Role of the Board Chairperson/Board Leadership

1. Build Participation: Solve for the 80/20 rule.
2. Share information: with committee chairs, and others in leadership position, staff.
3. Create an intentional culture: relaxed, natural environment in meetings and other exchanges, continuous learning, collaborative, mission-focused, etc.
4. Work openly and fairly with the Chief Executive Officer/Executive Director.
6. Manage meetings, fiduciary responsibilities, and expectations: decision making, committees, frequency, goals, responsibilities, accountability, transparency, bylaws, charters.
8. Delegate: Know the board role and the staff roles and delegate accordingly. Expect reports and periodically assess progress. Share the credit and share the risk.
9. Raise funds (AAA model) and manage budgets.
10. Be a role model for staff and other board members: Provide leadership in activities and events. Personally contribute.
11. Be visible in the community: Attend social functions. Speak in public on behalf of the organization. Be consistent and openly advocate for the cause.
12. Find your successor.

Adapted from: https://lodestar.asu.edu/nonprofit-assistance/ask-the-nonprofit-specialists/frequently-asked-questions/the-chair-of-the-nonprofit-board
Issues a Board Chairperson Might Encounter

- Lack of Board Performance/Poor Evaluations

**Intervention**
- **Who:** Board Chair and Chair of Governance Committee
- **Steps:**
  1. Discuss performance and evaluation results with board member

**Trial & Reassessment**
- **Who:** Board Member and Governance Committee
- **Steps:**
  1. Determine a trial/reassessment period (3-month, 6-month, etc.)
  2. Set personal goals on how they will enhance the work of the board
  3. Goals to be included in the Individual Action Plan

**Re-evaluation**
- **Who:** Board Chair and Chair of Governance Committee
- **Steps:**
  1. Re-evaluate board member based on previously set goals and bylaws of the organization
  2. Determine course of action

- or:

  - **Leave of Absence**
  - **Impeachment**

- Involvement in operations/implementation

**Board Altitude**
- Primary focus
- Secondary focus
- “Invitation only”

**Staff Altitude**
- FUNDAMENTAL Vision, Mission, Values, Impact
- STRATEGIC Goals, Strategy, and Planning
- IMPLEMENTATION Operational and Tactical Planning, Performance Management
● Founder's Syndrome
● Funding
● How to retain good Board members
● Recruiting new talent
● Managing change
● Expectation setting
● Fundraising
● Turnover