



OEA Director Nomination and Selection Policy

The composition of the OEA Board of Directors is fundamental to the success and long-term sustainability of the organization. The purpose of this procedure is to facilitate a transparent, inclusive, and orderly process for the nomination of new Directors to the OEA Board. It provides sufficient time for nominations to be assessed while helping ensure that the Board maintains the mix of skills, experience and perspectives needed to support the organization's evolving priorities.

The OEA is led by volunteers, with no paid staff positions or budget allocated for administrative salaries. As a result, it is essential that Directors are selected thoughtfully and with intention and that the Board remains at, or near, its full complement whenever possible. The initial evaluation of prospective Directors is therefore undertaken by the OEA Executive, whose members are closely familiar with the organization's operational requirements and strategic priorities.

The OEA is strengthened by Directors who are passionate about the sport, can operate with impartiality, and who possess a deep understanding of Eventing through experience as competitors, coaches, officials, owners, organizers or volunteers involved in the operation of nationally sanctioned horse trials. It also benefits from Directors who, along with a love for Eventing, offer a diversity of professional experience and expertise in areas such as project management, accounting, law, communications, technology, fundraising and organizational leadership. Finally, given Ontario's size and geographic diversity, regional representation is important to help the Board maintain connections with Eventers across the province.

SUMMARY

- In accordance with the OEA By-Law 1-2020, the Board of Directors of the OEA shall be comprised of a maximum of fifteen (15) directors and a minimum of twelve (12) Directors and all Directors must be members of the OEA.
- A Director shall not be a paid employee of a horse trial Organizer, or a Provincial or National Horse Sport Organization.
- The Executive Committee and/or its appointees is designated as the Nomination Committee for the purpose of developing nominations internally and receiving external nominations.
- The Nomination Committee will solicit nominations from members for possible new Directors, at least two months prior to the Annual Meeting of Members (AMM).
- Nominations will be open for a period of between two (2) weeks and one (1) month and must be submitted in writing to the Chair of the OEA directly by the nominee.

- The Nomination Committee will receive submissions, assess proposed candidates and compile a short list of potential new Directors for the Board's consideration.
- The OEA Board of Directors will review and endorse this list of candidates and will submit recommendations to the membership for their approval at the AMM.

PROCEDURE

1. Nomination Committee

- The Executive Committee, as the body with the most direct knowledge of the OEA's priorities, challenges and governance needs, is designated to serve as the Nomination Committee to recommend candidates to the Board.
- Each year, the Executive Committee assesses the specific skills, professional disciplines, and regional representation required to effectively promote Eventing in Ontario.
- The Committee will consider the skills, experience, and diversity (professional, regional, demographic) needed to represent membership.
- Discussions of the Nomination Committee are confidential to protect candidate privacy and to ensure fairness.

2. Call for Nominations

- The Nomination Committee will issue a call for nominations from the membership at least two (2) months prior to the Annual Meeting of Members (AMM).
- The Nomination period will be open for at least two (2) weeks and no more than one (1) month.
- Nominations must be submitted in writing to the Chair of the OEA.

3. Review of Nominations

- The Nomination Committee will review all submissions, assess qualifications, consult as necessary, and compile a list of recommended candidates for the Board to consider, taking into account specific roles required and regional balance.

4. Board Approval

- The Board of Directors will review the Nomination Committee's recommendations, endorse a proposed slate of candidates, and submit recommendations to the membership for a vote at the AMM.

5. Membership Approval

- OEA Members vote on the Board's recommended slate of candidates at the AMM.
- Successful candidates will be elected to hold office for a term of three (3) years, expiring no later than the close of the third annual AMM following their election. A Director shall not serve more than two consecutive (2) terms in office.

