TRUSTEE RECRUITMENT PACK

BACKGROUND

OUR STORY

Limmud provides unique opportunities for cross-communal Jewish learning and dialogue, supporting and developing 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 tens of thousands of 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". After successfully rebuilding its volunteer pipeline following the Covid pandemic, Limmud is now focused on deepening its work across its three pillars: learning, leadership and connections & community.

Limmud's vision is an uplifting and dynamic Jewish world, powered by vibrant and accessible Jewish learning, bold and inclusive leadership, and deep relationships transcending our differences. Driven by its 10 values, Limmud empowers and develops almost 400 volunteers each year to produce world-class Jewish learning gatherings with something for everyone – young and old, orthodox, progressive, secular, unaffiliated and everyone in between.

We have recently produced a new Theory of Change, Mission and Vision which articulate Limmud's unique role and how we effect change in the UK Jewish community. These, together with our ambitious new strategy for 2026-2030, can be read here.

This is a particularly exciting time to be joining Limmud in a leadership role, as we embark on implementing our new strategy with a focus on improving affordability, facilitating dialogue across difference and diversifying our programmes.

OUR IMPACT

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 connected 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 world; not to mention the many hundreds of marriages, friendships and new community initiatives that began at Limmud events!

WHAT WE DO

Limmud inspires and empowers people to learn, lead and build community, catalysing change that continually revitalises Jewish life in the UK. We do this through an array of programmes, including:

- **LIMMUD FESTIVAL** (formerly Conference) – the organisation's flagship event, which engages 1,800 participants annually. Festival is the UK Jewish community's largest residential 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 LEADERS 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 three cohorts have engaged 200+ 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 seven 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 300+ more volunteers involved in the delivery of Limmud Festival at the event

THE OPPORTUNITY

In the last few years, Limmud has made significant strides in building back its volunteer pipeline and programmes following the impact of the pandemic. With several in-person Festivals now under our belt, together with a range of pilot programmes, more than 200 Young Leaders Programme alumni, a new cohort of Limmud Executive volunteers and a strong professional team, Limmud is now seeking a new Chair of Trustees to lead the Board and organisation, together with 2-3 new trustees, as a few of our longstanding trustees step down.

In addition to a new Chair of Trustees to replace Carolyn Bogush, who is stepping down after five years in the role, we are looking for 2-3 new trustees to lead on Fundraising, Governance & Legal and Generalist Without Portfolio.

In an effort to diversify the Board we are particularly interested in receiving applications from those from a Sephardi or Mizrachi background, and/or from the Progressive community.

WHAT WE'RE LOOKING FOR

Who You Are & What You'll Do as a Member of our Trustee Board:

- You are passionate about cross-communal Jewish learning and leadership experiences and align with all of 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 to work effectively with trustees, the professional team, volunteers and other stakeholders
- 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 and complement our existing trustees, we are recruiting the following specific trustee roles to the Board:

- **Chair of Trustees** – you have experience in leading teams in a way that is facilitative, bringing together different perspectives to reach a clear consensus. You are a strategic and inclusive leader and excellent relationship-builder. You will support the team and Board in fundraising, governance and other trustee responsibilities.
  A full role description for the Chair of Trustees is provided at the end of this recruitment pack.

- **Governance & Legal** – you have significant professional and/or voluntary experience of charity governance, with a preference for legal expertise in charity, employment or contract law. You will join and lead a governance and risk subcommittee to ensure Limmud complies with charity sector best practice and law.

- **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 work closely with our Executive Director and join an established fundraising subcommittee to develop our fundraising strategy and grow income.

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 6-8 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, HR & Nominations) 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, with an option to renew for a second term.

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 Friday 16th January. To learn more or ask any questions prior to applying, contact Carolyn Bogush, Chair of Trustees, on carolynbogush@limmud.org or find her at Limmud Festival to arrange an informal chat.

Interviews will take place during the first two weeks of February.

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.

ROLE DESCRIPTION FOR CHAIR OF TRUSTEES

ABOUT THE ROLE

The Chair of Trustees is there to help guide Limmud into the future. It's about making sure the Board of Trustees works well together, supports our volunteers and staff, and keeps Limmud true to its mission: inspiring and empowering people to learn, lead and build community, catalysing change that continually revitalises Jewish life in the UK.

As Chair, you'll be the person who brings people together, helps us think strategically, and represents Limmud in the wider community. You don't need to do everything yourself, but you'll help make sure everything happens.

CORE RESPONSIBILITIES

- Lead the Board of Trustees, making sure our meetings are constructive, balanced, and enjoyable; ensuring the appropriate balance between discussion and decision making.
- Be a key ambassador for Limmud with partners, funders, and the Jewish community.
- Line manage the Executive Director, providing guidance, support and advice as needed.
- Keep us focused on good governance – protect Limmud's reputation and integrity, that we continue to meet all legal and financial requirements, to be transparent, to promote diversity at board level, to ensure that Limmud remains a charity guided by its values.
- Working with the Executive Director on our fundraising strategy, meeting with donors and taking ownership of our long-term financial sustainability.
- Drive and lead the implementation of our new Theory of Change and strategic plan.
- Champion our values and volunteer-led approach.
- Support, encourage and guide trustees, volunteers, and staff including development, recruitment and succession planning.

WHAT YOU'LL BRING

- Experience leading or chairing at board or senior level.
- An understanding and experience of being a trustee.
- A big-picture view, able to think strategically and not just day-to-day.
- Great people skills – listening, facilitating, and making sure everyone has a voice.
- Experience, knowledge and understanding of Limmud, Limmud Festival, our values, mission and vision.
- A genuine enthusiasm and commitment to Jewish learning and Limmud's volunteer ethos.

ADDITIONAL RESPONSIBILITIES AND TIME COMMITMENT

- Chair board meetings which currently take place every 6-8 weeks.
- Meet with the Executive Director for 1-1 meetings regularly.
- Maintain formal and informal contact with board members to ensure they are and feel briefed, consulted, engaged and valued.
- As and when appropriate, to recognise and value the work, success and contributions made by the Executive Director, staff and volunteers.
- To represent Limmud at key organisational and community events.