

**BOARD RENEWAL POLICY**

**OF THE**

**MADAWASKA CLUB OF GO HOME BAY**

# Introduction and Objectives

Within this context, the Board is committed to ensuring that its members are reflective of diverse experience, skills, knowledge and other attributes that are essential to its successful operation and the achievement of the Club’s current and future plans and objectives.

# Candidate Evaluation

### When identifying candidates to nominate for election to the Board or recommend for appointment as executive officers, the primary objective of the Board is to ensure the consideration of individuals who are highly qualified, based on their talents, experience, functional expertise and personal skills, character and qualities, having regard to the Club’s current and future plans and objectives.

### In furtherance of the Club’s commitment to diversity, the Committee should have due regard forthe need to identify and promote individuals who are reflective of all demographics of the Club’s community members and geographic location within the community for nomination to the Board as well as in its review of succession planning.

# Specific Measures

# In furtherance of this mandate, the Board shall:

### oversee the periodic assessment of individual Board members, director portfolio’s (as described in the applicable position descriptions) and the Board as a whole to identify strengths and areas for improvement;

### assess and identify the skills and expertise required for the Board and director portfolio’s along with potential areas for growth and improvement; and

### as appropriate, communicate to community members anticipated Board vacancies and maintain an evergreen list of potential candidates, to the extent feasible, that addresses the needs identified through the processes undertaken above.

# Board Renewal

### The Board believes that the imposition of mandatory term limits could have the disadvantage of depriving the Club of the contribution from directors who have been able to develop, over a period of time, increasing insight into the Club and its operations and therefore, provide an increasing contribution to the Board as a whole.

### The Board does, however, acknowledge the benefit of fresh ideas, different viewpoints and new perspectives, and encourages alternative means of Board renewal, such as through identification and recruitment of interested and qualified candidates offering the Club diversity of thought, experience, age and cottage location.

### The membership of the Board is also reviewed annually by the Board with a view to evaluating the Board’s overall composition and effectiveness while ensuring appropriate continuity remains in place.

# Monitoring and Reporting

### The Board shall review and evaluate this Policy from time to time as the Board deems necessary to determine whether this Policy is effective in achieving the objectives set forth herein.

### The Board may, either prospectively or retrospectively, permit departures from the terms of this Policy in the appropriate circumstance.

Dated: December 5, 2021

Approved by: Board of Directors of the Club