BOARD DEVELOPMENT & LEADERSHIP COMMITTEE CHARGE

PURPOSE
The Board Development & Leadership Committee is responsible for strengthening the effectiveness, continuity, and long-term success of the TSAE Board of Directors. The committee cultivates a sustainable leadership pipeline, supports board member development, oversees orientation and ongoing governance education, coordinates the annual Board self-assessment process, and partners with the Nominating Committee to support leadership succession planning.

DESCRIPTION
The Board Development & Leadership Committee consists of the Board Development Officer, who serves as Committee Chair, the Chair-Elect, and two (2) current members of the Board of Directors appointed by the Board Chair-Elect. Committee appointments should reflect a diversity of board experience and leadership perspectives.

In carrying out its responsibilities, consider how recommendations support broad member engagement, accessibility, and opportunities for participation across the Association, ensuring the committee's work embraces diverse perspectives, equitable opportunities, and inclusive practices.

RESPONSIBILITIES
1. Develop and maintain a long-term Board leadership and succession strategy.
2. Identify and cultivate future volunteer leaders for service on the Board of Directors and other key roles that encourage a broad range of perspectives in the leadership pipeline.
3. Partner with the Nominating Committee by sharing leadership pipeline insights and assisting with long-range succession planning, while respecting the Nominating Committee's independent responsibility for candidate evaluation and slate recommendations.
4. Plan and facilitate orientation for new Board members.
5. Recommend and coordinate ongoing Board education and governance development opportunities throughout the year.
6. Coordinate the annual Board self-assessment process and recommend opportunities to strengthen Board effectiveness.
7. Periodically review Board competencies and recommend desired experience, skills, and perspectives to support the strategic direction of the Association.
8. Recommend improvements to Board onboarding, leadership development, and succession practices.
9. Recommend approaches that expand leadership participation across the membership.

MEETINGS
The Board Development & Leadership Committee will meet at least twice annually and more frequently as needed to support Board orientation, leadership development initiatives, succession planning, and the annual Board assessment process. Committee business may be conducted through virtual meetings or electronic communication when appropriate.

REPORTING
The committee is responsible for reporting recommendations to the TSAE Board of Directors with the assistance of and through the committee staff liaison. The TSAE Board of Directors retains responsibility for all Board appointments and governance decisions.

ANTI-TRUST
Because of potential federal anti-trust violations, no committee member is authorized to discuss supplier pricing, including menu prices, special event prices, etc., or to enter into contractual agreements on behalf of TSAE.

STAFF LIAISON
Executive Director