

Endow Manitoba – Conference Resource – April 26, 2026 – Workshop
“Building Leadership Continuity: Board Succession and Knowledge Transfer”

Successes and Challenges Activity and Responses

Looking back over the last year – from April 2025 to now please identify a **success** your Community Foundation/organization experienced in Succession Planning. Looking back over the last year – April 2025 to now please identify a **challenge** your organization experienced in Succession Planning. Please note if you were new to the board in the last year – share what you are comfortable sharing and what you are able to share.

Successes	Challenges
<ul style="list-style-type: none"> - Adding a new member with IT experience, a new skill set – not a Succession Planning but a very needed skill set - Recruited a Recreation Director – encouraged by council as brings excellent skills. - Received a large donation to the foundation, - Recruitment of a new member of a Treasury board member, - Recruited a new member, who is now Chair of a new, much needed – Technology Committee. - A new member to the board, we classify her as young in her 20’s. - New board members, - Term Bylaws 	<ul style="list-style-type: none"> - Both of our finance people will be hard to replace, and we have no candidates as of today, - Reaching youth, steal good ideas from other Community Foundations. - Make a change to recruit with more focus on needs based. - No terms on positions – bylaws just stipulate number of directors. - Too many tasks to fill positions, - Engage the youth in the foundation – solution problem solving to engage youth – use food. - Making potential board members aware of the expectations and workload. - Recruiting youth and/or younger members, - Recruitment issue – new members are struggling with what their expectations were.

Submitted by:



Wendy Bulloch, Facilitator, in partnership with

