TRUSTEE RECRUITMENT PACK

BACKGROUND

OUR STORY

Limmud provides unique opportunities for cross-communal Jewish learning and supports and develops volunteers to create transformative events across the UK.

Limmud began in 1980 as a conference for British Jewish educators and their families. It has now grown into a global network of over 90 communities across more than 40 countries, engaging over 40,000 participants each year. The highlight of the Limmud year is Festival, which regularly attracted over 2,500 people at its pre-Covid peak and is entirely run by volunteers. It has been called "British Jewry's greatest export". Today, with renewed focus on the UK, Limmud is building back its volunteer pipeline and programmes, severely damaged by the Covid pandemic.

Limmud promises that "wherever you find yourself, Limmud will take you one step further on your Jewish journey". Driven by its 10 values, Limmud empowers and develops more than 300 volunteers each year to produce world-class Jewish learning gatherings with something for everyone – young and old, orthodox, secular, unaffiliated and everyone in between.

We are currently in the process of producing a new Theory of Change to articulate Limmud's unique role and how we effect change in the Jewish community. Our current strategic delivery plan can be read here.

OUR IMPACT

For many British Jews, Limmud is the community they feel most able to be their full authentic selves. Moreover, there is an established precedent of the community's major organisations, synagogues and schools being led by volunteers whose primary training ground was Limmud Festival. Limmud's impact on the UK Jewish community stretches far beyond the experience of any single event or learning session. Through Limmud's varied programmes, we are fostering a generation of Jews on an ongoing, evolving, meaningful journey with their Jewish life and practice; facilitating a stronger, more united community that respects and celebrates its diversity; and developing a strong pipeline of skilled and experienced leaders that take on key roles throughout the wider Jewish community; not to mention the many hundreds of marriages, friendships and new community initiatives that began at Limmud events!

WHAT WE DO

Limmud empowers hundreds of volunteers to deliver an array of programmes, all designed to develop leaders and deepen participants' connection to Jewish life. These include:

- **LIMMUD FESTIVAL** (formerly Conference) – the organisation's flagship event, which engaged over 2,500 people in 2019. Festival is the UK Jewish community's largest single gathering, bringing some of the world's most inspiring, exciting, mind-opening educators, artists and performers to a week-long immersive experience for all.
- **VOLUNTEER DEVELOPMENT** – Limmud invests in the learning and growth of its volunteers in a variety of ways, including training programmes, mentorship schemes and a curated leadership journey that encourages volunteers to take on varied roles and new responsibilities.
- **YOUNG LEADERSHIP PROGRAMME** – a vitally important new scheme to rebuild Limmud's volunteer pipeline and engage the young people who missed out on key community leadership opportunities during the pandemic. The first two cohorts have engaged 140+ young adults, taking part in a bespoke leadership series as part of the wider Limmud Festival experience.
- **INNOVATION** – fostering a culture of experimentation and investing in the unknown by supporting volunteers to try out creative new programmes, session formats and approaches to gathering. Being volunteer-led and investing in ongoing innovation is what will keep Limmud at the cutting edge of the Jewish community.

ORGANISATIONAL STRUCTURE

- **BOARD OF TRUSTEES** – the lay leaders with ultimate responsibility for the charity – currently six trustees, with newly formed subcommittees
- **LIMMUD EXECUTIVE** – organisational lay leaders (without the legal responsibility of trustees) working on long-term strategic initiatives alongside the Limmud staff team
- **STAFF TEAM** – a small but mighty professional team headed up by our Executive Director
- **EVENT & PROGRAMME VOLUNTEERS** – a few dozen volunteers that drive our key events and programmes, with 200+ more volunteers involved in the delivery of Limmud Festival at the event

THE OPPORTUNITY

In the last 2 years, Limmud has made significant strides in building back its volunteer pipeline and programmes following the impact of the pandemic. With two in-person Festivals now under our belt, together with a range of pilot programmes, more than 140 Young Leadership Programme alumni, a new cohort of Limmud Executive volunteers and a strong professional team, Limmud is now seeking three new trustees to join its Board and lead the organisation in this exciting new chapter.

In addition to a **Generalist / Trustee Without Portfolio**, following the Board's recent skills audit, we are specifically looking for new trustees to fill the following portfolios: **Safeguarding & Wellbeing** and **Fundraising**.

In an effort to diversify the Board and expand our investment in young adult leadership development, **at least one of the new trustees will be aged under 30**.

WHAT WE'RE LOOKING FOR

Who You Are & What You'll Do:

- You are passionate about cross-communal Jewish learning and leadership experiences and align with Limmud's values.
- You believe in empowering volunteers and developing leaders and have a track record of leading in this way.
- You have excellent interpersonal, relationship building and communication skills.
- You will help to shape and oversee the implementation of Limmud's long-term strategy.
- You are driven to ensure Limmud's long-term sustainability.
- You are able to critically consider, debate and challenge decisions for the benefit of the charity.
- You are interested in continually improving Limmud's governance in alignment with the Charity Commission's guidance and charity sector best practice.

Specific Roles We're Looking For:

As well as a **Generalist** that can contribute on a range of areas, we are recruiting the following specific roles to the Board:

Safeguarding & Wellbeing – you have significant professional and/or voluntary experience of safeguarding (with a focus on young people) and a broader interest in the wellbeing of Limmud volunteers, participants and staff. You will support Limmud's Designated Safeguarding Lead to improve safeguarding awareness across Limmud's leadership and volunteers.

Fundraising – you are enthusiastic about leveraging your personal connections in order to spread awareness about and raise funds for Limmud. Direct experience of fundraising, whether professional or voluntary, is preferred. You will join an established fundraising subcommittee with a new fundraising strategy in development.

What We Expect From Our Trustees:

As with all Limmud volunteers, you will be expected to:

- Follow Limmud's code of conduct.
- Act in alignment with Limmud's values and culture.
- Work collaboratively with Limmud's staff team and the Limmud Executive.
- Identify and develop other leaders and plan your own succession.

As a Limmud trustee, you will be expected to:

- Attend trustee meetings (currently every 6 weeks) in-person in London (where possible) and review all pre-reading materials.
- Participate in or chair subcommittees of the Board (these currently include Strategic Planning, Fundraising, Governance & Risk, Renumeration & Compensation) and attend subcommittee meetings as needed.
- Complete trustee work outside of meetings as needed – this will vary and most likely not exceed 1-4 hours per week.
- Attend Limmud Festival each year and support with donor and high-profile presenter engagement, incident response, emergency phone night rota and session moderation as needed.
- Ensure the appropriate governance and oversight of the charity.
- Commit to a minimum term of three years on the Limmud Board of Trustees.

OPPORTUNITIES OPEN TO OUR TRUSTEES

- Opportunities to meet with, inspire and be inspired by Limmud's dynamic volunteers.
- Training for trustees – we want to support your learning and development as a Jewish leader and charity trustee.

HOW TO APPLY

If you'd like to apply to become a trustee of Limmud, please send us your CV and a short cover letter explaining why you're interested and what makes you a great candidate. Applications should be sent to Limmud's Executive Director, Adam Rossano, at adam@limmud.org no later than Wednesday 21st August. To learn more or ask any questions prior to applying, contact Carolyn Bogush, Chair of Trustees, on carolynbogush@limmud.org to arrange an informal call.

Interviews will take place on Friday 6th and Thursday 12th September.

Drawing from our value of Diversity, Limmud hopes to recruit new trustees that will enable the Board to better reflect the diversity of the UK Jewish community we serve. Adults of all ages, people who identify as BAME, people with disabilities, people from the LGBTQ+ community are all encouraged to apply for our open positions.