

Global Challenge (GC) Succession Planning

A well-run charity will plan in advance what action to take if paid workers or Trustees are no longer available.

As part of this process, Trustees should be aware of what is expected of them and should be willing if appropriate to delegate some of their role to volunteers or potential Trustees.

Similarly, our coordinators in Uganda should have a printed description of their role and their performance should be appraised every year.

Rates of pay for our Ugandan coordinators should be linked to performance
Performance, working conditions, pay and training should be regularly reviewed

Appointment of Trustees

Details are in GC's 'Governing Document'. The role and responsibilities of a GC Trustee must be discussed fully with the interested person prior to appointment. The Charity Commission publish a helpful booklet, available on line, 'The Essential Trustee'.

Summarised, the rules for appointment are:

- there must be at least 3 Trustees
- at least 21 days' notice must be given of a Special Trustees Meeting held to appoint a Trustee
- when considering applicants, Trustees should have regard to the skills, knowledge & experience needed for the effective administration of GC
- details of factors that 'disqualify' a person from becoming a Trustee are contained in GC's Governing document

GC should record details of appointments, resignations and dates on the CC website

GC should make available to each new Trustee, on appointment:

- GC's Governing Document
- GC's latest Annual Report and Accounts