

# SUCCESSION PLAN AURORA BRANCH 2022

## CHECKLIST: STATE/BRANCH LEADERSHIP SUCCESSION PLAN

ITEM	DATE	Responsible
Review term limits for Board Members and Officers in current By-Laws	01/01/19	
Review current Board, officers, and committees roster		
Evaluate effectiveness of current assignments		Board
Conduct Board self-evaluations (if not completed within last 12 months)		Board
Determine upcoming term expirations / vacancies – (in terms of persons and skills)	01/01/22	
Conduct exit interviews with members leaving Board to learn positives and negatives of their experience on Board		Board president
Review needs of branch/state with regard to upcoming projects, developments, etc.		Board president
Review potential new Board members identified throughout the year for skills and dynamics		Board
Identify potential leaders from current Board list		Board
Complete Board and leadership succession grids	03/01/22	
Assign a mentor to each newly elected Board member		Board

## LEADERSHIP SUCCESSION GRID

POSITION	CURRENTLY HELD BY	ACTION	SUCCESSOR / YEAR
TITLE	NAME	RE-ELECT / ROTATE	
<b>BRANCH BOARD</b>			
<b>President</b>	Bobbie Rubin	Elect	Jeannie Miller / 2022
<b>Programs Vice President</b>	Carol Tobiassen		
<b>Membership Vice President</b>	Ruth O'Brien	Re-Elect	2022
<b>Secretary</b>	Eve Hoygaard	Re-Elect	2022
<b>Treasurer</b>	Doris Wojnarowski		
<b>Newsletter Editor</b>	Leslie Jenkins		
<b>Public Policy Chair</b>	Su Ryden	Elect	Su Ryden / 2022
<b>Education Interests</b>	Margee Cannon		
<b>Interest Groups Chair</b>	Su Ryden	Elect	Ingrid Lindemann / 2022
<b>Communications Officer</b>	Donna Corriveau	Re-Elect	2022
<b>Communications Officer</b>	Debra Parcheta	Re-Elect	2022
<b>DEI Officer</b>	Jugbeh Charles		
<b>Historian</b>	Pam Jones	Elect	Jeanine Villars / 2022

## MENTOR GRID

CURRENT BOARD MEMBERS	NEW BOARD MEMBERS	YEAR
Carol Tobiassen	TBD	2023

### **Board member Experience**

Did you think your position goals and responsibilities were clear?

Did you feel you had all the resources you needed to do your best work on the board?

What did you think of the way you were led by the (local or state) board president?

Did you receive frequent, constructive feedback from your board or state president?

What benefits or programs did you feel were missing from the organization?

How would you describe the culture of our organization?

What did you appreciate most about working on the board?

Is there anything we could have done to make you want to stay in the position?

If you could change anything about the organization, what would you choose?

Did you voice your concerns to anyone else at the organization?

### **Looking Ahead**

What are the biggest risks for our organization that you see?

What advice would you like to give to your board? To the state team?

Would you recommend others apply for a board position in our branch?