

Board Norms

Meeting Norms

1. Challenge ideas, not individuals
2. Assume positive intent; assume responsibility for impact
3. Share what you are thinking with the group during the discussion – not to individuals afterwards
4. Encourage all group members to share their thoughts and opinions
5. Listen with curiosity to what everyone has to say – we all come with different perspectives and priorities that bring depth to the conversation
6. Be open to new ways of thinking
7. Respect each other's ideas and contributions to the group
8. Recognize the best efforts of our staff
9. Maintain confidentiality, especially don't attach names w/comments
10. Engage past leaders in the organization in effective and meaningful ways.

How do we do our best work together?

- **We are clear about our purpose**
 - We anchor that purpose back into the larger mission of NCJW
 - We engage in work that fills a real need in the organization/community
- **We respect each other's time**
 - We recognize that all committee members have many commitments outside of this committee.
 - We limit the length of our meetings to what is needed to get our work done.
- **We use Yes/And...**
 - We show each other that we hear one another by using reflective listening
 - We build on each other's ideas
- **We push back on each other and really show up, especially when we disagree**
 - Different points of view add thoughtfulness and depth to the conversation
 - All points of view are welcome and can be talked about
 - No matter the process of coming to a decision, we publicly support all of the decisions we come to
- **We engage in shared leadership**
 - Committee members step into different roles, both assigned and in the moment, when we see a need arise
 - We take ownership of what we do, both in the meeting and in the actual "doing" of the work

- **We think about who isn't in the room**
 - We represent more than just ourselves. We keep in mind those who we represent and ensure that their voices and perspectives are in the room with us at all times

- **We know each other as full people**
 - We learn and care about each other both within the committee and outside of the committee
 - We assume goodwill and own the impact of our actions

- **We come prepared for each meeting**
 - We send out an agenda and materials committee members need to review 2-3 days before each meeting.
 - We review all materials prior to the meeting and come prepared to work.

- **There is *enough* structure to each meeting**
 - We have clear goals and agenda for each meeting
 - We balance the tension between order (getting things done, sticking to an agenda) and chaos (allowing for creativity, tangents, messiness)

- **We have fun**
 - Engage past leaders in the organization in effective and meaningful ways.