

Board Membership

In keeping with the Division Bylaws, up to six elected Directors will normally hold office for a term of two years. Each year, the seats of Directors whose terms are expiring or who wish to step down from the board will be considered vacant, to be replaced following the AGM by newly elected Directors. Directors may serve up to three successive 2-year terms with the exception of the chair or co-chairs who may, at the request of the board, be asked to stay to facilitate continuity and succession.

In addition, the Board may appoint up to five additional Directors. Up to two appointments are for family medicine residents and up to three other directors who may or may not be members of the society as per the following categories:

- Indigenous person or another underrepresented group
- New to practice family physician
- Experience in government or policy development
- Financial/accounting experience
- Legal experience

Appointed Directors will normally hold office for a term of one year. Re-appointment to be considered by the board after each term. The Board will seek *Expressions of Interest* for appointments to the board. Interested persons would submit an *Expression of Interest* letter and resume to be reviewed by the Nominations Committee. The Nominations Committee will then bring forward recommendation(s) to the board for board resolution. Appointed Directors will generally be confirmed along with Elected Directors at the AGM.

The selection process for the year one Family Medicine Resident will reside with the Resident working group representatives and staff lead. Each year they will accept *Expressions of Interest* from first year residents for appointment to the board. The Resident working group leads will make candidate recommendations to the board for board resolution at the September board meeting.

Although appointed positions, the Family Medicine Residents will remain on the board for two years. The year one family medicine resident will automatically move into the year two family medicine resident director position after completing their first year. After the year two resident has completed their residency, they may remain on the board until the next AGM.

In order to ensure continuity and encourage new Directors to join the board, members will be engaged, and their engagement cultivated such that they are well acquainted with the Division's mission, vision, and approach, and increasingly involved with the Division's activities. They will have opportunities to participate actively in the organization, including taking on

leadership roles as appropriate and desired. Current Directors and senior team members will nurture relationships with individuals as they gradually move through successive levels of engagement, increasing their commitment and involvement each step of the way.

The board and senior team members will work consistently to identify members with the skills, competencies, and qualities the Division needs presently and, in the future, and to help prepare identified members to move into leadership roles. Directors will reflect the diversity of the family medicine community in Victoria in terms of gender, cultural background, age, community connections, type of practice, leadership style, skills, and experience.

Appropriate candidates will:

- Possess the skills, competencies, and qualities the Division requires at a given point in its life cycle.
- Be motivated by positive drivers, most centrally a belief in or personal connection to the Division’s mission, vision and values, and a desire to use their skills and resources to further the Division’s strategic priorities.
- Be committed to maintaining and further developing the board’s culture, articulated in a subset of the Division’s core values:
 - Compassion and patience
 - Inclusivity
 - Collaboration
 - Transparency Respect
 - Fair process
 - Accountability
 - Authentic relationships
 - Trust

In addition to direct identification, candidates for the board will also be identified through an open and transparent nomination process, where any member has the opportunity to put his/her name forward for nomination.

All nominees for the board, regardless of how they are identified, will be selected by the nominations committee, according to the Division’s nominations and elections policy (Nomination Process and Election Procedures).

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June 2023	July 13, 2023	2026