

KRI Board Member Job Description

POSITION TITLE: Board Director for KRI

POSITION TYPE: Volunteer

LOCATION: Remote

THE COMPANY: Kundalini Research Institute (KRI)

WEBSITE: <https://kundaliniresearchinstitute.org/>

THE COMPANY:

Vision

Our vision is to be a progressive, global organization that fosters a spiritual, aware, and self-empowered humanity.

Mission

Our mission is to make the benefits and practice of Kundalini Yoga, based on the Teachings of Yogi Bhajan(r) accessible to all people from all backgrounds.

Values

Integrity

Head / Individual Consciousness

Our work is guided by integrity. It is informed by the quality of scientific research. As a leader in the yoga community, we uphold our commitment to the teachings regardless of the times. We stand by the truth and forge ahead with passion for education and transparency.

Humanity

Heart / Group Consciousness

We believe that the teachings of Kundalini Yoga are for all people. All human beings deserve respect, compassion, and comparable opportunities. We believe that everyone in all spheres of life should have access to achieving their full range of human potential and rights.

Service

Spirit / Universal Consciousness

Our organization is built on service. We believe in the value of a collaborative community to uplift and empower mental, physical, and spiritual growth. We do this from the roots of our tradition in recognition that there is an intrinsic value in all people.

Pillars

Education & Training: We Continue to build a global community of teachers and trainers that support and develop innovative approaches through which we educate and share these teachings. We Train and certify Kundalini Yoga teachers based on consistent methods and global standards developed in collaboration with trainers around the world.

Research: We promote and provide access to credible scientific research that documents the benefits of Kundalini Yoga, and support those working to introduce the practices into therapeutic and institutional settings.

Publishing: We preserve and disseminate accurate information about Kundalini Yoga practices and teachings and collaborate with teachers and students globally to develop new resources to further the knowledge and practice of authentic Kundalini Yoga.

Foundational Beliefs

- Recognize that the other person is you.
- There is a way through every block.
- When the time is on you, start, and the pressure will be off.
- Understand through compassion or you will misunderstand the times.
- Vibrate the Cosmos. The Cosmos shall clear the path.

(The Five Sutras of the Aquarian Age, by Yogi BhaJan)

KRI Board of Directors Scope and Responsibilities

The Board will support the work of KRI and provide mission-based leadership and strategic governance. While day-to-day operations are led by KRI's chief executive officer (CEO), the Board-CEO relationship is a partnership, and the appropriate involvement of the Board is both critical and expected.

A director of the board of KRI works with the rest of the board to set the direction for the company and the portfolio to achieve the overarching goals and growth of the organization.

Fiduciary Duties for KRI Board Directors:

Duty of Care

Duty of care means that board directors must give the same care and concern to their board responsibilities as any prudent and ordinary person would. This means board members should be actively participating in board meetings and on committees. It also means that they will be actively working with other board directors to advance the organization's mission and goals. Board directors should be able to read and understand financial reports and be willing to question expenditures and examine variances. They are also responsible for strategic planning which may include short- and long-term goals.

Duty of Loyalty

Duty of loyalty means that board directors must place the interests of the organization and its community ahead of their own interests at all times. Duty of loyalty means publicly disclosing any conflicts of interests and not using board service as a means for personal or commercial gain.

Duty of Obedience

Duty of obedience means that board directors must make sure that the organization is abiding by all applicable laws and regulations and does not engage in illegal or unauthorized activities.

Board Participation, Time Commitment, and Compensation

Currently The KRI Board meets every other month for 2 hours. We hope to transition by January 2023, to include at least one in person meeting. Board members are responsible for travel costs. Airfare is shared equally among the board members for in person meetings. This is a volunteer position.

KRI Board Terms - 2 years. Board Members must apply for Reappointment every two years. Currently there are no term limits, but that is being considered.

Eligibility for Committee/Commission Participation

Any KRI Board member may be elected by the KRI Board to serve as Chair, Vice-Chair, Treasurer, or Secretary. They are encouraged to participate in committees and working groups. Non KRI Board Members with needed skills, may serve on a Committee (ongoing) or Working Group (task focused and time limited).

KRI Board Roles and Responsibilities:

Participation and Functioning

1. You are a member of the KRI Board of Directors in Board Meetings, when working on Board Projects and in your Community.
2. Be knowledgeable about KRI's mission, vision, programs, and events. Serve as a leading ambassador of KRI's mission, programs, and services. Enhance the organization's public standing. Members must clearly articulate the organization's mission, accomplishments, and goals to the public to build support from the community.
3. Commit to professional development. One or two trainings are recommended per year either through KRI, SSSC, or other organizations.
4. Stay informed about Board matters, prepare for meetings, review and comment on issues of importance. Review the agenda and supporting materials prior to board and committee meetings. Show up prepared to engage. Regular attendance at all board meetings is expected.
5. Respond to requests for feedback or decisions between meetings in a timely manner.
6. Much of the work of the KRI Board occurs outside of Board meetings. Volunteer for and willingly accept assignments as is possible for you. Gentle stretching is encouraged. Take your board work seriously, complete projects thoroughly and on time. Ask for help when needed.
7. Much of the work of the KRI Board occurs in committees and work groups. These groups can include non-board members with needed skills and experience. A Board member is chairperson for these groups. Serving on these is an opportunity to contribute, to deepen your connection to KRI's success, and an opportunity for personal and professional development. Serving as chairperson, can build your leadership skills.
8. Get to know other Board members and KRI stakeholders and build a collegial working relationship that contributes to consensus. This is another benefit of committee work.

Leadership, Governance, and Oversight

1. As a member of the KRI Board of Directors, you will Co-Create alongside, KRI leadership and the KRI Community the Vision that guides KRI into the future; the Mission that defines how that Vision will be fulfilled; the Strategic Business Plan that shows how KRI

will be held accountable in moving its Mission forward; and the Annual Budget that ensures the Strategic Plan has adequate support. This is the high level on which the Board holds itself to account. Who KRI serves, where it is headed, how it will get there, and what financial stability will look like, is articulated in these documents.

2. The KRI Board selects the Chief Executive Officer, who operates within the framework defined by the Board.
3. The KRI Board Partners with the CEO to ensure that board resolutions are carried out. The KRI Board nurtures a professional, supportive relationship with KRI CEO.
4. The KRI Board is responsible to maintain its professionalism and diversity through the recruitment of new board members and their training. KRI is committed to a diverse board and staff that reflects the communities KRI serves. This includes a diversity of culture, race, language, gender, age, identity, and orientation.
5. The KRI Board conducts an annual evaluation of its own performance as well as the performance of the CEO. It reviews outcomes and metrics related to the business plan, the budget, and other standards created to evaluate KRI's functioning, successes, and challenges.
6. The KRI Board is responsible for adherence to legal standards and ethical norms, ensuring legal and ethical integrity. It prepares and approves needed organizational policies.
7. KRI Board members need to understand financial statements and commit to strengthening expertise about nonprofit financial oversight. A core function of the board is approving KRI's annual budget, audit reports, material business decisions, and ensuring that proper financial controls are in place. Protecting KRI's assets and providing financial oversight are responsibilities shared by the KRI Board and KRI Executive Management.

Fundraising

KRI Board Members will consider KRI a philanthropic priority and make annual gifts that reflect that priority. So that KRI can credibly solicit contributions from foundations, organizations, and individuals. KRI expects to have 100 percent of Board Members make an annual contribution that is commensurate with their capacity.

Qualities of a KRI Board member

These are the qualities, experiences, and characteristics KRI is looking for in board members.

1. Strong relationship with and belief in KRI – its mission, lineage, legacy, businesses, and community.
2. Strong relationship with Kundalini Yoga as Trainer, Teacher, Student, Researcher, or Author, which includes (but are not limited to) the following:
 - ❖ Commitment to a daily spiritual practice that includes Kundalini Yoga and meditation.
 - ❖ Commitments to the continuous improvement of one's own professional knowledge, skills, and awareness.
3. High ethical standards, integrity, and ability to set aside personal interests and viewpoints for the greater good.
4. Desired experiences
 1. Previous non-profit board service
 2. PR or marketing
 3. Legal or corporate compliance matters.
 4. Accounting, finance, investment
 5. Fundraising skills
 6. Leadership Role/Executive Management
 7. Program Development
 8. Team and Community Building
 9. Yoga and meditation as business/professional
5. Desired Skills
 1. Able to express their own standpoint and views honestly.
 2. Able to support decisions that have been made, even if they didn't vote for them or agree with them.
 3. Able to communicate respectfully with other board members.
 4. Able to be flexible in their thinking.
 5. Able to work collaboratively with one another.
 6. Able to work together efficiently.