



Board Recruiting Process Protocol

Nomination protocol for potential board members to fill a full or partial term: (new nominations will occur at the December board meeting)

1. Candidate fills out the formal board of director application.
2. Candidate's name is submitted to the nomination committee.
3. One or more member(s) of the nomination committee and the executive director interviews the candidate.
4. Candidate's name and biography are brought before the board for consideration.
5. If time allows the candidate may be invited to a board meeting before consideration or to another committee meeting so that he/she can meet current board members and be confident of their decision to join.
6. Once a candidate is approved by the full board, the candidate will attend a board orientation program and board retreat prior to their first meeting as a board member.

Nomination protocol for board officers: (every two years)

1. At the meeting prior to the annual meeting, nominations for officers may be made for consideration by the full board.
2. The nomination committee will meet to consider a slate of candidates to be appointed to each officer position.
3. A member or members of the nomination committee will discuss the appointment with each proposed candidate.
4. After a slate of candidates has been formed, the chairman of the nomination committee will present it for approval at the annual meeting.
5. Once the board considers and approves the slate, the officer candidates will begin their terms immediately following the annual meeting.

Per Glacier Country's bylaws, the slate of candidates for both the board positions and board officers must be submitted in writing to the full board no later than fourteen (14) days prior to the annual meeting.