

KEHILLA COMMUNITY SYNAGOGUE BOARD OF TRUSTEES MEETING

Date: 28 July, 2020

****6:10 Start meeting****

ZOOM LINK

<https://us02web.zoom.us/j/86048420798?pwd=aS9hQ1NTcnJEUW1kZXlv eWNiMU0rUT09>

Email Catherine if unable to attend.

Not attending:

Guests:

Please review the following documents in Google Docs prior to the board meeting:

- Kehilla Board Minutes Draft for approval at meeting
- See <https://www.notfreetodesist.org/> for anti-racism discussion
- The Exploration / Design Team, of Kehilla's Belonging and Allyship Racial Justice Initiative Arc of Change initiative (scroll to the end of this document)
- Personnel handbook (to follow) - for Executive session

AGENDA

Minutes taker:

OPENING

1. Group check-in (10 min)
3. Spiritual Opening 5 min)
4. Approval of minutes (2 min)

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- Treasurer's and Finance Committee report (10 min)
 - Budget update
- PPP loan → sharing

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- ED report (10 min)
- Clergy report (15 min)
 - HH update
- GenCo report (15 min)

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- Uncentering whiteness ALI/CATHERINE (10 min)
 - Anti-racism in Jewish Communities. See <https://www.notfreetodesist.org/> before the meeting
 - Endorsement **VOTE (this month or next)**

- Arc of Change initiative presentation and **VOTE** (20 min)
 - Endorsement initiative
- Board Retreat goals: CATHERINE (10min)
 - How to do a retreat this year?
- Monthly (Bi-monthly?) Board blog signup CATHERINE (3 min)
- Other Committee reports/updates
 - Board officers - **Vote** (5 min)
 - Secretary
 - Treasurer

AOB/ANNOUNCEMENTS

THERE WILL BE AN EXECUTIVE SESSION

The Exploration / Design Team, of Kehilla's Belonging & Allyship Racial Justice Initiative is requesting the board's support of our pursuing the Arc of Change initiative on behalf of Kehilla.

By way of background, the Arc of Change Initiative – to bring Black Jewish national leader Yavilah McCoy, of Dimensions Consulting, to do an extended series of trainings, support and coaching sessions to Kehilla membership – is the outgrowth of three years of work through the Belonging & Allyship Initiative.

The goal of our work with Yavilah is to **uproot white supremacy and decenter whiteness as all levels of Kehilla, so that folks understand how white folks are complicit in perpetuating white supremacy.** In Rabbi Dev's words in their recent letter to the congregation, *"To build a multiracial Jewish community where people of color thrive without having to worry about their emotional safety or that of their children."*

This is a quote from one of our phone calls with Yavilah:

"We are in a moment of heartbreak, and it can also be a moment of hearts breaking open. We can make use of that tenderness to deepen relationships. We can dream and vision a more equitable future, rather than a return to the old normal";

This Arc of Change work will include:

- a series of trainings for white folks, over a span of months
- support for people of color
- coaching of Kehilla leadership, including POC organizer Ruthie Levin

Next Steps:

*We are currently waiting for a proposal from Yavilah, with varied levels of Arc of Change training and corresponding levels of funding, which will likely be in the tens of thousands of dollars. We just met with Michael, Rabbi Dev, Lisa and Susan Freundlich (representing the Board and the Generosity Committee). Once our team receives Yavilah's proposal, we will make recommendations to this Executive Team about suggested next steps. In Bekkah Scharf's words, "Our multiracial, multigenerational, multi-abled Kehilla community deserves the best. This is about investing in Black Jewish leadership."

*We are also corresponding with B'nai Jeshurun Synagogue in NYC who are currently engaged in their own Arc of Change Project with Yavilah, so that we can learn about their experience, as we make plans for Kehilla.

*At Yavilah's suggestion, soon we anticipate forming a DEI Leadership Team of 12-15 people to lead this effort, with the goal of engaging everyone at Kehilla in this project. This team will likely include one Board member.

*Fundraising for this Initiative will be challenging, and we are up to it! We anticipate funding this through a variety of sources and will work closely with the Generosity

Committee to coordinate our efforts, and Rabbi Dev is on board to help as well.

Fyi, our multi-racial Exploration / Design Team that is moving this work forward is:

Ruthie Levin

Lia Barrows

Bekkah Scharf

Julia Caplan

Aviva Wilcox

Ann Finkelstein

Penny Rosenwasser

Thank you!