



Welcome

Endow Manitoba | [Your Community Foundation Network](#)




Board recruitment and succession planning



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



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.
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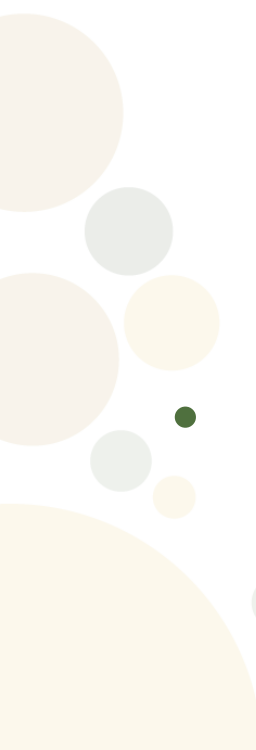
Why is board succession planning important?

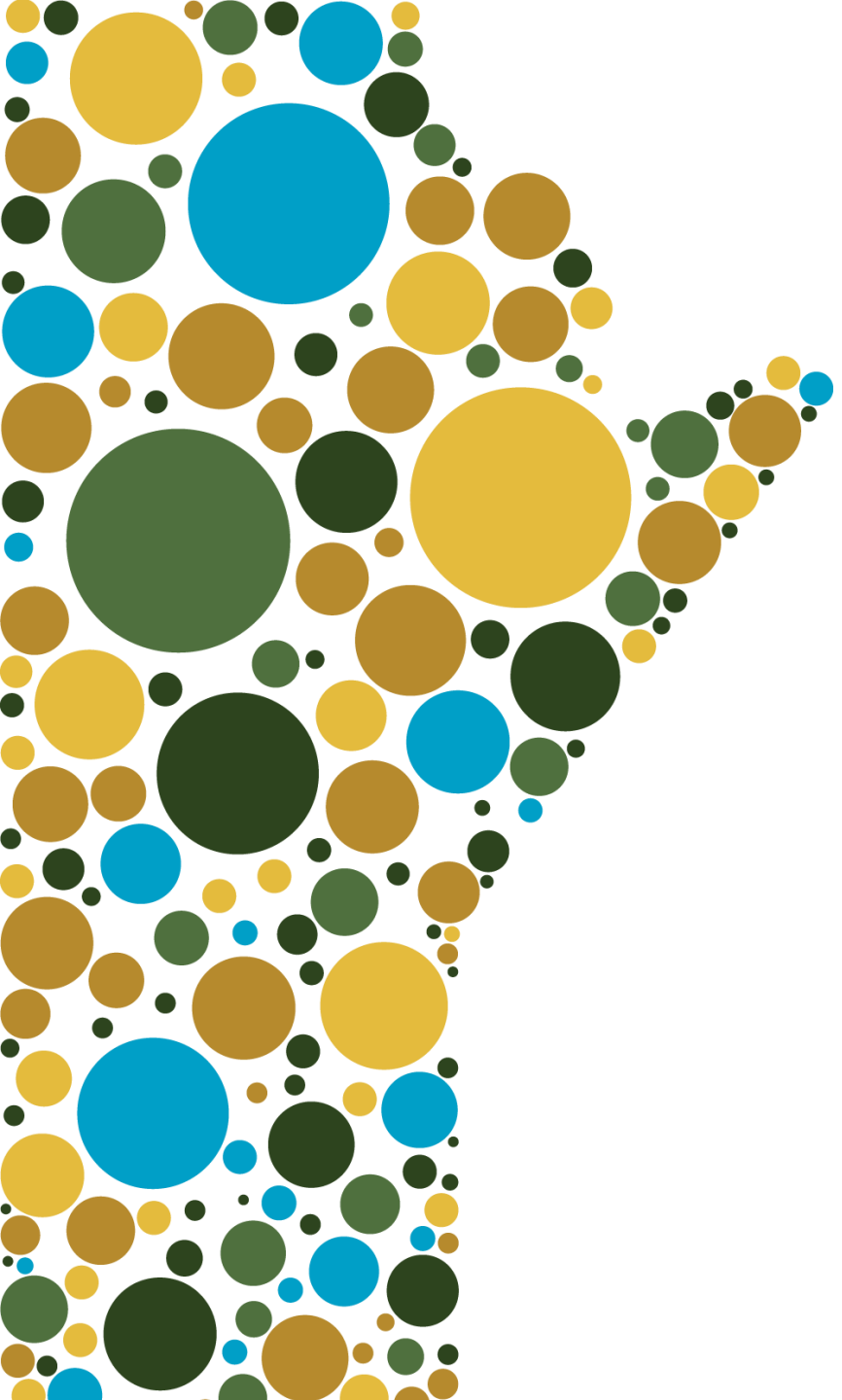
- Your board must have the **capacity** (skills and ability) as well as the **community perspective** to effectively provide **oversight AND leadership** to your foundation.
- A board requires turnover (succession) to:
 - avoid stagnancy,
 - improve representation,
 - welcome new ideas,
 - avoid burnout.





How to conduct board succession planning?

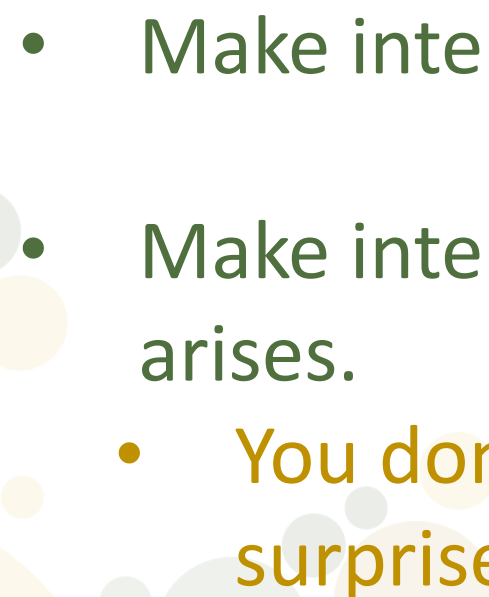
- Engage in **regular** (i.e., annual) board succession conversations as a full board. (Talk about it now and regularly.)
 - **Assess** your current board's skills and competencies, identify any immediate (now) and intermediate (1-2 year) **gaps** that must be addressed.
 - *Think: Board Matrix*
 - Quantify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



How to conduct board succession planning?

- Develop a pool of **potential candidates** who "match" those profiles. (Recruit for skills and community represented.)
 - 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.
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What ways can you make asks in the community for board members?

How do you build a pool of potential
candidates?

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?



Thank you

Endow Manitoba is an initiative of The Winnipeg Foundation