

Terms of Reference: Chair of the Board

DATE OF EFFECT: 11-26-2025

LAST REVISED: 11-26-2025

PURPOSE & SCOPE

The Chair of the Board is responsible for providing leadership to the Board of Directors of Rural Artists Against Hate (RAAH). The Chair ensures that the Board functions effectively and in alignment with the organization's mission to transform hate into beauty. The Chair plays a pivotal role in guiding the governance of the organization, maintaining strong relationships within the artist and volunteer community, and ensuring that RAAH remains accountable, transparent, and responsive.

KEY RESPONSIBILITIES

- Leadership of the Board:
 - Provide strong leadership to the Board of Directors, ensuring it fulfills its governance responsibilities in alignment with RAAH's mission and values (Inclusivity, Creativity, Respect for Public Art, Healing and Connection, Compassion).
 - Preside over Board meetings, ensuring they are productive, efficient, and respectful of all members' contributions, fostering an environment of open communication and collaboration.
 - Set meeting agendas in collaboration with the Co-Chair and relevant committees, ensuring all important matters are addressed effectively.
 - Represent RAAH at public events, meetings, and other external activities as appropriate, advocating for the organization's mission of meeting hate with beauty.
- Governance Oversight:
 - Ensure that the Board operates in accordance with RAAH's bylaws, policies, and applicable legal and ethical standards, including the RAAH Code of Ethics for Board Members and Artist Volunteers.
 - Support the governance and strategic planning process, ensuring the Board is engaged in long-term planning and aligned with RAAH's strategic direction.
 - Oversee the regular review and evaluation of the Board's performance, and support the development of Board members through orientation, training, and ongoing development opportunities.
 - Work with the Board to ensure that governance policies and practices are updated as needed to reflect the evolving needs of the organization.
- Board and Committee Relations:
 - Facilitate effective communication and collaboration between Board members and committees, ensuring committees have the necessary resources, support, and guidance.
 - Ensure that committee reports are shared with the Board, and that the Board acts on committee recommendations in a timely and effective manner.
 - Support the recruitment, retention, and orientation of new Board members, striving for a diverse and effective Board that reflects the communities RAAH serves.
 - In collaboration with the HR & Governance Committee (if applicable), lead Board member evaluations to ensure ongoing development and performance improvement.

- **Strategy and Decision-Making:**
 - Work closely with the Board to set the strategic direction of RAAH and provide leadership in the development and execution of the organization's mission and goals.
 - Act as a sounding board for the Board and organizational leaders on important strategic issues, encouraging thoughtful discussion and decision-making that aligns with RAAH's values.
 - Ensure that decisions made by the Board are in alignment with RAAH's mission to transform spaces of hate into canvases of beauty and inclusivity, and its legal obligations.
- **Advocacy and External Relations:**
 - Act as a primary public spokesperson for RAAH, representing the organization's interests and advocating for its mission within the broader community and to external stakeholders (municipal units, public works, private businesses, donors, general public).
 - Ensure that RAAH's messaging and advocacy work are consistent with its values of unity, inclusivity, and diversity.
 - Cultivate and maintain strong relationships with key stakeholders, community organizations, and supporters to advance RAAH's mission and secure resources.
- **Support to the Operational Team/Leadership:**
 - Provide support and guidance to RAAH's operational leaders and artist network, ensuring that all roles are fulfilled effectively and ethically.
 - Maintain open lines of communication with all volunteers and artists to address issues as they arise, ensuring the organization is well-supported and managed.
 - Support the operations with policy, communication, and organization

QUALIFICATIONS AND SKILLS

- Previous experience in leadership, governance, or volunteer management is considered an asset.
- A strong commitment to Rural Artists Against Hate's mission and values, with a particular focus on inclusion, equity, and community support.
- Strong communication and interpersonal skills, with the ability to foster collaboration and resolve conflicts.
- The ability to work effectively with diverse individuals and groups and promote inclusivity in all aspects of governance.
- Experience or interest in nonprofit governance, community-based work, or advocacy is an asset.

MEETINGS

- The Chair will preside over Board meetings, which will occur at least quarterly, or more frequently as required by the needs of the organization.
- The Chair will also call special meetings as necessary, ensuring that Board members are notified in advance and that meetings are organized efficiently.
- The Chair will ensure that proper notice is given for all meetings, and that all relevant materials are distributed in advance to Board members for review.

TERMS OF OFFICE

- The Chair of the Board shall serve a term of 2 years, with the possibility of reappointment for subsequent terms, as determined by the Board.
- The Chair's term may be extended based on the needs of the organization and the Chair's performance.

AUTHORITY AND REPORTING

- The Chair has the authority to call meetings, facilitate decision-making, and provide leadership in governance matters.
- The Chair will report regularly to the Board, providing updates on key governance matters, organizational performance, and strategic direction.
- The Chair will act as a liaison between the Board and any external parties, reporting on public and interested parties relations and helping to ensure that Rural Artists Against Hate's mission is well-represented.