

Youth On Their Own Board Succession Policy

The Youth On Their Own Board of Directors is committed to ensuring stable leadership and direction for the organization. This occurs in three parts:

1. Succession Plan

The Executive Committee and CEO will complete and maintain a succession plan that outlines current board/committee leadership and potential successors for executive committee positions. Potential successors are targeted based on professional background, related committee experience, and/or expressed interest in a leadership position.

2. Skill Building for Existing Board Members

The CEO and Board President will complete a leadership development assessment for each potential future leader to determine what skills and training may be needed to prepare the person for leadership. This may occur in conjunction with an interview of the potential future leader to incorporate their input regarding growth areas. Board member professional development may occur through formal training, shadowing of current leadership, or a mentor relationship.

3. Recruitment of New Board Members

All active board members are expected to assist in identifying prospective board members. Active board members may arrange for prospective board members to tour Youth On Their Own to learn more about the mission. Prospective board members may be referred to the CEO or the Chair of the Governance Committee, which regularly reviews board applications and proposes nominees for election to the board.

4. Updating Board Member Position and Committee Descriptions

Each year, the Governance Committee and the CEO will review the board member job description and committee descriptions in order to make recommendations for updates during the annual board review of these documents.