



12/22/2020

# Nominating Committee Meeting

Minutes of December 22, 2020

**ATENDING DIRECTORS:**

Allan Sheppard  
Nancy Brown, Chair  
Van Darling  
Bill Dorland  
Dave Rutherford

**ATENDING STAFF:**

Barb Dinnage, Compliance Officer

Barb Dinnage  
SECRETARY

## MISSION

“To protect our future as if it’s our own”

## VISION

“Our family striving to provide you with peace of mind by protecting your tomorrows today”

## Opening of the Meeting

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Chair, Nancy Brown, brought the meeting to order at 1 p.m.

She welcomed all the attendees to our nominating committee meeting.

The meeting was called, to develop a plan for succession planning of board members

The members of this committee all attended a session put on by OMIA on how to go about filling positions within the board of directors.

It was identified, that the Skills Matrix needs to be reviewed and that we need to look for candidates that allow our board to have more diversity. This is both gender and ethnicity.

We have 2 positions that will become available in 2021 with Bob Burley and Bruce Buttar both retiring from the Board.

The group wants to attract candidates that will help the board continue to have a variety of skills. Currently, committee members do have candidates in mind to approach.

There was discussion around the current by laws that indicate that the candidate must be a policyholder in good standing for 3 years. This is something that will require discussion with the entire board and possibly a by law change will be necessary.

Suggestions made were to redo the skills matrix to update our needs. Last done in 2019.

Consider asking other neighboring mutuals there process on attracting board members.

Develop a protocol for giving out packages to potential candidates and having a set person answer any questions candidates have in order to be consistent with answers. It was suggested the chair of this committee maybe best to take on this duty.

This committee will meet again on January 7 at 1 p.m. Nancy will require Alec to set up a Zoom Meeting for this time. In preparation for this meeting, the committee will review the introductory director package and then the full version of the director package, and the director competencies framework. Any updates to the director packages will be suggested at this meeting and be

completed prior to the January Board Meeting. This committee will be ready with a plan to present to the full board at the January 14, 2021 meeting.

A calendar will be started that outlines the timelines needed for the process of finding, interviewing, and appointing new directors.

Meeting Adjourned 1:57 p.m.