Succession Planning for the CEO

Planned Departure:

The CEO will give at least nine months notice to the CCS board of directors. Upon the an-announcement of the departure of the CEO, the Board will appoint a Search Committee from the members of the Board to conduct a search for a successor. The Search Committee will develop a search process, which will be approved by the Board in a meeting. The Search Committee may engage an executive search firm to conduct the search for the CEO's replacement. The board will consider both internal and external candidates. The search process is expected to take place over that nine month period.

Unplanned Departure:

Should the CEO's departure be unplanned or occur in advance of the completion of the search process, the Board will convene and appoint an Interim CEO for a one year period. The Interim CEO will meet monthly with the board and work to develop a process to appoint a permanent CEO. It is recommended that Julie Lause, Co-founder and Tubman Principal, be appointed interim CEO based on performance and readiness.

Succession Planning for the Board Chair

Planned Departure:

The Board Chair will give at least six months notice to the CCS Board of Directors. Upon the announcement of the departure of the Board Chair, the Governance Committee of the Board of Directors will meet to discuss nominations for a new board chair. The Head of the Governance Committee will reach out to all board members,to gauge interest and invite those folks to interview with the Governance Committee. After the completion of the interview process the Governance Committee will make a recommendation to the full board to vote on a new Board Chair.

Unplanned Departure:

Should the Board Chair's departure be unplanned or occur in advance of the completion of the nomination process, the Board will convene and appoint an Interim Board Chair for a one year period. It is recommended that Frank Rabalais, Vice President of the CCS Board be appointed acting Board Chair based on performance and readiness.

Both the CEO succession plan and the Board Chair succession plan will be updated as needed and reviewed yearly at the August Board retreat.