

**KEHILLA COMMUNITY SYNAGOGUE
BOARD OF TRUSTEES MEETING - VIA ZOOM**

-FINAL-

Date: June 9, 2020

Minutes taken by Shoshana

Board members:

Present: Karen Cohn, Catherine Lyons, Ruth Atkin, Ali Cannon, Lisa Korwin, Barbara Petterson, Rachael Reiley, Ori Tzvieli, and Shoshana Finacom

N/A: Stephanie Hochman

Others present: Michael Saxe-Taller, Don and Bracha Stone on behalf of the SLPC and the Retreat Committee

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

- Kehilla Board Minutes Draft for approval at meeting
- Resolution regarding subventions
- Notes from last November's Retreat

Approval of the minutes

Approval of the 5/26/20 minutes. Ruth moved and Karen seconded. Unanimously approved.

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- **Subvention Proposal** - Ruth

Original proposal presented:

As part of the 2020-2021 budget, the Kehilla board approves the allocation of:

\$1,000 to the Sogorea Te Land Trust

\$1,000 to Faith in Action (formerly OCO)

\$1,000 to Interfaith Movement for Human Integrity (first time subvention)

\$ 180 to Kavod v'Nichum (connected to the Chevra Kadisha)

If by January 2021, it appears that revenue will be significantly increased from what was budgeted, we will make this additional contribution of \$1,000 to Sogorea Te Land Trust.

Discussion:

Counter Proposal 1: Divide \$2,000 three ways between Faith in Action and the Interfaith Movement for Humanity Integrity and ALEPH.

Counter Proposal 2: Move ALEPH to the first tier of giving at \$1,000 and move \$1,000 from other budget lines.

New motion made with Counter Proposal 2 included:

As part of the 2020-2021 budget, the Kehilla board approves the allocation of:

\$1,000 to the Sogorea Te Land Trust

\$1,000 to Faith in Action (formerly OCO)

\$1,000 to Interfaith Movement for Human Integrity (first time subvention)

\$1,000 to ALEPH

\$ 180 to Kavod v'Nichum (connected to the Chevra Kadisha)

In March 2021 we will evaluate if additional contributions can be made. If it appears that revenue will be significantly increased from what was budgeted, we will make this additional contribution of \$1,000 to Sogorea Te Land Trust.

Catherine moved and Lisa seconded. Unanimously approved.

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- **ED report**

It looks like we will either have a balanced budget or a deficit of less than \$10,000 by the end of the fiscal year, thanks to the generosity of our membership.

The Congress passed an addition to the PPP Loan Program, and loosened it in such a way that we will be able to use all of the \$150,000 for approved expenses, and it is looking likely that we should be eligible for forgiveness of the entire \$150,000.

Tomorrow afternoon (6/10/20) our membership renewal letters will be going out to all of our members who do not have children in Kehilla School. We are holding off for a letter to be sent to those members, as we need more clarity as to what school will look like. Our first two renewers were Lisa and Kip, and Teri and Karen (THANK YOU!) - as they tested out the online form. MS-T gave lots and lots of kudos to Karen for her steadfast work on framing this new approach, and has also received feedback from WCLIG. In the letter we have two approaches to paying sustaining dues:

(1) Based on 500 households, the Sustaining Dues amount for fiscal year 2020 - 2021 is **\$2,000** per member household.

(2) Based on an estimated 675 income-earning members, the Sustaining Dues amount for fiscal year 2020 - 2021 is **\$1,500** per individual

income-earner households and **\$3,000** per two income-earner households.

We are trying something new and it will be interesting to see how people respond to it. Karen asked Elle to share any comments she gets related to this membership renewal process.

Elle's transition is going well. She is getting the best of training from Maya (a pro). She has more capacity in certain areas than we have had in the past. She is literate in new ways.

All but Michael, Elle and Molly are taking this week off. We will need to continue to think of creative ways to support the staff.

Cooking Around the World summer camp will be using our building next week. Michael had a good conversation with Agape Church. They are thinking in much the same way as we are in terms of gathering in the building. They are not rushing back. We are not charging any of the renters, with the exception of JYCA for use of the Sinai Room.

On behalf of Rabbi Dev, MS-T reports that we continue to be in the process of figuring out HHD and are looking for a Project Manager. The SL's are already imagining what the HHDs will look like.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- **Board:**

- Looking back over the year - Karen and Catherine

Review of the notes from our Board Retreat. It is helpful to step back to be reminded of what our job is as a member of the board. There are things that we were on track for - although waylaid by the Pandemic, and some things that still need to be revisited. It may be worthwhile to look at it and readjust for the immediate future.

While it has been challenging, the Pandemic has also created some opportunities - having 130 plus attend the Annual Meeting, the response to the membership survey, and helping to define ways to engage the membership in new ways.

Is it worth spending time at a future board meeting to set some goals for the next few months, like we did at the retreat. Are there things from the document that we should be pushing forward?

We are a nimble organization and can change our path as the need arises. Things to focus on are how to develop the board, and what kinds of skills are we looking for to attract to the board.

Depending on how long we are in this new normal, there may be some ways that we can imagine to do outreach to the larger Kehilla community to take off some of the weight from our clergy. Since we may be in this new normal for a very

long time, it is incumbent upon us to continue to think about ways to keep the momentum going.

- Structure for year to come - Catherine

With Catherine moving forward as the sole Chair, she has asked Karen, Lisa and Ruth to be a "shadow cabinet." Everybody on the board needs to be aware that Catherine can use the support of collaboration from all of the board. Ori volunteered to be the timekeeper at our meetings.

- Board development work? - Catherine

What skills do we need to look for as an entity to be successful.

Growing the board - we need to think about what parts of our community are missing on the board, what skills are missing from the board and have a more serious discussion in July. We do have a list of people we have been cultivated over time. Our homework is to think about this.

- Racial Justice study? - Catherine

Is this something we should be spending time on as a board? If so, we need somebody to take on the leadership of this, with Karen stepping off the board, who did such a stellar job previously. Ali will come to our next meeting to present a proposal of how to move forward on this.

- How are we responding to current events? - Michael

In the last week, communications to the membership referenced the current events and the protests and actions happening around the Bay Area. Members of the Belonging and Allyship group met last week, but there hasn't been a report back yet. Ali can reach out to them, letting them know we are doing this work, and get their feedback, as well as invite them to the board meetings, and propose being a liaison from the board.

We want to reach out to them and ask how we can support their work, and ask if they are thinking about a public statement on our website in response to the current events, and if not, would they like to contribute? We also want to think about what our role with them is moving forward.

- Other Committee reports/updates - Catherine and Bracha Stone

- Membership Engagement Committee: Mishpacha groups

A letter has been sent out to introduce the concept of these groups, and Ruth and Ali have already stepped up to get involved. There is hope that each of us acts as coveners. GenCo has been having conversations with how to check in with members, with the understanding feeling in touch, engaged and part of this community. There can be a Mishpacha Group focused on how we support our community in this time. Some of these groups could continue past the HHDs.

Shout out to Elle for managing the techy parts and getting the info out to the community. Groups of 9 people; suggesting meeting twice a month (the group can decide themselves). Some group ideas: Torah Study, a sit and shmooze, book discussion group (not a book group), etc.

Once we have the groups defined, it will go out to the whole community for people to sign up.

- Personnel Committee

We will be discussing and reviewing the draft Personnel Handbook at the July meeting. It will be sent out at least a week before the meeting.

- Other Business

Summer Retreat - the Spiritual leaders have offered July 11th for a virtual summer retreat with a Shabbat Service, playshops, Talent Show and Havdalah. Mark your calendars.

Karen moved and Ori seconded to nominate Catherine Lyons as the Board chair for 2020-2021. Approved unanimously.

Appreciations were extended to Barbara for her 6 years on the Board and her contributions. Barbara will be missed by all of us on the board.

Tabled to next month:

- Calendar (Team Up)
 - Create google calendar with committee meetings

AOB/ANNOUNCEMENTS

Next meeting: July 28, 2020, 6:10 pm

Note future board meetings that are not on the 4th Tuesday of the month: November 17, 2020 and December 15, 2020