

Section 1 – Ensuring Board Effectiveness

Part A – Governance Framework

i. Balance within the Board

- The Board, as a whole, should be skilled, credible, capable, experienced and well able to lead the Corporation;
- The overall composition of the elected Directors should ensure diversity and a balance of perspectives, and
- The membership of the Board should be drawn widely from the geographic service area to achieve a balance of skills and expertise needed for the Board to fulfill its governance roles and responsibilities.

ii. Profile of a Director

The generic qualities/personal attributes expected of all Directors include:

- a commitment to the Corporation’s mission, vision and core values;
- personal and professional integrity and informed judgment;
- experience in and understanding of governance including the roles and responsibilities of the Board and individual Directors and the difference between governance and management;
- enthusiasm for the role and its demands;
- ability to work positively, co-operatively and respectfully and communicate effectively as a member of the team with other Directors and the senior management team;
- ability to provide wise counsel and ask relevant questions at a strategic level;
- ability and willingness to commit the necessary time to prepare for and participate in Board orientation and continuing education, Board meetings, Board committee meetings, retreats, and selected corporate events;
- a commitment to comply with the Board conflict of interest and confidentiality policies; and
- ability and willingness to represent the Corporation as required within the community and be an ambassador for the Corporation.
- ability and willingness to contribute to effective Board succession planning by suggesting qualified candidates for nominations;

iii. Board Profile

Based on the Corporation’s particular needs (which will change over time), the Board will regularly develop and review the desired mix of professional experience desired in Directors, which may include but not be limited to the following:

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- business management experience;
- project and/or contract management;
- executive management recruitment, assessment and compensation; financial expertise and literacy;
- governance; entrepreneurship
- government relations; municipal social programs and services;
- human resources;
- information technology systems;
- law;
- marketing and communications;
- quality control;
- risk management; strategic planning;
- fundraising;
- performance measurement;
- non-profit experience, volunteer recruitment, management and recognition;
- community engagement