

Appendix E: Board Covenant - 2025- 2026

- [Board Covenant](#)

Board Covenant

Value each other's time by:

- Reading and considering Hub documents prior to the meeting
- Following the Agenda
- Starting and ending the meeting on time
- Being present and involved

Respect each other's learning and communication styles by:

- Asking for more time to formulate responses
- Allowing everyone's voice to be heard
- Speaking up when we don't understand

Listen deeply with open hearts and curious minds by:

- Sharing our unique voices
- Reminding each other when our conversation needs realignment to the Mission or agenda
- Refraining from giving each other advice
- Supporting collective decisions
- Communicating with one Board voice to our sources of accountability

Make our time together enjoyable, even when our discussion might get juicy or messy by:

- Encouraging gratitude and laughter
- Expressing our spiritual connections
- Checking in with our personal Board goals and our work/life balance