



Board Succession Planning

An effective board represents the community and is comprised of people who collectively have the knowledge, the skills and background necessary to govern with excellence and to lead the library in the realization of its vision. This policy sets out the requirements for recruiting board members and planning for board succession.

1. The library board recognizes that the Public **Libraries Act**, R.S.O. 1990, c. P44, s. 10(4) requires that the council appoint library board members. Appointment to the Board by city council is based on recommendations made by the Guelph Public Library Board.
2. In the third year of the current term, the library board will appoint an ad hoc committee to recruit new board members.
3. In order to describe the desired qualities and skills of new board members, the committee will:
 - a. identify gaps in community representation, qualities and skills, by reviewing the Strategic Plan and current Board composition
 - b. solicit input from the Board and the CEO
4. The committee will advertise board vacancies in a variety of media and will also work with board members and community partners to identify potential candidates, who will be encouraged to apply.
5. After reviewing applications, the committee will interview candidates and make recommendations to the Board for approval.
6. The Board will then made recommendations to City Council for appointment to the Board.

Related Documents:

- ***Public Libraries Act***, R.S.O. 1990, c. P44

Notes:

Potential candidates will be provided with briefing materials and information about library governance and services, which may include:

- a. information on the library's vision, mission and values
- b. information on the role, structure, code of conduct and function of the library board
- c. an introduction to the ***Public Libraries Act***
- d. a tour of the library
- e. a copy of the current planning document