

Succession Planning for Joint Boards

Succession planning is integral to Ministry within the Church of the Redeemer in order to ensure a smooth transition of responsibilities for the incoming Board member and continuity in Ministry work. Succession planning also enables the Boards and staff to thoughtfully consider the gifts that individuals bring and how they can best be matched with opportunities that contribute to the life of the Redeemer community. In so doing, both the needs of a particular Board committee or Ministry area as well as the Church community as a whole need to be taken into account. The following principles are intended to guide the process of succession planning for committees and Ministry area work. This work is separate from that of the nominations committee that proposes candidates for Board positions at Vestry:

- Consideration of a successor to a committee chair/Ministry area representative should commence approximately six months to one year before the Chair relinquishes his/her role.
- Consultation with a possible successor should occur with the clergy representative for the committee. The Chairs of the Boards should be kept informed regarding proposed candidates. Clergy make recommendations informed by staff input where appropriate.
- The candidate should be approached early on in the process to indicate agreement to serve.
- Once a possible successor is identified, the Chair of the Committee works with and supports that individual to provide orientation to the responsibilities of the role.

Approved by Joint Boards April 16, 2013