

Agenda Item 4.3: Rotation of Board Committees Membership

Summary:

During the Board Meeting in March 2022, it was decided that all external committee members can equally serve for a maximum of two terms, which was not the case heretofore. To avoid all committee members' departure at the same time, it was recommended to Committee Chairs to develop a concrete proposal on the rotation of members in the upcoming June Board Meeting. This paper shares the progress of this activity.

Action Required:

The Board of Trustees is requested **to note** of the progress of the staggering of the term of office of board committee members.

Progress on the staggering of the term of office of board committee members

As discussed in the March (2022) BoT Meeting, the committees started working on determining the duration of existing terms of members and a rotation plan with a sustainable road map. To discuss further and get clarity on the overall process, a meeting was organised among NGC Chair, Board Committees Chairs, and Secretariat Staff on 8th April 2022. After discussion on its various aspects, it was agreed that each committee would develop a concrete plan of rotating their members bearing the below discussions points in mind:

Key points:

- 1) The Board Committees Chairs would report back to the Board in June 2022 with proposals on the way forward.
- 2) Terms register was prepared and available for relevant information (e.g., name, terms, start date, end date) of the committee members to plan the rotation.
- 3) Based on the performance assessment of members of standing committees, it would be decided who should be rotated off and when. Even if all members meet the required performance levels, it will require rotating off members in the committee as per IPPF's policies.
- 4) Standing committees (other than CFAR) should target a minimum of three members who should rotate off at the end of their initial 3 year-term and the remaining four complete their second terms. This would help to retain institutional memory and continuity without a sudden change in all team members.
- 5) While planning for rotation of members, bear in mind that all the trustees that serve as committee members will have an initial three-year term and could continue to the committee for a second term only after a successful individual performance review by the NGC.
- 6) Members considered for rotation after the first term without any performance concerns would be eligible later for a second and final term.
- 7) Each Committee Chair would develop a plan including information on the following points:
 - How many members would be rotated off?
 - Who would be rotated off?
 - What would be the terms for existing members?
 - When would the members be rotated off?

Progress on rotation plan:

1. NGC requested the Committee Chairs to lead the process. With the support of NGC and Committee Chairs, the performance review of board committee members was initiated on 11th May 2022 and is expected to be completed in the second week of June 2022.
2. Based on the performance assessment results and the availability of committee members for the next term, the Committee Chair will prepare and present a concrete plan during the June 2022 Board Meeting.