



Policy Name: GOV-13 Governance Policy - Succession Planning

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An effective board comprises people who collectively have the knowledge, the skills and background necessary to govern with excellence and to lead the library in the realization of its vision. Municipal council appoints members to the library board, however to assist the council and as advocates for the library, the library board works to influence and shape appointments to the board. This policy sets out the requirements for recruiting board members and planning for board succession.

1. The library board recognizes that the Public Libraries Act, R.S.O. 1990, c. P44, s. 10(4) requires that the council appoint library board members. To support the appointment process, the library board will collaborate with council on a preliminary selection process
2. Six months prior to the end of the current term, the library board will:
 - a) undertake a review of the board's effectiveness in governing and accomplishing the strategic plan
 - b) solicit input from the chief executive officer (CEO)
 - 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
 - e) identify suitable candidates and solicit their willingness to serve
 - f) provide a information session for potential candidates during the appointment cycle
 - g) inform the potential candidates of the imminent appointment process