

POSITION SUMMARY

POSITION TITLE:	Board Development Committee
TERM OF APPOINTMENT:	Two (2) Year Term
ACCOUNTABILITY TO:	Girl Scouts of Ohio's Heartland Council Members
MAINTAINS CONTACT WITH:	Board Chair, Chief Executive Officer, and Board Members

AREAS OF RESPONSIBILITY:

In carrying out their responsibilities, Girl Scouts of Ohio's Heartland, Inc. Board Development Committee members will:

- Work independently to develop a single slate of candidates for election by council delegates and members of the corporation.
- Maintain confidentiality in all deliberations.

REQUIREMENTS OF THE COMMITTEE:

- Composed of 5 – 7 non-board and board members to ensure a balanced view of the board and its needs.
- Plays a key role in identifying prospective board talent.
- Includes the CEO, who serves as an ex-officio member without vote.
- Ensures that the CEO participates in interviews of prospective candidates and provides feedback on candidates based on the needs of the organization.
- Follows a formal process for vetting prospective candidates, interviewing, and making decisions.
- Identifies slate based on criteria and skills required by needs of the council.
- Oversees evaluation of individual board member performance.
- Identifies training topics, presenters, and opportunities to expand board knowledge and skills on key topics relevant to accomplishing the council's strategic goals.

COLLABORATION WITH BOARD OF DIRECTORS:

- Ensures alignment with the council's strategic direction. Identifies the talent and leadership needed to support the strategic direction.
- Solicits board input on the appropriate skills and characteristics required for board membership.
- Identifies individuals to fill vacancies on the council board of directors and the board development committee:
 - Solicits nominations, from various geographic regions of the jurisdiction, of candidates of the highest personal and professional caliber to meet the accountability of the position
 - Identifies candidates to fill board and committee vacancies (review eligibility, number of positions to be filled, skill requirements, etc.).
 - Identifies emotional, intellectual, and behavioral competencies needed for successful board leadership.
 - Prepares a single slate for the council board of directors, board development committee, Delegates to the National Council, and Girl Delegates.
 - Anticipates the council's future leadership needs.
 - Ensures a balanced and diverse slate (racial/ethnic composition, geographic representation, age, religion, gender, etc.).
- Considers the input of the board chair and the CEO on potential candidates. The CEO accompanies board development committee members on interviews to discuss the programs and services of the council or speaks to candidates by telephone.
- Contributes an understanding of the needs of the council, maintains a broad interest in the success of the council as a whole, and has a working knowledge and understanding of the community's concerns and interests.

ORIENTATION, DEVELOPMENT, AND BOARD EVALUATION:

- Works in conjunction with key leadership of the board to design and provide orientation to new board members and ensures a continuing education program for all board members.
- In a working partnership with the board's executive committee, the chair of the board development committee manages the process whereby the full board assesses its performance annually.
 - Recommends tools for board assessment.
 - Reports the results of the assessment and identifies areas for improvement.
 - Works in conjunction with key board leadership to identify board education opportunities.