

Endow
Manitoba



Learn.
Lead.
Legacy.



Planning for your future board

Governance

Friday, Oct. 28, 11:00 a.m.



Your facilitators

Darren Eddie

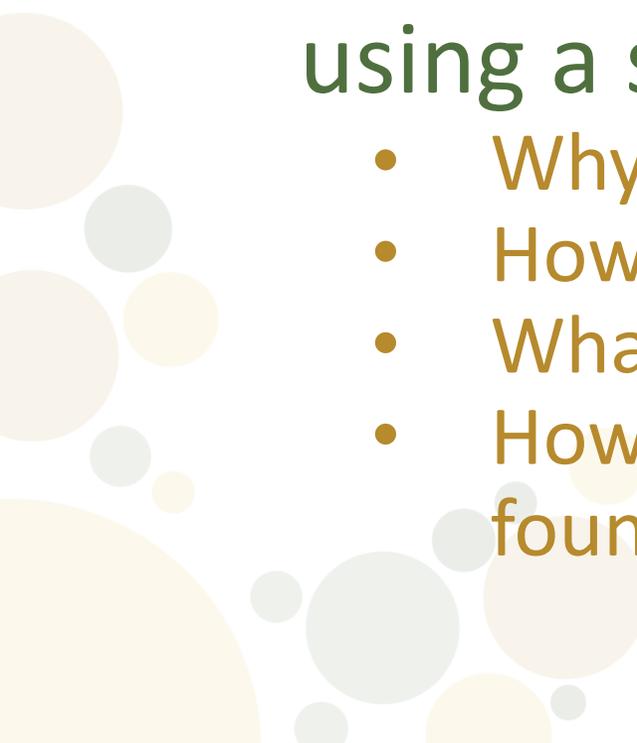
Dauphin and District Community Foundation
Board Chair

Brent Retzlaff

The Winnipeg Foundation
Human Resources
and Policy Administration Officer



Our approach

- The fundamentals: cellphones and washrooms.
 - The goal: create a *fun, safe and engaging* space.
 - The format: share knowledge and experience using a structure of:
 - Why is this important?
 - How do you do it?
 - What is the outcome?
 - How can I apply this learning with my community foundation?
- 



Our philosophy

- *You* are the expert of your community and your community foundation.
- Please share your *thoughts, knowledge, and experiences* so that we can all learn from each other.





Why is replacing yourself one of your most important jobs as a foundation board member?

Take a worksheet and **write** down your answer.



Darren Eddie

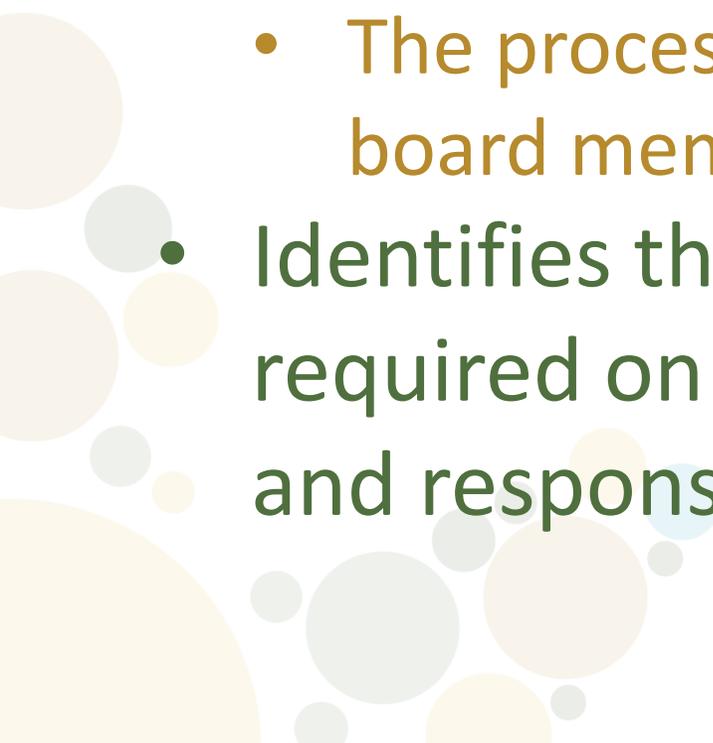
Dauphin & District Community Foundation

Keeping the Succession Plan
Front and Center
During All Meetings





Definition: Board succession planning

- Defines the process that boards must follow when **replacing board members**.
 - The process to be used to identify, recruit, and appoint new board members.
 - Identifies the **skills AND connections** to community required on the board to effectively undertake your role and responsibilities.
- 



Why is board succession planning important?

- Your board must have the **capacity** (skills and ability) as well as the **community perspective** to effectively provide **oversight AND leadership** to your foundation.
- A board requires turnover (succession) to:
 - avoid stagnancy,
 - improve representation,
 - welcome new ideas,
 - avoid burnout.





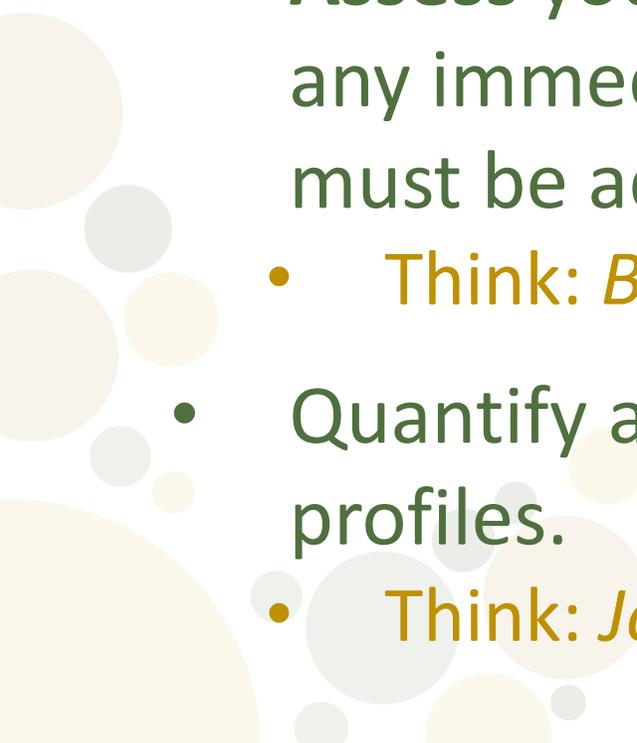
Why is replacing yourself one of your most important jobs as a foundation board member?

Reflect on your original response.

How might you adapt your response?



How to conduct board succession planning?

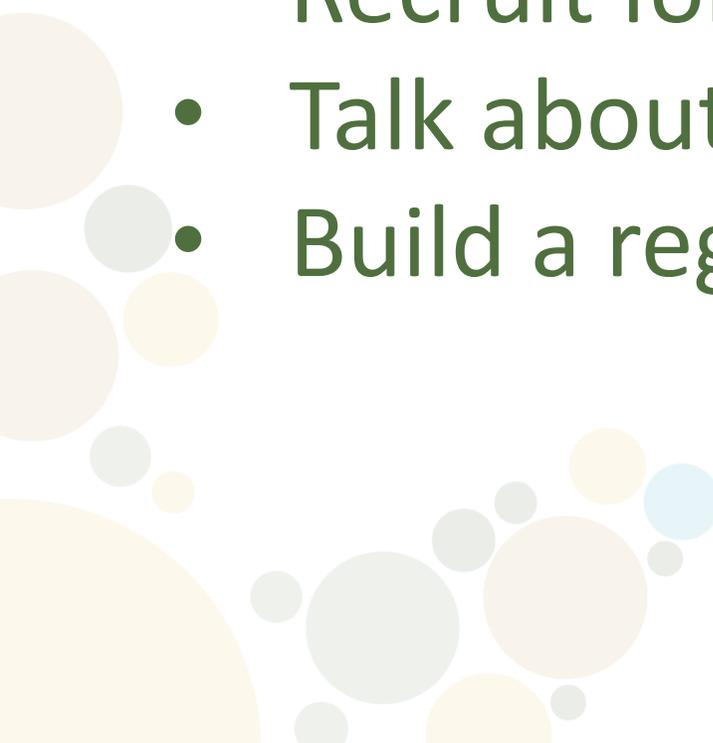
- Engage in **regular** (i.e., annual) board succession conversations as a full board.
 - **Assess** your current board's skills and competencies, identify any immediate (now) and intermediate (1-2 year) **gaps** that must be addressed.
 - *Think: Board Matrix*
 - Quantify and qualify those attributes in board/director profiles.
 - *Think: Job Description*
- 

How to conduct board succession planning?

- Develop a pool of **potential candidates** who "match" those profiles.
- Make intentional asks out to that pool as the need arises, AND
- Make intentional asks out to the community as the need arises.
 - You don't know what you don't know, and people might surprise you.



Best practices

- Treat the board as one individual.
 - Recruit for skills **and** the community represented.
 - Talk about Board Succession **NOW**.
 - Build a regular habit around the conversation.
- 

The outcome of board succession planning

- Supports **consistent** and **predictable** board turnover.
- **Diversity** of skills and perspectives on the board which supports **accountability** in decision-making and builds **trust** throughout your community.
- "Everything is getting done."
 - You have enough people, with the right mix of skills and community perspective to support the foundation's mission and vision.



Planning for your future board

How do unlimited term renewals or undefined terms limits impact a board's succession planning?





Planning for your future board

What is a more important attribute for board succession consideration: Skills or Community Representation?



Planning for your future board

Exploring YOUR challenges:

- What is your greatest challenge with respect to board succession planning for your foundation?
- 

Discuss in group. Share with all.



Shared reflections

Planning for your future board

Governance

What's one key takeaway or "AHA" that you want to remember?

What are you curious about now?



Endow
Manitoba



Learn.
Lead.
Legacy.

COMMUNITY FOUNDATION CONFERENCE

OCTOBER 27 • 29, 2022

Thank you

Endow Manitoba is an initiative of The Winnipeg Foundation