



Trustee Succession Planning

Registered Charity No. 20154240

Version: 2024-01-29

Purpose and Scope

This plan aims to ensure continuity, diversity, and vitality in the board's composition, enhancing the charity's governance and ability to fulfill its mission.

Assessment of Needs:

Regularly review the board's composition to identify skill gaps or upcoming vacancies due to term limits.

Recruitment Strategy:

Develop a recruitment plan that includes outreach to networks, advertisement of roles, and clear criteria for trustee selection based on the charity's needs.

Selection Process:

Implement a transparent selection process involving application review, interviews, and selection by a committee or the full board.

Orientation and Training:

Provide comprehensive orientation for new trustees to familiarize them with the charity's mission, operations, and governance practices, along with ongoing training opportunities.

Mentoring:

Pair new trustees with experienced board members for mentoring to ensure a smooth transition and knowledge transfer.

Evaluation and Feedback:

Regularly evaluate trustee performance and the effectiveness of the succession planning process, adjusting as necessary.