

# **The Oasis Centre - Cornwall**

## **Succession Policy**

The Trustees have adopted this policy in order to put down markers for the preservation of the Charity's future and to record their plans on those important issues that are capable of having a direct bearing on it.

### **Key Personnel**

The well-being and future direction of the Charity is directly affected by those individuals who are involved in the Charity's day-to-day activities, whether they do so as Trustees or in other roles as part of the Charity's outreach. The death or incapacity of any one such individual will represent a loss to the Charity. It is that loss which is considered by this policy.

### **Insurance**

The Trustees recognise that 'key man insurance' can be purchased in order to provide a financial resource that could become available in the event of the death or incapacity of a key individual. At this stage in the Charity's development, the Trustees believe that such expenditure would be inappropriate.

Their reasoning is that the Charity's activities are moulded around the skills of the individuals involved. They are all volunteers and the replacement sought for a deceased or disabled volunteer should also be a volunteer. The activities of the Charity could be adjusted as necessary. Financial recompense is not a significant consideration. This might change in the future if the Charity decided to engage the services of paid employees involving significant recruitment costs and perhaps expensive interim cover.

### **Training**

The Trustees believe that the future of the Charity is best secured by recognising that no single individual should be regarded as irreplaceable. They recognise that, while the contributions made by particular individuals is immense, it must be the Charity's aim, to be accomplished by training and mentoring, to develop the skills of others to provide back-up and as ultimate replacements. All volunteers serving the Charity are encouraged to do so with this in mind.

### **Recruitment**

The Trustees policy is to recruit further volunteers who will not only bring fresh skills and ideas to the Charity but also demonstrate an ability, with training, to support and replace existing volunteers. The Trustees recognise that the development of a list of desirable abilities for the recruitment of future volunteers may assist towards this objective.

First adopted by the Trustees on 20<sup>th</sup> April 2016 and to be reviewed annually in January.