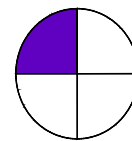


Board of Directors Policy



Policy Type: Governance Process

Policy #: GP12

Policy Name: Governance Succession

Page #: 1 of 4

Creation Date: December 16, 2002

Effective Date: February 25, 2022

Monitoring: February

1. In keeping with the Board's commitment to excellence in governance, the Board shall strive to recruit Board candidates who have interests and attributes that will enable them to govern, not to manage, the organization. Specifically general interests and attributes that include:
 - 1.1. Commitment to modeling the characteristics of servant-leadership: listening, empathy, healing, awareness, persuasion, conceptualization, foresight, stewardship, commitment to growth, and community building.
 - 1.2. Demonstrated interest in and commitment to resolving social issues effecting our community.
 - 1.3. Commitment to linking with the ownership. Understanding that they represent an ownership of diverse people; willing to actively seek to access and understand that diversity.
 - 1.4. An interest in or experience with strategic leadership and forward thinking.
 - 1.5. Ability to think in terms of systems and context – to see the big picture.
 - 1.6. Interest in and capability to discuss the values underlying the actions taken in the organization, and to govern through the broader formulations of these values.
 - 1.7. Willingness to delegate the operational detail to others.
 - 1.8. Ability and willingness to deal with vision and the long-term, rather than day-to-day details.
 - 1.9. Ability and willingness to participate assertively in deliberation, while respecting the opinions of others.
 - 1.10. Willingness and commitment to honour Board decisions.
 - 1.11. Commitment not to make judgments without taking previously used criteria into consideration.
2. Specific skills, experiences and qualifications (Board Competency and Experience Inventory) that candidates may experience or expertise in the following areas will be considered:
 - Lived experience
 - Education
 - Business
 - Justice

- Human Resources
 - Governance
 - Social Services
 - Government and/or politics
 - Volunteerism
 - Social Justice
3. Recognizing that individuals may or may not self-identify and that groups are not necessarily represented by one person from a particular group, the nominating process will work to attract a diversity of persons to serve on the Board. Key areas of diversity that may be considered during the recruitment and selection of directors includes First Nations, Inuit, Metis, Francophone and LGBT.
4. The Board shall adequately prepare itself for the replacement of officers should that need arise due to an emergency succession, resignation or retirement. To this end:
- 4.1. All members of the Board who have served a minimum of one year in office should be adequately prepared to assume the role of Chairperson in the case of an emergency.
 - 4.2. The Board, to protect itself from sudden loss of a Chairperson, then shall formally identify a minimum of two directors who are familiar with the role of the Chair and processes of the board.
 - 4.3. The Board shall, one year prior to the completion of the Chairperson's final term or when the Chairperson states they will not be continuing in the role, identify and mentor a director, who will assume the office of Chairperson upon retirement of the present Chair.
 - 4.4. Should any officer resign during the course of the year, a replacement will be appointed by the Board. In the event that more than one member is interested in the position, an election will take place.

Thunder Bay Counselling

DIRECTOR'S COMPETENCY AND EXPERIENCE INVENTORY

Name: _____

	Level of Experience		
	A Lot	Some	None
Key Competencies			
Board Governance			
System-level thinking			
Strategic outcomes focus			
Knowledge of current community strengths and challenges			
Commitment to continuous improvement			
Working knowledge of social determinants of health			
Equity, Anti-Racism, Anti-Oppression, and Inclusion			
Governance Competencies			
Policy Governance Experience			
Community Engagement and Accountability			
Financial (accounting, audit, other)			
Human Resources			
Legal (lawyer, para-legal)			
Performance Management			
Quality and Risk Management			
Political Acumen			

Affiliations, Links, and Experience

Violence Against Women Service System			
Community Mental Health and Addiction System			
Health System			
Justice System			
Education System			
Other:			

Diversity

Aspects of your diversity that you would like to identify:

i.e. Age, gender, sexual orientation, person of colour, language, ethnicity etc.

Person with lived or living experience:

Board Leadership

Which leadership role would you be interested in on the TBC Board?	Now	Future	Need more information
Board Chair			
Chair of the Governance Committee			
Chair of the Audit & Finance Committee			
Chair of the Quality Committee			

Intent to continue term: