



## **NFTY North American Board Information Packet 2026-2027 | 5786-5787**

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### **A Letter from the Current NFTY North American President**

Dear NFTY leader,

We are thrilled that you are considering a North American leadership role! This position offers a unique vantage point for both self-discovery and the chance to connect with incredible peers across our entire movement. Reflecting on the past year, my personal highlight was being able to hear different perspectives on why NFTY matters to them.

You will thrive on the North American Board if you have a willingness to dream big, a passion for collaborative brainstorming, and the commitment to nurturing leadership potential in others. I cannot wait to see how your vision helps drive our movement's growth next year!

B'ahava,

Lillian Spratt (she/her)

NFTY North American President | 2025-2026

Serving on the NFTY North American Board requires a significant commitment of time, dedication, flexibility, patience, and commitment—as well as a sense of vision and time management. Before you commit to applying, read this packet entirely, be sure you understand the expectations of the position, and think through your ability and desire to accept this responsibility and bring a willingness to learn how to find success in the role as you grow.

It is important that you fully understand the duties and obligations associated with serving on the North American Board. Applicants are not required to know how to do everything for the position at the time of applying but rather bring a willingness to learn on the job. Being on the NFTY Board is a team effort and partnership, both with your fellow team members, as well as: the professional staff of NFTY (including but not limited to Regional Mentors and the Leaders in Action Team) and the Union for Reform Judaism (URJ). Please read through this packet of information with a parent/guardian.



## General Expectations of NFTY North American Board Members

**Growth Mindset** – Being on North American Board is about growth. It is not expected that Board members come in with all of the required skills or knowledge of how to do their job. Rather, it is expected that they come in with the willingness to learn and grow together in this experience.

**Open-Mindedness** — It's almost certain that North American Board members will face unexpected situations and obstacles. They will be most successful if they are open to the challenges that come their way and allow themselves to grow with the challenges rather than be held back by them. Members (and the Board as a whole) will be most successful if they are all willing to consider each member's perspectives and ideas with as little bias as they are able.

**Communication** — North American Board members are expected to be in regular contact with the rest of the Board, relevant members of the Leaders in Action Team, NFTY Regional Mentors, and any other partners in their work. This is a weekly, and sometimes daily, expectation. They must also be able to communicate when they need support. Communication is expected to always be respectful, honest, and constructive.

**Time Management and Organization** — Because being on the North American Board requires collaboration and individual work, members must utilize time management and organizational skills. Some responsibilities include weekly Board meetings and mentor check-ins, one-on-one meetings, network meetings, email, use of Microsoft Teams, and any other work that goes into furthering your individual and team priorities for the year.

**Relationships and Partnership** — North American Board members should be approachable and accessible to all NFTYites, and adult partners (within NFTY, the URJ, congregations, and other organizations) as a resource and partner. They should be ready to reach out and establish connections, as partnership and relationship building are significant keys to productivity and prosperity in this role.

**Accountability and Dependability** — Much of the work North American Board members do is as part of a team; therefore, they must be dependable and accountable to their partners in this work. With everyone's work connected, all team members must uphold their end of the work and be planful and communicative if they need help, are unable to complete a task, cannot attend a meeting, etc.

**Prioritization** — North American Board members are committing to NFTY as one of their priorities for the year. It is expected that NFTY responsibilities are kept in mind while signing up for additional experiences so that members can accomplish all they set out to do. We recognize that school is and should be a priority for all, and are aware that other life events and situations may occur. It is expected that North American Board members are communicative, as stated in the "Accountability and Dependability" expectation.

**Assumption of Goodwill** — North American Board members are expected to always assume the goodwill of those around them, especially during conflict. Even if someone's actions lead to struggles, every Board Member will benefit the most by beginning from the position of assuming good intentions. When you do so, many things change for the better.



**Initiative** — North American Board members must hold themselves accountable to ensure that their work, as well as any work they oversee, is completed. If a project is not progressing (whether they are working with teens or adults), they have a responsibility to communicate with their team, ask for help when needed, and ensure that their priorities are moving forward.

**Ability To Be Present** - North American Board members are expected to attend all designated NFTY events, weekly board meetings, position-specific meetings, and URJ-related meetings (when applicable). However, being present extends beyond meetings and events. It especially includes staying focused and involved in your work and the projects you take on throughout the year.

**Cultivation of Leadership** – As leaders with specific areas of expertise, each North American Board member will gather a network of regional teen leaders who focus on similar work in their roles. This network allows for more connection between regions, sharing of best practices, and exchanging of ideas that will all further the work of NFTY. Each North American Board Member will also serve on the planning team for the Youth @ Biennial and help recruit other teen leaders to do so as well.

**Commitment to REDI Values** - Acknowledge that those of us who are Jews of Color, Interfaith folks, members of the LGBTQ+ Community, people with disabilities, people in larger bodies, working class folks, and other often underrepresented groups experience disproportion amounts of harm. Be aware of our own implicit bias, and learn about identities other than our own.

**NFTY's 13 Principles** — As NFTY leaders, all North American Board members must uphold the Jewish values NFTY stands for and educate others to ensure that these principles are the foundation of our movement. As we infuse NFTY into everything we do, we are also integrating our Reform Jewish values into our work.

**Brit Kehilah/Community Agreement** – We honor our conduct code which includes the NFTY Code of Conduct at all times. It is the expectation that the North American Board Members will serve as role models for all participants. As a North American Board Member, you will be held to a higher standard.





## **Application Process**

Please direct any questions to Lillian Spratt, NFTY President 2025-2026 ([lspratt@urj.org](mailto:lspratt@urj.org)) or Dori Singer Zoot, NFTY Program & Events Manager ([dsinger@urj.org](mailto:dsinger@urj.org)).

### **\*Optional Interest Call**

Join current North American Board members to hear about the application process and what to look forward to! Register to join Thursday, [March 5 8:30 PM Eastern](#) or [March 23 at 8:00 PM Eastern](#). If you can't make either one, but would still want to meet, email Lillian Spratt.

### **Application Form – Opens February 27 and Closes March 27**

The [Application Form](#) includes the following:

- Contact info
- Why would you like to be considered for the NFTY North American Board?
- What does successful collaboration with your peers and with adults look like?
- What leadership qualities do you possess? Tell us about when and how you have utilized them.
- What are some areas that may challenge you in this role?
- Which position(s) would you like to be considered for? ***You can rank up to 3 positions***
- Why do you think you'd be a good fit for your 1st choice position?
- If applicable - why do you think you'd be a good fit for your 2nd choice position?
- If applicable - why do you think you'd be a good fit for your 3rd choice position?
- Is there anything else you want us to know about you?

### **Adult Reference – Due March 27**

The [Adult Reference Form](#) is to be completed by one adult of the applicant's choice (Youth Group Advisor, Regional Mentor, Rabbi, Educator, teacher from school, etc.). This should be someone who knows the teen well and can speak to their ability to serve in a leadership role. The applicant should send the link to the Adult Reference Form directly to the adult they are asking to serve as a reference.

### **Interviews – March 31, April 3, April 5, April 6**

Applicants will receive an email inviting them to participate in an interview between March 31 and April 6. Please hold availability in your schedule to meet those days. Interviews will be between an applicant, a member of the current North American Board, and an adult partner. The email will explain to applicants how to prepare for the call.

### **Applicant Notifications – April 10**

All applicants will be notified of decisions no later than April 10.



## **Board Member Positions & Responsibilities**

### **PRESIDENT**

The NFTY President is the face and voice of the Reform Jewish Youth in North America. This role exists to help reach for and focus in on NFTY's goals for the next 3-5 years, continue the work of past NFTY Presidents, and work closely with the Leaders in Action team to execute that vision. Additionally, this role leads the NFTY NAB and empowers them to act and make meaningful change.

### ***Skills for Success***

- Very strong interpersonal skills with both teens and adults
- Confidence to speak up when in a room, which at times may consist of mostly adults
- Excellent communication skills and overall responsiveness
- Ability to assess NFTY's strategy, and choose the best course of action for the future
- Team-building skills
- Ability to balance both big-picture thinking and realistic action
- Have a vast knowledge of youth programs and opportunities

### ***Roles and Responsibilities***

- NFTY North American Board
  - Relationship building with other NFTY North American Board members.
  - Set the agenda and guide discussions during board meetings. This means connecting with your board and the NFTY Program and Events Manager before meetings to build an agenda that reflects all necessary topics.
  - Serve as a resource and supporter for all board members, and being a leader they look to for advice in tough situations.
- NFTY as a whole
  - Connect NFTY with the larger Reform Movement and help to shape the big picture strategy and direction of NFTY for the next 5-10 years.
  - Maintain contact with Regional Presidents through a Presidential Network.
- URJ and affiliates
  - Serve on the URJ North American Board and represent teen voices by actively participating in all opportunities relating to the NAB including attending all board meetings.
  - Meet regularly with URJ President, Rabbi Rick Jacobs, and current Board Chair, Shelley Niceley Groff
  - Maintain a relationship with the leadership of Women of Reform Judaism, a key funder and supporter of NFTY
- Zionist Organizations
  - American Zionist Movement (AZM) - serve in a voting position (two-year requirement) and provide the "Jewish teen insight."



- Association of Reform Zionists of America (ARZA) - be the point person for communication-related to any collaboration between NFTY and ARZA.

### **VICE PRESIDENT, PROGRAMMING & PARTNERSHIP**

This position requires various skill sets and different roles across the NFTY-verse. Helping plan multiregional events requires a knowledge of different NFTY regions and what multiregional events are. This position also involves partnering with external organizations, meaning this person should be outgoing and willing to forge new relationships.

#### ***Skills for Success***

- Highly organized and strong attention to detail to help remember the details that may fall through the cracks
- Effective communication, as this person will spend significant time working in teams/with others
- Someone who is very organized, as the program bank for events should be manageable and accessible for anyone else who may need it
- Someone outgoing and eager to communicate with external organizations

#### ***Roles and Responsibilities***

- Multiregional Events
  - Act as the point person in supporting regional leadership and other planning teams of the multiregional events and connecting them to people who can further their work.
- General Programming
  - Maintain a bank of programs run at NFTY events and support regional programming.
  - Collaborate with the Marketing VP on communication and outreach for events.
- Partnerships with the President and external organizations and affiliates such as other youth organizations, Hebrew Union College, etc.
  - Relationship may consist of periodic check-ins with counterparts at the affiliate organization and/or consistent communication regarding updates and news from NFTY and opportunities for collaboration.
  - This will be overseen by NFTY and URJ staff who will be the connectors between the position and the organization.

### **VICE PRESIDENT, SOCIAL JUSTICE**

The Social Justice position is designed to lead NFTY and the Reform Jewish Youth Movement on social justice initiatives. As NFTY continues to grow and strengthen its justice work, the Social Justice Vice President should have a thorough understanding of what Jewish social justice work looks like and a deep commitment to its causes. This position also will help regional teen leadership of a similar position create social justice programming for their communities.



### ***Skills for success***

- An effective collaborator who is willing to reach out to and work with partner organizations
- Someone with experience in social justice work, in any capacity
- Someone who is willing to engage regional teen leadership who focuses on social justice both one-on-one and as a network
- Someone willing to collaborate with other board members via email, Zoom, and individual work on projects and initiatives

### ***Roles and Responsibilities***

- NFTY
  - Support regional social action initiatives and the work of regional teen leadership focused on social action, emphasizing the importance of local justice work.
- Religious Action Center (RAC)
  - Work to further and deepen NFTY's commitment to social justice through partnerships with the RAC involving L'Taken, state projects, and the Teen Justice Fellowship.
- External Organizations
  - Partner with other organizations such as Keshet, Jewish Youth Climate Movement, and others to stay informed on their initiatives and keep them updated about our programming, as well as creating opportunities for collaboration.

## **VICE PRESIDENT, ENGAGEMENT & RECRUITMENT**

This position is very well-connected to the movement, as well as a contact for new teens coming into NFTY. In NFTY, we often struggle with propelling teens from one opportunity to the next, and this position aims to close that gap by ensuring that key leaders have the knowledge to tell NFTY-ites what should come next in their NFTY journey. Additionally, this position will also target communications on a more local level to congregations and local/ Temple Youth Groups. This position also involves general recruitment for events, Fellowships, and Immersives since they are all a part of engaging Reform Jewish youth.

### ***Skills for Success***

- Excellent interpersonal skills and overall outgoing personality, making themselves approachable
- Ability and desire to facilitate a network of teen leaders across the country who engage in similar work for their regions
- An effective collaborator when working with others to do outreach for events
- Knowledge of URJ Youth programs and opportunities and the ability to discuss them with prospective participants
- Desire to develop and maintain relationships and trust with congregational leaders

### ***Roles and Responsibilities***

- New teen participant engagement/recruitment



- Be the teen voice in the journey of youth engagement across NFTY.
- Develop infrastructure to promote continuous outreach to prospective NFTY-ites.
- Conduct 1:1s with current NFTY participants (learning stories from others on what drew them to NFTY) and prospective participants.
- Engage regional teen leaders doing similar work to learn more about local youth engagement across NFTY and exchange best practices.
- Congregational, local, & Temple Youth Group communications
  - Work in partnership with the board to recruit for the North American events.
  - Build and maintain relationships with regional leaders and mentors to develop strategies for increasing local and regional engagement.
- Fellowships & Immersives Recruitment – partner with NFTY staff on a recruitment strategy for the teen fellowships offered by the URJ.

### **VICE PRESIDENT, DEVELOPMENT**

The development position is a crucial part of this board, and a new one as of this year! As NFTY's fundraisers have grown and the messaging toward donors has developed, we have always put teens at the forefront of that mission. The other critical part of development is the ability to stay in touch with alumni and key care-holders to keep them up to date on what's happening in the movement. The networks of donors and alumni have significant overlap, and it is this position's responsibility to work with adult partners to find the right way to tell teen's stories and encourage support for NFTY.

#### ***Skills for Success***

- Someone who enjoys engaging with alumni and in the donor space
- Someone who is comfortable calling donors, both to say thank you as well as solicit donations
- Very strong interpersonal/relational skills
- Desire to work with and learn from adults in the grassroots giving space
- Knowledge of NFTY/Youth programs and opportunities, and ability to communicate that to a larger audience when telling stories

#### ***Roles and Responsibilities***

- Grassroots giving
  - Brainstorm and implement innovative new ways to engage teens and donors for our annual grassroots fundraising campaign, Ignite. This includes, but is not limited to, building excitement through email and text messaging and designing incentives for teens during the fundraiser.
  - Develop messaging throughout the year to keep donors and prospective donors informed about NFTY, encouraging them to give. This includes, but is not limited to, reviewing emails that will be sent to potential donors and finding stories of NFTY-ites to share in those emails.
  - Facilitate thank you initiatives to donors and encourage donations on a recurring basis.



- Major gifts
  - Help tell NFTY's story, and recruit others to do so as well, when there are prospective major donors. This may include video calls or in-person meetings.
- Alumni network
  - Participate in developing and implementing strategies to keep alumni connected to NFTY, working to build a robust network of alumni to support NFTY.

### **VICE PRESIDENT, COMMUNICATIONS**

This position exists to ensure that NFTY has consistent messaging across all aspects of our movement. This communication comes through several key areas: social media, email communication, the website, and merchandise. Social media helps to shape NFTY's brand and public image, and the posts you will make showcase what NFTY supports. Email communication and the website provide the information to allow teens, parents, and the larger NFTY community find details on programs we offer. Finally, merchandise is how we both showcase NFTY's design language as well as assist regions in getting their merch added to the store.

#### ***Skills for Success***

- Graphic design interest and talent
- Excellent communication skills with teens and adults
- Ability to regularly check NFTY's social media accounts to both post and repost content
- Excellent organizational skills to create and maintain a content schedule

#### ***Roles and Responsibilities***

- Social media
  - Support curating content to be shared across the official NFTY social media accounts. This includes, but is not limited to: creating content, resharing content (including regional content, other URJ affiliated content, and/or content from external affiliate organizations), engaging with followers (either via direct messages, comment sections, or story mentions), and providing access to NFTY resources (including merchandise, event registration, etc.).
- Email communication & Website Liaison
  - Create a cohesive sense of communication between social media, email, and website.
  - Make sure information regarding events is shared appropriately.
  - Connect regional teen leaders focused on communications and serve as a point person.
- Merchandise head
  - Design new merchandise that will be showcased across all NFTY platforms.
  - Maintain the merch website, making sure it is up-to-date and aesthetically pleasing.
  - Support regional teen leaders with their respective merch.



**BOARD MEMBER AT LARGE (Up to 3 Positions)**

We acknowledge that Reform Jewish teens engage in a multitude of ways (NFTY, URJ Camps, Fellowships, BBYO, school extra curriculars, jobs, etc). To help ensure we have a diverse set of voices, we will select up to 3 teens to serve as Members at Large. In addition to lending their voices, these positions will help with special projects that come up during the year.





## Travel Expectations and Financial Information

Travel: Please tell us in your interview if you are not able to make any of these events. Letters can be provided for excused absences if needed.

- Required: Board Retreat (Indianapolis, IN) — May 29-31 @ Goldman Union Camp (GUCI).
- Encouraged: The URJ Biennial (Philadelphia, PA) - December 11-13, 2026.
- Possible opportunities to attend one additional event, such as L'Taken or URJ Board Meetings

Financial Information:

- ★ We don't want financial barriers to ever stop a North American leader from joining these experiences. There's money available if needed, and we appreciate families who are able to support NFTY. Please reach out to Dori Singer Zoot, NFTY Program & Events Manager, ([dsinger@urj.org](mailto:dsinger@urj.org)) with questions or for information on applying for scholarships.

## 2025-2026 NFTY North American Board Contact Information

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VP Development  
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## North American Board Applicant Check List

- ✓ (Optional) Attend an Information Session on Thursday, [March 5 at 8:30 PM Eastern](#) or Monday, [March 31 at 8 PM Eastern](#)
- ✓ Complete the [Application Form](#) online by March 27.
- ✓ Select an adult to complete the [Adult Reference Form](#) and have them submit it by March 27.
- ✓ Complete an interview between March 31 and April 6.