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Policy Title:	<b>Board Succession Planning</b>	Initial Policy Approval Date:	<b>Nov 2021</b>
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An effective board is comprised of people who collectively have the knowledge, the skills and background necessary to govern with excellence and to lead the organization in the realization of its vision. This policy sets out the requirements for recruiting board members and planning for board succession.

1. In the third year of the current term, the board will:
  - a) undertake a review of the board's effectiveness in governing and accomplishing the strategic plan
  - b) solicit input from the Artistic Director(s)
  - c) match the board's needs with the expertise and interests of the current members and identify the gaps that will need to be filled
  - d) develop a board member's position description to highlight qualities and desired skills
2. Six months before the end of the current term, the board will:
  - a) identify suitable candidates and solicit their willingness to serve
  - b) inform the potential candidates of the imminent appointment process
3. Potential candidates will be provided with briefing materials and information about the organization, which may include:
  - a) information on the organization's vision, mission and values
  - b) information on the role, structure, code of conduct and function of the board
  - c) a tour of the organization, if applicable
  - d) a copy of the current planning document