



**COASTAL INDIGENOUS PROSPERITY SOCIETY
AND COAST CONSERVATION ENDOWMENT FUND FOUNDATION
POLICY FOR THE NOMINATION OF DIRECTORS**

Purpose

This policy establishes guidelines for the broad range of considerations to be addressed during the process of selecting nominees for vacancies on the Board of Directors.

Guidelines

Skills and Experience

Prior to the commencement of a search for a replacement Director, the competency matrix must be updated to identify the required skill set(s) of the new Director(s).

Personal Attributes

Nominees must demonstrate adherence to high ethical standards, wisdom, and strong interpersonal skills. They must be committed to Coast Fund's values and vision and be able to commit approximately 10 to 15 hours each month to prepare for and attend meeting and Director education and development sessions.

Eligibility

Nominees must be eligible to stand as a Director. The criteria for eligibility is as defined in the bylaws.

Succession

The selection of nominees must take succession into consideration, particularly for the timely replacement of Board and committee Chairs.

Nomination Process

The Chair and Vice Chair, together with other Board members as requested by the Chair, will act as a nominations committee. This ad hoc nominations committee will work with a director recruitment agency if necessary.

Input for the selection of nominees will be solicited from the Province, Private Funders and First Nations.

This nominations committee will provide recommendation to the Board for replacement Directors. The Board in turn will approve the Director nominees to be presented to the Members for election at the Annual General Meeting.

Conflicts of Interest

The process to select nominees will include the identification of conflicts of interest, both real and perceived as well as the evaluation of these conflicts of interest on the organization. The Policy for Director Ethical Conduct and the Director Conflict of Information Disclosure Form provide additional information regarding the identification of real and perceived conflicts of interest.

Diversity

The Board seeks to ensure that the Board, as a whole, reflects diversity of gender, culture, and geography.