



OXFORD COUNTY LIBRARY BOARD GOVERNANCE POLICY MANUAL

Board Motion Number:	2022-04	Date of Review:	2026
Date Approved:	March 21, 2022	Chairperson's signature:	

SUCCESSION PLANNING

BACKGROUND

Oxford County Library Board believes that it has a responsibility to ensure the continuity of the library board over time. Since the **Public Libraries Act** provides that County Council shall have the power to appoint members to the library board, the Board, therefore, will promote library board membership to interested and qualified residents of Oxford County.

PURPOSE

1. In pursuing this promotion, the Board will:
 - a) Proceed according to the **Public Libraries Act** and any applicable County by-laws governing appointments to local boards;
 - b) Work with County Council in a collaborative fashion;
 - c) Consider the collective skills required of the board to govern the library effectively;
 - d) Allow for representation of community diversity.
2. Citizen appointees may serve for a maximum of 2 consecutive terms consistent with the term of County Council as stated in the Oxford County Library Procedures for the Operation of the Board.
3. Since there is no provision in the **Public Libraries Act** for staggering terms of office, the board will make all possible effort to ensure that a minimum of 3 of the 7 board members continue from one term to the next.

PROCEDURES

- 1) The Board shall identify the skills needed in advance of the recruitment process during the year of a municipal election.
- 2) The Board shall develop a plan to encourage potential board members to make application to the municipality for appointment to the library board.