- (c) Board Directors’ election is approved by the acclamation of the Society

5. NOMINATIONS PROCEDURES

- (d) Prospective candidates may notify the Board Chair or Head of Schools of their interest without recommendation or solicitation at any time 60 days in advance of the spring society meeting to be considered
- (e) Prospective candidates may also emerge from Board Director recommendations to the selection committee
- (f) The process of prospective candidates getting on the ballot for Society election without a selection committee recommendation is outlined in the Bylaws

6. SELECTION PROCESS

- (a) Identification of candidates who are Members in good standing, who fit the requirements of the Board and criteria for Board Directors as outlined in section 1
- (b) Meeting of the selection committee to screen available candidates and to contact them to determine commitment and availability
- (c) Shortlisting of candidates to interview by the selection committee to determine their fit to the Mission of LCS, and support for the direction of the organization
- (d) Successful candidates are put forward to the Board Directors at a board meeting to determine through discussion and majority vote of present members whether they will be put forward to the Society for election to the Board of Directors