

PROCESS FOR RECRUITMENT AND APPOINTMENT OF NEW MEMBERS

Nominations are welcomed from any Board members. Recommendations for Board appointments should be made to the Board Chair and must be accompanied by the candidate's resume and a letter of nomination as well as any other documentation for review. (This implies there has been some preliminary "sounding" of the prospective member before submitting their name.) The Executive and Nominating Committee will review and recommend for appointment nominees with the skills and talents needed by the Board and College. The needs of the College and the Board in terms of skills and areas of expertise are important factors in the appointments decision-making process.

Decisions regarding Board appointments require compliance with the following process:

- Nominees must be recommended for approval by the Executive and Nominating Committee to the full Board.
- Confirmation on willingness to serve and understanding of duties should be confirmed prior to the recommendation being reviewed by the entire Board.
- Approval by a two-thirds majority of the full Board is required for an appointment.

All communications with nominees regarding formal and finalized Board appointments should be generally restricted to the Board Chair, Training Principal, or Board liaison until the nomination is approved and communicated to the nominee.

Orientation of new Board members is the formal responsibility of the Training Principal and Board liaison. Such orientation should be conducted in a timely manner and should include discussion of the beliefs and distinctives of The Salvation Army and the mission of the College for Officer Training. A Committee assignment orientation will be conducted by the relevant Committee chair prior to the next scheduled Committee meeting.

New members will be assigned a mentor for the first year of membership.