

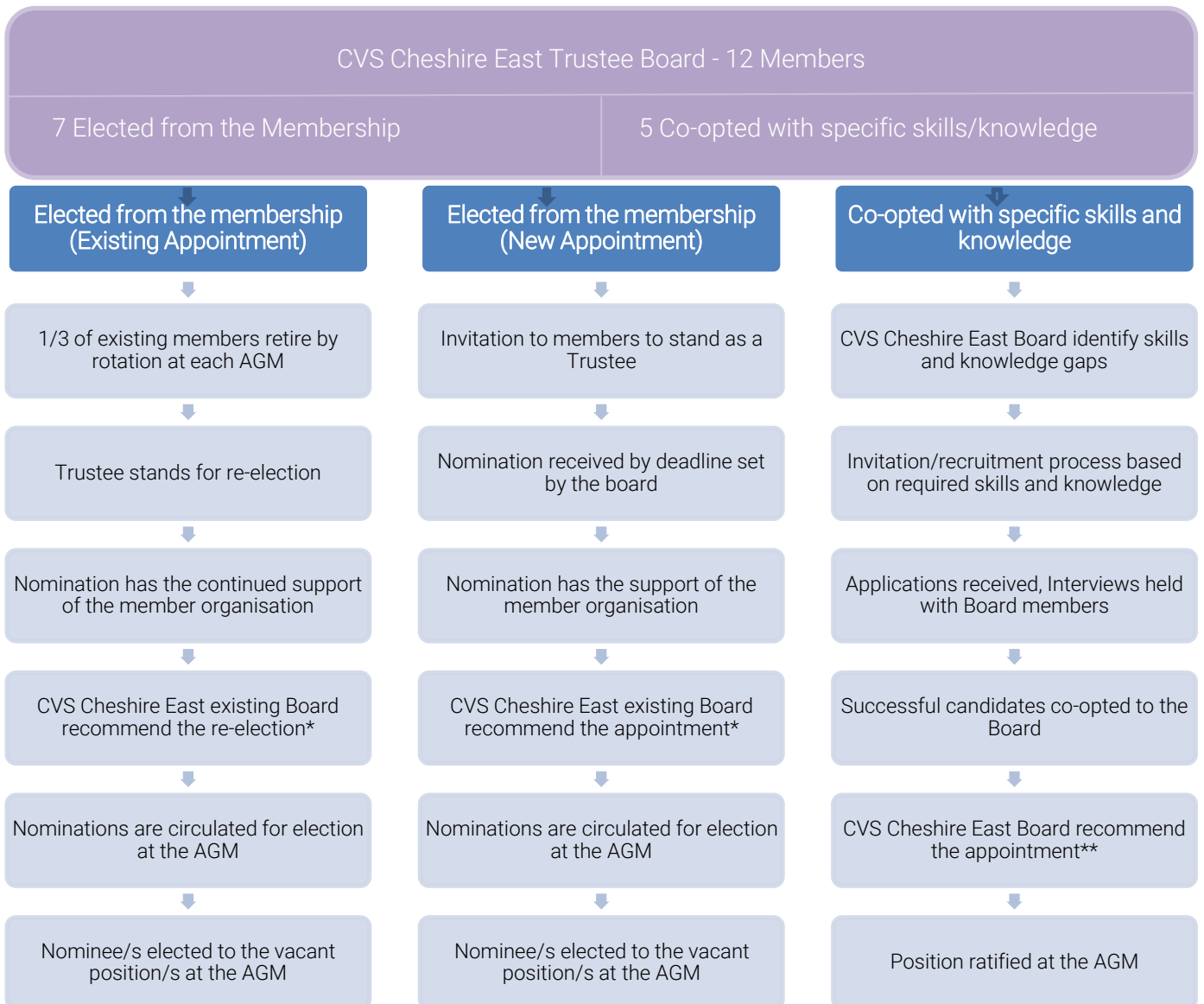


Community & Voluntary Services
cheshire east

Trustee Recruitment Policy (Summary Document)

Community and Voluntary Services Cheshire East (CVS) recognises that an effective board of Trustees is imperative to ensure that the Charity is successful in achieving its' objectives. The Board must seek to be representative of the people and organisations that it works with and must have all the required knowledge and skills to run the Charity. Individual trustees must have sufficient knowledge of the role of a charity trustee and be able to effectively represent CVS at meetings/events.

This policy outlines in summary how CVS intends to recruit a robust and effective Board of Trustees.



*CVS Board will make a recommendation to the membership based on fit of the skills, knowledge and experience of the nominated trustee against the trustee role description and person specification. The Board will not recommend a nominee if they feel they don't meet the criteria. If a member nominee is not recommended by the board they can still stand for election.

**CVS Board will make a recommendation to the membership based on fit of the skills and knowledge of the nominated trustee to support the organisation. If a nominee is not recommended by the board they will ask for ratification of the co-optee from the membership

Timetable	Performance	General
<ul style="list-style-type: none">• Annual campaign for trustees once a year• Campaign starts 6 months before AGM for existing vacancies	<ul style="list-style-type: none">• Board performance is measured through an annual appraisal process	<ul style="list-style-type: none">• All Board members have equal voting rights.• The chair will have a second vote if no overall majority is achieved• All retiring board members are entitled to offer themselves for re-election

Term of Office

Trustees can serve two terms of three years.

After this time further terms will be agreed based on the skills and experienced required by the Board. This process will involve the Chair meeting with the trustee and making a recommendation to the board.

Trustee retirement schedule

1/3 of board has to stand down at the AGM the retirement schedule is refreshed after each AGM to reflect any new members on the Board. New Board members (including re-elected trustees) will become part of future retirement schedules. On average Trustees will serve a 3 year term before they need to stand for re-election.

Trustees can stand down at any AGM but must stand down at the scheduled AGM.