



## Leadership Board Agreement

I, Steve Hirby, understand that as a member of the Leadership Board of ESTHER, I have a legal and ethical responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward.

### As part of my responsibilities as a board member:

1. I will interpret the organization's work and values to the community, represent the organization, and act as an ambassador for ESTHER.
2. I will attend at least 75% of board meetings and participate on a committee or task force.
3. Each year I will make a personal financial contribution at a level that is meaningful to me or as I can afford.
4. I will actively participate in one or more fundraising activities.
5. I will act in the best interests of the organization, and excuse myself from discussions and votes where I have a conflict of interest.
6. I will stay informed about what's going on in the organization. I will ask questions and request information.
7. I will participate in and take responsibility for making decisions on issues, policies and other board matters.
8. I will work in good faith with staff and other board members as partners towards achievement of our strategic goals.
9. Racial justice is fundamental to our work. In the ongoing effort to transform myself and ESTHER to be anti-racist, I will participate as fully as possible in ESTHER and other activities such as reading, one-on-ones, attending events, individual and group activities supporting this work.

If I don't fulfill these commitments to the organization, I will expect the board president to call me and discuss my responsibilities with me.

### In turn, the organization will be responsible to me in several ways:

1. I will receive monthly financial reports and an update of organizational activities that allow me to meet the "prudent person" standards of the law.
2. Opportunities will be offered to me to discuss with the organizer and the board president the organization's programs, goals, activities, and status; additionally, I can request such opportunities.
3. The organization will help me perform my duties by keeping me informed about issues in which we are working, and by offering me opportunities for professional development as a board member.
4. Board members and staff will respond in a straightforward fashion to questions that I feel are necessary to carry out my fiscal, legal and moral responsibilities to this organization. Board members and staff will work in good faith with me towards achievement of our goals.
5. If the organization does not fulfill its commitments to me, I can call on the board president and organizer to discuss the organization's responsibilities to me.

Signed: Stephen A. Hirby  
Leadership Board Member

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Leadership Board President

June 11, 2020

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Date