

## Succession Plan Policy Appendix C

The purpose of this plan is to establish a process for developing and training volunteers to serve in vital roles in the event of a departure or resignation of key volunteers, identified as board and supervisory committee members.

### **Resources**

The succession plan relies significantly on training and development of future volunteers. The principal source of qualified candidates shall be members of the credit union, interns, volunteers of special projects and in some cases previous credit union employees.

### **Recruitment**

The board has established a list of key committees for the purpose of member involvement in credit union operations. These committees will serve as a development tool for future volunteers. In addition to committees the board will appoint one or more associate directors to the board. These associate directors will participate in board meetings and discussions but will not have voting rights.

### **Appointments**

Upon resignation of a current volunteer the board shall review requests from committee members and associate directors as possible candidates for open positions. Candidates shall be reviewed based on criteria outlined in the bylaws, directorship policy, as well as the following:

- Committee composition (needs assessment).
- Participation in current role.
- Knowledge of CU industry.
- Education.
- Technical skills.