



MANAGEMENT REPORT

Date: September 20, 2018
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TO: VPL Board
FROM: Chief Librarian
SUBJECT: Board Recruitment Plan

SUMMARY

This report presents the Board Recruitment Plan to inform trustees as they have conversations with prospective trustees for 2019.

PURPOSE

This report is for information.

COMMITTEE DISCUSSION

The Governance Committee discussed the recruitment plan and agreed that trustees should review the document with the September Board materials to prepare for conversations with prospective trustees.

POLICY

There is no applicable Policy. The Library Act (http://www.bclaws.ca/civix/document/id/complete/statreg/96264_01) defines the requirements around the appointment of Library Board members.

STRATEGIC IMPLICATIONS

The Library Board supports City Council by ensuring it maintains a profile of trustee characteristics that the Board has identified as ideal for trustee appointments.

BACKGROUND

The Board Recruitment Plan was drafted by the Board Governance Committee in 2017 after reviewing the plans and approaches of several other large urban public libraries. It is next scheduled for review in 2019.

The Committee discussed the appropriateness - or inappropriateness - of articulating specific skill sets, such as management experience, financial savvy, or strategic planning. It was determined that the best approach was to reference knowledge, skill, or related experience to the matters for which the Board is responsible, allowing for a wider range of contributions.

DISCUSSION

Applications for appointments to the Library Board are accepted in the fall of each year. The Board Recruitment Plan is used as part of the appointment process. Trustees are asked to review the attached document to assist in conversations with prospective trustees. Council is currently scheduled to make appointments to external Boards on November 5 and the application process will begin in the next few weeks.

FINAL REMARKS

An intentional articulation of Board needs is an important tool to ensure clarity amongst the Board. Recognizing that City Council has sole authority to appoint Library Trustees, the Library Board can provide important context and information to City Council as they consider appointments each year.