

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

**-FINAL-**

**Date: July 28, 2020**

Minutes taken by Shoshana

**Board members:**

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

N/A: Stephanie Hochman

Others present: Michael Saxe-Taller, Rabbi Dev Noily, Pamela Berkowitz, Don Stone; Bekah, Penny Rosenwasser and Ruthie Levin on behalf of The Exploration / Design Team of Belonging and Allyship Committee

**Minute Taker:** Shoshana Finacom

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

- Kehilla Board Minutes Draft for approval at meeting
- The Exploration / Design Team, of Kehilla's Belonging and Allyship Racial Justice Initiative Arc of Change initiative

**Approval of the minutes**

Approval of the 6/09/20 minutes. Lisa moved and Ori seconded. Unanimously approved.

**FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS**

- **Treasurer's and Finance Committee report** - Ruth

Despite the challenge of not having the spring fundraiser, the good news is we closed out the fiscal year in the black with a \$13,000 surplus. This is due to the fundraiser still raising money as sponsors didn't request a refund of their donation, and we had significant savings in not replacing Josef's position due to COVID. We have also reinvested a couple of CDs. Write-offs will be higher than normal, but not massively.

- **PPP loan update** - Michael

It is looking like that we should have full forgiveness of the \$150,000 loan. We were able to spend the money within the time limit to qualify for the forgiveness due to JYCA hiring more staff. We are now waiting for Bank of the West to get their portal up and running to be able to provide the required information to confirm whether we do get forgiveness of the loan.

**STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT**

- **ED Report** - Michael

- **Income** - Michael

What is clear to date, the key question is about our income. Expenses are pretty well set with little variability until October when the Board decides if any adjustments are needed. Income is more variable. There is good news so far. With membership renewals - we are at 73% of dues pledged compared to the amount that the Board budgeted. Those pledges to date equal 38% of the current year's budget. There has been a \$30,000 increase in the amount pledged by renewed households over last year's pledges.

We will know a whole lot more at the next board meeting. School families have now been asked to renew and sign up for school. The first 12 families that have renewed are paying above the asked tuition amount.

For High Holidays, registration went live online and we have received our first \$3,000 in contributions. We will know a lot more in the coming months.

Staff - They are doing quite well in terms of connections with one another and support of each other. They meet twice a week. And for those who took some time off, it was great - and for many staff working in this strange and stressful environment, ways will need to be figured out to help restore them.

Cooking Camp went well and is wrapping up. However, more rentals are not anticipated anytime for the foreseeable future.

## **GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION**

- **Arc of Change initiative presentation** - Ruthie Levin (People of Color Organizer), Bekkah Scharf and Penny Rosenwasser
  - **Endorsement initiative**

Please refer to documents provided prior to the meeting. The Belonging and Allyship Committee has been working hard to help Kehilla meet its goals to make it a welcoming place for people of color, as well as creating a safe space. The Arc of Change Initiative presented by Yavilah McCoy of Dimension Consulting would lead a series of trainings to coach the leadership and hopefully a whole lot of interested white folks - this is the outgrowth of three years of work of the Belonging and Allyship Committee. The work is to uproot white supremacy and decenter whiteness at all levels of Kehilla, so that folks understand how white folks are complicit in perpetuating white supremacy. It will also support our POC members and Ruthie in her work.

Bekkah shared her story of how she met with Yavilah and some of her interactions with her on a few occasions. The highlight is Yavilah will have our backs as we do this important learning and growing.

Penny added that it will be supported by the 7 member multi-racial Exploration/Design Team with the addition of a board representative and a few others for a total of 15 members, along with the establishment of an Executive Team with Michael, Rabbi Dev, Lisa and Ruthie.

Rabbi Dev said that it has been suggested that to cover some of the cost of this training white participants will be asked to pay fees for this training, with sensitivity of our working class members.

Key next steps: Beckkah and Lia Barrow have offered to connect with B'nai Jeshurun Synagogue in NYC to talk with them about their experience with this training. The Exploration/Design team will be reviewing the proposal (just received) and presenting it to the FinComm and GenCo.

## **STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT** **(Cont'd)**

- **Clergy report** - Rabbi Dev

Tomorrow night is Tisha B'Av in collaboration with Urban Adamah - Rabbi Dev, Hazzan Shulamit, Ruthie and Beckkah will also be participating in leading.

- **HH update**

Moving along with a "thick" process. Everyone involved is working hard to create a way to build community and connection, including the creation of Mishpacha Groups that are being formed and led by members - people are signing up. (Yeah!) The Hineinu photo and video project is moving along. This is a reminder for us to submit our photos and our videos with prompts for both Rosh Hashanah and Yom Kippur. Gift bags will be provided to all our member households with a paper copy of the machzor, honey sticks, tea light candles, and postcard with the HHD art and the schedule of services. Members will have the option to pick them up in the parking lot and have pick up sites in neighborhoods, and will deliver to those who are unable to get them any other way. Michael will be circulating a sign up sheet for board members to help with the distribution.

As to the content of the services, the spiritual team is working hard to pare down and doing their best to keep what is most important and beloved. Invitations are going out to leaders of color to participate at our services.

We are likely to do Tashlich with the Jews on Ohlone Land in Emeryville. Natalie Boskin will be offering teen programming. Yom Kippur afternoon workshops are going to be broadened given the expansiveness of offering online workshops. There will be four main services in webinar format. Only service leaders and panelists will have video, and participants will not. Hazzan Shulamit and the MPLs are working really hard to find video recordings from the last couple of years of the MPLs singing with the Kahal, that may be able to be used so that we can still hear the voices of our community together.

Ruth added that the Chevra Kadisha has some ideas of how to do the scroll of remembrance for the Yizkor service.

- **GenCo report** - Lisa

The committee recently launched a Meeting the Moment Campaign, to reach out to as many of them as we can to see how folks are doing, to inform them of the many different ways they can be involved in Kehilla, and to create human

connection. An ask was sent to participants of the Leadership Retreat to be ambassadors - and initially 25 people joined. The invitation has been sent out again soliciting more ambassadors.

Additionally, because the committee sets their fundraising budget in October, it makes sense to move forward for the face-to-face asks to happen virtually and specifically reach out to the bigger donors to check in and take their temperature.

Michael reminded us board members to think about what each of our annual contributions might be for this fiscal year.

GenCo is also thinking about a future fundraising event, likely to be virtual, and asks that if any of us have had any experiences with other organizations doing this, or speakers that come to mind, to please share that with Lisa.

- **Board Retreat goals** - Catherine
  - **How to do a retreat this year?**

We will not be having an all day Zoom retreat. Catherine would like the board to meet sometime in August or September for us to set some goals for the year. We would review what our goals were from last year. It would be scheduled for 60-90 minutes on a non board meeting night. We would then meet again sometime after the HHDs with Michael and Dev. What would the focus be? Any ideas?

- **Bi-monthly Board blog signup** - Catherine  
Catherine will be sending out a sign-up sheet.

- **Other Committee reports/updates**

- **Board officers**
  - Secretary - Shoshana nominated and unanimously approved.
  - Treasurer - Ruth nominated and unanimously approved.

## **AOB/ANNOUNCEMENTS**

**Next meeting: August 25, 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**