

**SUCCESSION PLAN TEMPLATE FOR  
SMALL CREDIT UNIONS<sup>1</sup>  
NCUA FORM XXXX**

**I. Boards of Directors**

<b>Position</b>	<b>Name</b>	<b>End of Term</b>	<b>Plan for temporarily and permanently filling vacancies, including vacancies due to unexpected circumstances.</b>
Board Chair			
Vice Chair			
Financial Officer			
Secretary			
Board Member			
Board Member			
Board Member			

**II. Supervisory Committee**

<b>Position</b>	<b>Name</b>	<b>End of Term</b>	<b>Plan for temporarily and permanently filling vacancies, including vacancies due to unexpected circumstances.</b>
Chair			
Secretary			
Member			
Member			
Member			

<sup>1</sup> For purposes of the Regulatory Flexibility Act (5 U.S.C. 601 *et seq.*), the NCUA considers small credit unions to be those having under \$100 million in assets. Although the template is intended primarily as an aid to small FICUs, all FICUs may benefit from its use. Federally insured state-chartered credit unions electing to use the template should consult applicable state requirements to ensure their succession plans are consistent with any such requirements.

**III. Credit Committee (if applicable)**

<b>Position</b>	<b>Name</b>	<b>End of Term</b>	<b>Plan for temporarily and permanently filling vacancies, including vacancies due to unexpected circumstances.</b>
Chair			
Secretary			
Committee Member			
Member			
Member			
Member			
Member			

**IV. Loan officer(s) (if applicable)**

<b>Title</b>	<b>Name</b>	<b>Anticipated Vacancy Date (such as retirement eligibility date or date of announced departure)</b>	<b>Plan for temporarily and permanently filling vacancies, including vacancies due to unexpected circumstances.</b>

**V. Management Official(s) (if applicable)**

Title	Name	Anticipated Vacancy Date (such as retirement eligibility date or date of announced departure)	Plan for temporarily and permanently filling vacancies, including vacancies due to unexpected circumstances.

**VI. Other Critical Personnel (if applicable)**

Title	Name	Anticipated Vacancy Date (such as retirement eligibility date or date of announced departure)	Plan for temporarily and permanently filling vacancies, including vacancies due to unexpected circumstances.
Chief Executive Officer (President, Treasurer/Manager)			
First Assistant Chief Executive Officer (Assistant President, Vice President, Assistant Treasurer/Manager)			
Second Assistant Chief Executive Officer (Assistant President, Vice President, Assistant Treasurer/Manager)			
Controller			

## VII. Recruitment Strategy

Please describe your credit union's strategy for developing a candidate pool and recruiting candidates with the potential to assume each of the positions listed above. For positions elected by the membership, provide a general description of how the credit union works to encourage, and prepare as applicable, members to run for election.