

## **1.17 Leadership Succession Plan Policy**

The Burnaby Association for Community Inclusion has a long-standing history of strong governance and leadership.

A Leadership Succession Plan is one way to ensure strong leadership and planning is in place for the Burnaby Association for Community Inclusion (BACI). It is important for the organization's prosperity, consistency, and safeguard practices. Furthermore, a Leadership Succession Plan is essential to BACI's continuity of service and implementation of its values and practices.

BACI is committed to ongoing volunteer and staff leadership development. Therefore, BACI will develop and maintain a Leadership Succession Plan for the following positions: Board of Directors, the Executive Director, Senior Managers, and Management. Procedures for each position will be developed, and maintained accordingly. The designated parties will review the plan on an annual basis and/or when any change in leadership positions occur.

### **Linking Policies & Documents:**

- 1.1 Vision & Mission Statements
- 1.2 Guiding Principles
- 1.5 Conflict of Interest Policy
- 1.8 Code of Ethics
- 1.11 Risk Management Policy
- 1.12 Corporate Responsibility Policy
- 1.16 Disability Confidence Policy
- 1.20 Board Manual Policy
- 2.1 Accessibility Policy
- 4.1 Employee Hire Policy
- 4.14 Equity Policy
- BACI Leadership Manual