



SWIM NATATION MANITOBA (SNM)

Determination of Eligible Candidates

Introduction

- a) Candidates for election to the Board of Directors (Board) of SNM are qualified and skilled persons capable of, and committed to, providing effective leadership to SNM.
- b) The Executive Committee is responsible for promoting interest in nominations, and for recruiting qualified and skilled individuals as candidates for election to the Board.
- c) The Executive Committee is responsible for ensuring a full slate of candidates each year.

Purpose

This policy provides the authority for the selection of nominees for candidacy for election to the Board of SNM.

Eligibility

Individuals are determined eligible as candidates for election to the Board if they are:

- a) 18 years or older
- b) A resident of Manitoba as defined below:
 - (1) “**Resident**” means a person who is legally entitled to be in Canada, makes his or her principle residence in Manitoba, and is physically present in Manitoba for at least six months in a calendar year.
- c) Meet the “Qualifications and Core Competencies” in Schedule “A”.

Individuals are not eligible as candidates for election to the Board if they are an employee, or have an employment contract with SNM, Manitoba Swim Coaches Association, Manitoba Swim Officials Association, Masters Swimming Manitoba, or a Manitoba swim club.

Application

The application of this policy is the responsibility of the Executive Committee. The Executive Committee must ensure nominees are qualified and there is a full slate of candidates for election to the Board each year.

An appeal of a decision of the Executive Committee regarding the eligibility of a nominee may be brought under the SNM Appeals Policy.

Responsibility

Executive Committee

- a) Conduct an unbiased recruitment of skilled persons.
- b) Accept, review and present to the Annual Meeting, all nominations that satisfy the eligibility criteria. Information presented will include biographical information, affiliations and memberships, nominee’s statement and contact information.



Executive Director

- a) Provide support to the Executive Committee in the preparation and distribution of notices, the recruitment of candidates and in the receipt of nominations.

Nominees Notified of Exclusion

- a) Are responsible for the initiation of any appeal of a decision regarding the eligibility of a nominee made by the Executive Committee.

References

Article 5, Sections 5.03, 5.04 and 5.05 of the Bylaws

Review and Approval

This policy was reviewed and approved by the Board on April 8, 2013 and shall be reviewed every two years by the Board.

Schedule "A"

Board of Directors shall be members of SNM, residents of Manitoba and of legal age.

Candidates shall be independent, meaning that once elected they may not hold any elected or employment position with a Class 1 or 2 member of SNM, nor hold any employment position with SNM, the Manitoba Swim Coaches Association, the Manitoba Swim Officials Association, or Masters Swimming Manitoba.

In recruiting candidates, the Executive Committee will have regard to the regional and ability diversity of the membership of SNM, and will strive for gender balance.

Candidates will be recruited based upon their demonstrated ability to contribute significantly to the leadership of SNM.

The core competencies that ideally will be reflected in the Board are:

- b) Swimming background and knowledge as an athlete, coach, official, administrator or volunteer leader;
- c) Knowledge of strategic and business planning;
- d) Knowledge of human resources management;
- e) Knowledge of legal and risk management;
- f) Business and corporate experience, including expertise in financial management and marketing;
- g) Demonstrated leadership skills in non-profit including revenue generation or other endeavours.
- h) Knowledge of policy development