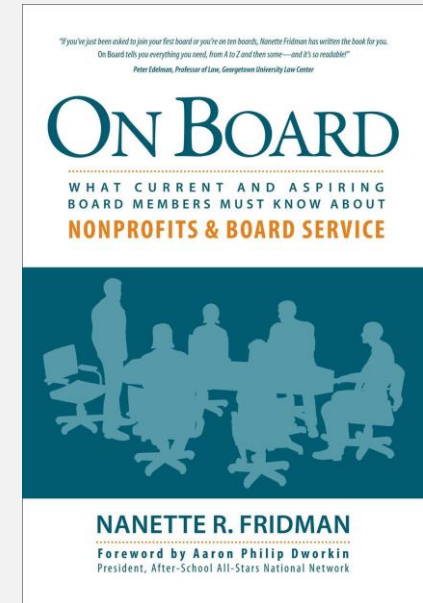
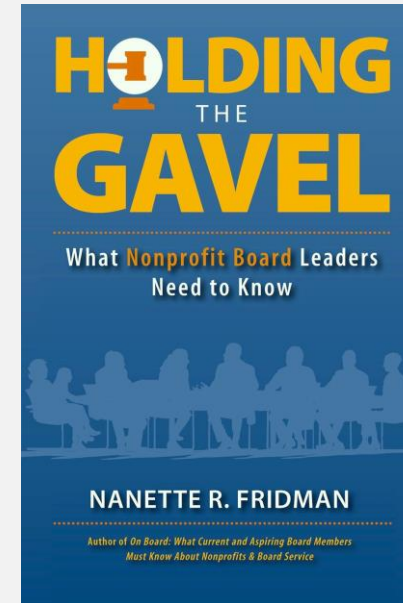


HOT TOPICS IN SYNAGOGUE GOVERNANCE

February 9, 2023

INTRODUCTION OF NANETTE FRIDMAN

- President of Fridman Strategies, Inc.
- 25+ years of experience with nonprofits as a professional, lay leader, consultant & coach
- National speaker, trainer and facilitator
- Author of two books, *On Board* and *Holding the Gavel*
- BA, Tufts University
- MPP, Georgetown University Public Policy Institute
- JD, Georgetown University Law Center
- Harry S. Truman Scholar



GOALS

- Discuss the role of the executive committee
- Share thoughts about the size of the board
- Explore the role of board meetings
- Examine the committees and the importance of review
- Think about term limits
- Talk about updating your bylaws
- Outline key policies needed
- Underscore the importance of board evaluation
- Hear your hot topics!

EXECUTIVE COMMITTEE

- Do you have an executive committee?
- Is it the right size?
- What does your executive committee do?
- Does your board understand your executive committee's role?
- Should you consider any changes to your executive committee?

BOARD SIZE



BOARD MEETINGS

- How many board meeting do you have a year?
- Does that number feel like the right amount?
- Does your board understand its fiduciary, strategic and generative roles?
- Do your board respect the distinction between governance and management?
- Are they well-designed and facilitated to engage board members in discussion?
- Do people leave energized with next steps?

COMMITTEES

- What committees do you have?
- How often do you review them?
 - Do you have the right ones? Are there too few? Too many?
- Do they have charters? (50% surveyed reported they have)
- How do they work with the board?
- Are you empowering your committees?
- Are you using them as pipelines for leadership?

WHAT MAKES COMMITTEE EFFECTIVE?

- A clear and current **charge or purpose** - why it exists and what it is asked to do.
- Articulated **goals**.
- A **work plan** that outlines how the work will get done, when and by whom.
- A volunteer leader/**chair who has a job description**. Consider what training and support you offer chairs.
- **Volunteers** who have **job descriptions**.
- A **staff point person or liaison** (maybe).
- **Work time & meeting time**.
- A clear understanding of **reporting expectations** to board (when/how) and its **relationship to the board**.
- An **evaluation process** to assess progress.

TERM LIMITS

- 63% of those surveyed consistently use term limits
- Does your board have term limits? What are they?
- Do they make sense?
- Do they allow for both institutional memory and expertise, and pipeline development?

BYLAWS REVIEW AND UPDATES

- 83% of those surveyed said their bylaws were updated more than 7 years ago
- When is the last time you reviewed and updated your bylaws?
- Why might you want to review and update your bylaws?
- How often should you?
- Who does this work?
- What is the process?

BOARD RELATED POLICIES

- Conflict of Interest and Yearly Disclosure (37% of those surveyed have)
- Confidentiality
- Code of Conduct (23% of those surveyed have)
- Meeting Attendance
- Board Giving
- Gift Acceptance
- Media/Public Relations
- DEI Policy
- Whistleblower
- Investment Policy
- Endowment Policy
- Signing of Checks
- Others?

BOARD EVALUATION

- Only 7% surveyed their board once a year
- Board overall assessment
- Board member self-evaluation

YOUR HOT TOPICS

- What are your burning governance related issues?
- How will you surface them? To whom? When?

COMING UP

- **Taking Off Your Rose-Colored Glasses: Assess and Improve Your Board to Attract New Board Members.**
Thursday, March 9, 2023 | 10:00 – 11:00 a.m.
- **Beyond Soliciting: How to Engage Your Board in Financial Resource Development**
Monday, April 3, 2023 | 2:00 – 3:00 p.m.

CONTACT INFORMATION

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