



Nomination Policy and Procedures

Policy Statement

1. Weightlifting Canada Haltérophilie (“WCH”) relies upon a skilled and effective Board of Directors to fulfill its mandate. The role of the Nominations Committee (the “Committee”) is to ensure that the Board has the desired skills and diversity to carry out operations of the organization in a constructive manner.

Purpose

2. This policy sets out the nomination procedures for election to the WCH Board of Directors *other than for the Athletes’ Representative*, which position is subject to a separate policy and procedure. This policy is subject to the provisions of the WCH Bylaws and the *Canada Not-for-Profit Corporations Act*, and it is guided by Appendix A to this document.

Application

3. The Committee shall publish a call for nominees at least 60 days prior to the next Annual General Meeting of members. This call will state the number of positions up for election, the term associated with each position and the required skills, as determined by the Board.

4. Where the Board is seeking to fill mid-term vacancies on the Board, the Committee and/or Board may publish a call for nominations less than 60 days prior to the Special Meeting, but still within a reasonable length of time to vet candidates.
5. In addition to the nominations received through this call, the Committee may solicit candidates through professional service organizations, member groups, and from individual knowledge. Nominations will be received by the committee until 45 days prior to the next Annual General Meeting or, where Board vacancies are being filled mid-term, prior to the next Special Meeting.
6. During the nomination period, the Committee will review candidates for eligibility and may meet with any nominee at its discretion. Candidates will be required to attest to their qualifications to ensure that the representations made to the Members are truthful and accurate.
7. After review, candidates having the required skills will be added to the list of eligible candidates. Candidates who do not have the required skills or whose representations are found to be untruthful will be notified that they did not meet the requirements for nomination.
8. As soon as possible after nominations close, the Committee will declare, and present to the Board for ratification, a slate of qualified candidates, using the names of the individuals from their list of candidates. This list may contain both a list of designated preferred candidates, equal to the number of positions up for election, and any additional qualified candidates wishing to allow their names to stand.
9. The Committee shall ensure that the approved list of candidates is published at least 15 days prior to the next Annual General Meeting or, where Board vacancies are being filled mid-term, prior to the next Special Meeting.

The approved list of candidates will be listed on a ballot at the Annual General Meeting or Special Meeting, in alphabetical order by last name. The ballot may be in electronic form.

[Remainder of page left blank.]

Appendix A

1. Board of Directors shall fulfill all requirements of the *Canada Not-for-Profit Corporations Act* and WCH Bylaws, and Directors must be of legal age.
2. Candidates shall be independent, meaning that once elected they may not hold any elected or employment position with an affiliated Member (i.e., Provincial Sport Organization) or an employment position within WCH.
3. In recruiting candidates, the Nominating Committee will have regard to diversity in competency, expertise, skills of the membership of WCH, language, and regional representation, and it will strive to achieve gender equity.
4. Candidates will be recruited based upon their demonstrated ability to contribute significantly to the leadership of WCH. Because WCH has an operational Board, candidates are expected to contribute 10+ hours per week to WCH.
5. Although experience in the field of competitive weightlifting is not required, candidates should have competencies in one or more of the following areas:
 - Business/corporate management
 - Strategic planning
 - Sport leadership
 - Coaching
 - Fundraising
 - Governance
 - Anti-doping
 - Legal
 - Youth/Junior development
 - High-performance
 - Equity / diversity and inclusion
 - Anti-doping
 - Technical officiating
 - Event planning and marketing/communications