

**KEHILLA COMMUNITY SYNAGOGUE
BOARD OF TRUSTEES MEETING**

-FINAL -

Date: February 25, 2020

Minutes taken by Catherine

Board members:

Present: Karen Cohn, Catherine Lyons, Barbara Petterson, Ruth Atkin, Ali Cannon, Stephanie Hochman and Lisa Korwin

N/A: Ori Tzvieli, Shoshana Finacom, Michael Saxe-Taller

Others present: Rabbi Dev Noily, Myrna Schwartz on behalf of the EJC, Rachel Riley, Jaime Jennett, and SLPC liaison Don Stone

Reviewed the following prior to the board meeting (in Google Drive):

- Kehilla Board Draft Minutes for approval
- EJC Report

OPENING

Spiritual Opening - Rabbi Dev told a joke in honor of Purim.

Approval of the minutes

Approval of the 1/25/20 minutes. Ali moved and Ruth seconded. Unanimously approved.

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- **Treasurer's and Finance Committee report**
 - Report from Ruth:
 - Karen attended finance committee to present issues from the article going in Kol Kehilla regarding finances
 - MST has given Ruth and Michael Myers access to the budget in process along with notes
 - Ruth and Michael M to review the budget ahead of time and get clarification from MST; MST pleased to have the help and support
 - From Karen: COLA amounts shifted since first discussion - hoping that budget can sustain the higher value
 - Will need more discussion on retirement matching - should put on exec session at next meeting.
 - Effect of AB5-> a few may be impacted
- **Dues and Subvention**
 - Shumi Land Trust (presented by Rabbi Dev)
 - Paid x 4 years, approved by board

- Tax is to support Segora Te land trust
 - Segora Te - about 10 years old, women led
 - Initial idea to buy back land to do ceremonies etc. Leaders of Planting Justice went to Standing Rock and recommended they work with people in East Bay. Some land has been bought back, some land has been donated.
 - The relationship between Segora Te and Kehilla has grown and deepened over the years.
 - Since we started paying, Segora Te set guidelines for institutions of 0.4% of the budget; we have paid \$1000 to date. If we paid .4% of budget this year it would be about \$4500
 - Proposal→ increase our contribution to 0.4%
 - FYE 2020: \$1,000
 - **FYE 2021: \$2,500** (this budget in preparation)
 - FYE 2022: \$3,500
 - FYE 2023: \$4,500
 - FYE 2024 Est \$5,000 or 0.4% of budget
- >We will need to look at the bigger picture of all the subventions
- Do we look at a pot of money and see if/how we allocate the funds?
 - Finance Committee will discuss and bring a proposal to the board regarding subventions as a resolution?
 - Where does it fit in the overall budget
- >These connections are reflective of our values
- >Reflect our connection with web of progressive communities
- K'vod v Nichum (presented by Ruth)
 - National org. Jewish Cemeteries and Chevra Kadisha
 - Kehilla CK has presented at national conference, and several people are presenting this year
 - Kehilla has developed a shmira booklet which has been sold at the conference
 - Had been in the budget but not as a subvention
 - Dues??-->is it membership. How much was in the budget? If it is membership then belongs here
- Ruth to investigate

- **Generosity Committee report** (Lisa)
 - March event update
 - Need to do lots of outreach: social media, postcards, posters
 - Forward emails we are getting from Kehilla to our people
 - \$4700 in sponsorships received thus far
 - 53 tickets sold thus far
 - There is \$5 ticket rate for children and youth
 - Going to visit site tomorrow
 - Post-event: Legacy campaign focus next.
 - Plan joint committee meeting between FinCom and GenCo

- **How do we fundraise? - brainstorming** (Catherine)
 - How effective are fundraising calls?
 - Idea is that the calls are good for relationship building. Is that being realized?
 - What is your connection to Kehilla?
 - Are there different strategies we could incorporate?
 - How do we outreach to broader community?
 - Measure participation rate (% of community that are giving) -- not amount but % of congregation

- **How do we communicate to the congregation about dues?**
 - Article coming out in Kol Kehilla
 - Got some good feedback from Dvora Gordon from WCLI group in preparing article
 - Communication Survey has been in weekly email: 33 responses thus far
 - What outreach can we do between the 3/28 event and the 5/12 community meeting to engage more in this dues conversation?
 - Open forum→ down side it is a self-selected group
 - Combine with mission/vision/values process - Dev and Tova ***
 - Outreach to specific groups
 - Conduct a Dues survey
 - Talk to people about why people joined and what their values are; what would happen if you didn't have a Kehilla
 - Invite leaders who don't have time to be on the board to participate as thought partners. ***
 - Lots of education needs to happen e.g. the model of the effect of growth on staffing needs and retaining sense of community
 - Borrow techniques from Listening campaign from 2007?

→ Between now and community event try and set up meetings with a couple of groups: B'nai mitzvah chavurah (Ali), WCLI, committee chairs

→ Karen and Catherine will pull together communication prompts to support our efforts

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- ED report: No ED present

- **Clergy Report**
 - Purim is coming up -- prepare your costume
 - Communal festival with Urban Adamah at Urban Adamah March 10
 - Purim carnival March 8
 - Passover: Glitter on day 1, POC April 10 using racial justice haggadah (Jews for Racial Justice), community seder April 11 led by Rabbi David and Rabbi Burt with guest Ariel Luckey
 - Rise up Initiative within the Nathan Cummings Foundation (Claudia Horowitz) -- proposal to build a network of communities like Kehilla (NY, Baltimore, Seattle, Philadelphia, Detroit). Multi year w/year 1 for someone from each community to come together and discuss things other jewish organizations aren't doing. Years 2 and 3 -- connect centers of energy
 - Memorial Day - rabbinical guest, Koach Frasier -- POC rabbinical student.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- 25 responses to weekly poll regarding communication with board

- Other Committee reports/updates
 - Board Nominating Committee
 - Please give nominees names to Catherine
- Immigration/sanctuary update
 - Furniture in place
 - Trainings for volunteers in progress
- EJC
 - report: see attached (from Myrna Schwartz)
 - Idea: have committee people do BBM announcements? Maybe other committees.
 - Connect EJC to BBM students for mitzvah projects

AOB/ANNOUNCEMENTS

1. Rachel Reilly was at Barbara Lee meeting→ looking to engage faith groups around census.
2. Please come in back door for future board meetings to minimize Molly having to answer the door.

Next meeting: March 24, 2020

Barbara will be out

Note that the June meeting will be on June 9th

CLOSING Dinner assignments

Set up: Everyone

Main dish: Karen

Salad: Catherine

Drinks: Lisa

Dessert: Ruth

Clean Up, Table Take Down and Chair Set Up: Everyone