

# THE BEST DUET:

## Forging an Effective Partnership Between Camp Director and Board Chair



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# INTRODUCTIONS

- Name
- Camp
- 2 things that work well in your partnership as Camp Director and Board Chair

# EXERCISE #1: ROLES AND RESPONSIBILITIES

- Work as a team
- Compare notes with your partner
- Where is there more clarity about roles and responsibilities?
- Where is there less clarity?

# WHAT MAKES FOR A GREAT DUET?

- Co-piloting – keeps plans on course
- Reduces loneliness of leadership
- Builds in accountability
- Gives each person an opportunity to lead and follow according to their strengths and the situation

# CO-PILOT RESPONSIBILITIES

- PLANNING – long and short-term
- PUBLIC – ambassadors, involving diverse voices in planning, policies, and priorities
- \$\$\$\$ -- fiscal management and fundraising
- Team Leadership – staff and board

# WHAT CAUSES DUETS TO SING OFF KEY?

- Lack of mutual respect
- Passivity
- Need to be “the boss”
- Lack of communication and feedback
- No structured performance review or board evaluation

# WHAT DO BOARD MEMBERS NEED TO DO THEIR JOB WELL?

- **Passion/Connection**
- **Information** – program, budget, priorities, talking points, FAQ, updates (dashboards)
- **Skills** – public speaking, fundraising, financial management, real-estate, law, human resources
- **Game Plan** – personal goals, group goals
- **Accountability**

# EXERCISE #2: BOARD ISSUES

Work separately and compare answers.

What are the key areas of concern for your board right now?



# WHAT ENABLES BOARDS TO BE SELF-MANAGING?

- **Expectations** – clear, ambitious, energizing
- **Transparency**
- Satisfying **Committee Service**
- **Feedback** – board members can see how their contributions make a difference
- **Connection** – opportunities to connect with each other, the staff, and the program
- **Trust and Respect** – board is trusted with real decision making
- **Conflict of Interest** is managed effectively

# CONTINUOUS LEADERSHIP DEVELOPMENT

- Cultivation, recruitment, and retention are on-going
- Board has “career ladders” and people are groomed for future roles
- Build intimacy and openness

# EXERCISE #3 GOALS FOR OUR BOARD

Work as a team.

Identify shared goals for this year.

How will you each contribute to these goals?

## WRAP-UP

What is one thing that you are taking back to your organization from today's session?