

Nominating Committee's Report on the 2010 Nominations & Elections Process

The Work of the Committee

The Nominating Committee undertakes a comprehensive process to ensure that you, our members, have an ideal slate of candidates from which to select your representatives to the board and that you receive the information you need in order to make an informed decision. The process begins with identifying current directors whose terms are expiring, ensures that the board is comprised of members with the skill sets and experiences to enable successful governance and that reflect our membership, includes developing and distributing information that you need to make your electoral decisions, and culminates with a democratic election that meets regulatory requirements.

Proactive Recruitment

To begin, the Nominating Committee assessed the board composition based up on the skill sets, experience and diversity represented by the six directors whose terms were not expiring against the board approved ideal skills, experiences and diversity. From this assessment, gaps on the board were identified in the areas of Finance and Environment skills and experience, as well as members who were:

- Male
- Aboriginal
- Person of colour
- Person with a disability
- Active in the work force
- Parent/guardian of school-age children

With these attributes in mind, the committee began recruiting for potential candidates to run for election to the ACU board.

Nomination Process

The Call for Nominations ran from November 1 to December 15, 2009 and was communicated in asterisk, on the ACU and Outlook websites and in the branches.

A Nomination Information Package that included a Candidate's Guide and on-line forms (Application, Message to the Membership, Candidate Questions, Statement of Commitment and Biography), was posted to the ACU and Outlook websites. The board identified were clearly communicated in the Candidate's Guide.

2010 Candidates for ACU Director

The following six eligible members, listed in alphabetical order, put their names forward for election to the board:

- Scott Baldwin
- Wilbur Coates
- Margaret Day

- Susan Deane
- Garry Loewen
- Kit Wilson

Endorsement Process

To ensure a fair endorsement process, the committee developed candidate interview questions and evaluation tools, using the framework established for the ideal board composition. All six candidates were interviewed and were asked the same prepared questions and assessed using these evaluation tools.

Following the interviews, the committee made a recommendation to the on candidate endorsement. Using the board approved process to determine endorsements, the board endorsed all six candidates as strong candidates who would help fill gaps on the board..

Election Process

The election period ran from March 15 to April 1, 2010.

The election package contained a Guide to Exercising Your Democratic Right, a ballot and a reply envelope. The election package was posted to the ACU and Outlook websites, as well as sent by regular post to all eligible voting members.

For your convenience and in keeping with our commitment to environmental sustainability, individual members were provided the option of voting online or by mail-in ballot.

From March 15 to 31, 2010 all candidates were available by email to answer your questions. Member who did not have access to email and wished to speak with a candidate were provided with a name and phone number to contact.

Candidates were profiled on ACU's website (with a link on the Outlook website) with their own webpage area that included their photo, their Message to the Membership, their Biography, and their Answers to the Questions posed by the Nominating Committee. Candidates were also able to have the member questions and their answers to their webpage area.

Election Results

3,143 votes were cast for the election of directors, representing a 3.4% voting participation rate, down from 6% in the previous two years. The election resulted in the following four candidates being placed in 3 year terms:

- Wilbur Coates
- Margaret Day
- Susan Deane
- Garry Loewen

Action Plan for Improvement

The Nominating Committee reviewed the nomination and election process and deemed it effective. In addition to some minor administrative changes, the committee

recommended improvements aimed at increasing member engagement in the election process, including an extension of the period for members to vote by one week, for a total of four weeks.

Suggestions for Improvement from Members

The Nominating Committee is interested in your suggestions to improve the nomination and election process. Please send your suggestions to Jocelyn Peifer Ross at jpeiferross@assiniboine.mb.ca by **Friday, August 20, 2010**. Suggestions from members will be consolidated and reported to the Nominating Committee.