



# THE INSTITUTE FOR JEWISH SPIRITUALITY BOARD COVENANT

The Institute for Jewish Spirituality (IJS) believes that service on the IJS Board is a sacred calling, one that is rooted in a covenant between each Board member and the organization, and among all Board members. We aspire to create a space for Board members to learn and grow—personally and spiritually—as we bring our talents and energy to help the organization be its best.

We aspire for our Board to reflect the full diversity of the Jewish community. Our intention is to create a Board culture in which all members are seen and heard, and where no aspect of one's identity is a barrier to full participation. Serving on the Board of IJS is, in and of itself, a spiritual practice. As Board members, we agree to honor IJS's core values. We commit to building a world in which spiritual practice is a vital part of Jewish life, leading to compassion, justice and peace.



## Cultivation and Application of *Middot*

Fulfilling this vision of Board service requires the cultivation and application of spiritual attributes, or *middot*. We view participation on the Board through the lens of specific *middot*, which are applicable to multiple aspects of how the Board aspires to function. Each year, Board members are asked to articulate specific commitments as to their service, as well as the ways in which they hope to grow through Board service.

IJS is built on personal relationships based upon self-respect and respect for others. We aspire to create and maintain a safe space to practice within a community of spiritual support. We are committed to integrating our spiritual practices into our work. We take our commitments seriously so we engage in practices to ensure we monitor our progress and accomplishments as individuals, as a Board and as an institution.

These *middot* serve as a spiritual framing for these commitments.

### Mindful Speech:

We ask you to communicate from a place of intention and self-awareness, and to be mindful that our speech and actions have an impact on others. We aim to create and support a culture in which all people feel safe and heard, are able to speak directly and openly with one another, and can provide and receive honest feedback. We aspire to speak courageously and respectfully when we disagree for the greatest good of the organization.

### Presence:

We ask you to bring your full and focused attention to Board meetings and other Board activities. We ask you to listen deeply and to be mindful of when to speak up and when to step back through the intentional practice of lovingkindness, restraint, and right space (no more/no less).

### Generosity:

We ask you to give of your time, effort, wisdom, and financial resources from a stance of abundance. IJS is based upon the practice of gratitude and we ask that we treat each other's views, skills and points of view as gifts. We act generously in all ways towards each other, the Board, the Staff, and IJS.

### Confidentiality:

We ask that you respect the sensitive and confidential nature of Board documents and discussions; taking only what you have learned out of the room and not sensitive information about individuals, their finances, Board and IJS matters.

### Accountability:

We ask you to hold yourself accountable to your own commitments, and the full Board accountable to the collective commitments it has made.



## Reciprocal Responsibilities

### BOARD MEMBERS

As a Board member of the Institute for Jewish Spirituality, I agree to accept the following responsibilities:

#### Individual Commitments to IJS:

- To serve on the IJS Board with fiduciary responsibilities for a 3-year term beginning July of \_\_\_\_\_ in accordance with the IJS By-Laws.
- To actively participate in a majority of Board meetings each year and attend at least one in-person meeting.
- To actively participate on one or more of the standing committees of the Board and/or any ad hoc committee at the discretion of the Board Chair.
- To participate in at least one IJS program each year.
- To sign and uphold the Conflict of Interest form each year.
- To not share sensitive IJS data including, but not limited to, fundraising and personal financial matters or donor information.
- To meet each year with the Board Chair or other Board representative to discuss my Board experience in order to make my service to IJS meaningful and fulfilling.
- To engage in self-reflection in setting intentions for my Board work, including my participation in Board meetings, and self-monitoring my adherence to my intentions and whether my success contributes to better Board meetings and work.
- To consider moving into leadership positions on the Board.

#### Diversity, Equity and Inclusion Commitments

- To provide and learn from diverse perspectives, and remain accountable to the impact my words and actions may have on others.
- To continue to learn what it means to advance a commitment to diversity, equity, inclusion and belonging as an organization.

#### Development Commitments

- To act as a positive spokesperson for IJS and educate others about the values, practices and programs of IJS.
- To work with the President & CEO to expand the reach of IJS through connection with many diverse networks making introductions as necessary.
- To participate in at least one aspect of development which includes making solicitations, making thank-you calls, introducing possible donors to IJS and/or bringing others to events/retreats.
- To give a personally meaningful gift to IJS, ideally in the top three of my yearly charitable contributions.

### IJS

The Board Chair and President & CEO, on behalf of IJS, agree to accept the following responsibilities:

#### IJS Commitments to Board Members

- To provide opportunities to develop leadership skills.
- To provide opportunities to engage in the spiritual practices IJS teaches online and in-person.
- To structure meetings to allow Board members to use their time well and to plan so that they have the best opportunity to pay mindful attention.
- To provide accurate financial and other information and documents clearly and in plenty of time so that Board members can be prepared for Board meetings and have the information to acquit their duties in a responsible and orderly manner.
- To engage in ongoing community building and maintaining Board culture through social and educational Board opportunities.
- To encourage greater engagement with IJS staff and teachers.

#### Diversity, Equity and Inclusion Commitments

- To diversify the Board through training opportunities; soliciting advice from those previously missing from the Board; and recruiting new Board members who bring diversity as well as their personal talents and contributions.
- To provide a diversity of perspectives about issues at Board meetings.
- To create an environment where multiple opinions are valued and there is commitment to upholding group decisions.

#### Development Commitments

- Provide appropriate information and support to enable Board members to successfully engage in development efforts.
- Invite Board members to Sustainers Circle events.

By: \_\_\_\_\_  
Board Member (Print Name)

By: \_\_\_\_\_  
Board Member (Signature)

#### The Institute for Jewish Spirituality

By: \_\_\_\_\_  
Board Chair

By: \_\_\_\_\_  
President & CEO

