

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

-FINAL-

Date: September 21, 2020

Minutes taken by Shoshana

Board members:

Present: **Karen Cohn, Catherine Lyons, Ruth Atkin, Ali Cannon, Lisa Korwin ,
Rachael Reiley, Stephanie Hochman and Shoshana Finacom**

N/A: Ori Tzvieli

Others present: Michael Saxe-Taller

Minute Taker: Shoshana Finacom

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

- Kehilla Board Minutes Draft for approval at meeting
 - <https://docs.google.com/document/d/1OA6m1ERmxDdpFuMFoiAH3f5kzSR89vAwKCSIZoLChXw/edit#>
- Blog regarding board service outreach
 - <https://docs.google.com/document/d/1NNITBwEghZ3NOF8ogJUDsWsmMzfyhL7-Z6eEKbr3GZQ/edit>
- Board service application
 - https://docs.google.com/document/d/1Qm-9OdbbMzI6H4PFxGeaoBJqQM1ksCgT9_46r14wAzs/edit

Approval of the minutes

Approval of the 8/25/20 minutes. Catherine moved and Lisa seconded.
Unanimously approved.

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- **Treasurer's and Finance Committee report** - Ruth and Michael
Membership Update & Income Report

As of September 21, 2020, there are 455 renewed households, 41 new member households, 36 not yet renewed households and 18 households that have confirmed they are not renewing. Dues pledged to date: \$622,913 (\$500,000 budgeted). A number of the membership renewals are at or above the suggested sustainable dues amount of \$2,000. The median dues paid for all renewed members is \$1,100.

Kehilla School tuition pledged is at \$80,289 (\$46,020 budgeted).

High Holy Days Income brought in \$54,675 (\$42,100 budgeted)

In further good news - general solicitations pledged are to date \$28,000 over the budgeted amount.

Total income to date is at \$970,086 (budgeted \$810,220) - close to \$160,000 over budget. As for expenses to date, after 2 months in the fiscal year, we are almost exactly where we are projected to be.

The FinComm had previously decided to reserve part of the PPP loan for next year's budget. Since we are doing so well this year, they have identified the need for administrative and clergy support to be considered, assistance for youth programs, and staff bonuses this year. (See MS-T's email of September 21 2020.)

The committee is moving further into getting interest bearing CDs (2 CDs at \$125,000 each). A money market account has been established at Schwab, moving \$250,000 there. This amount is liquid, and earning some little bit. There is still consideration for tithing part of the PPP loan. The Board will be asked for input from the FinComm once it is confirmed that the loan will be forgiven. We are cautiously optimistic that we could go back to a \$1 mil budget.

- **Preparing for October budget decision** - Michael

Determining whether or not we are eligible for full forgiveness of the PPP loan, is likely to not be until 2021. We now know we are not dependent on the loan, so the question is how to prioritize the use of the money. We may have \$40-60,000 above the budgeted amount. Filling Josef's position has not been included in the budget for this year. How do we want to think about other expenses that have not been included this year, and what do we want to think about next year? Some of the areas of increased spending will be for (1) assistance for the Youth Programs Department, (2) additional assistance for the clergy, particularly to fill in the roles that the Assistant Rabbi was going to fill, and (3) reinstating staff raises or giving bonuses. Yet to be determined are the costs of some of these things. Michael will be working on this. The budget priority group, recently established, will be meeting a week before the next board meeting and Michael will share with the board what was provided to the group and the outcome of the meeting.

We currently do not have a list of organizations that did not get PPP loans that we might consider tithing.

The Consumer Price Index from August is currently at 1.6%, and will be updated in October.

Concern was expressed that we first consider filling the two positions that we were previously unable to fill (Josef's successor and an Assistant Rabbi) and other urgent needs, rather than giving the money away. Another concern raised is that we are learning who we are as a virtual community, we want to be mindful how we might want to keep an aspect of the virtual events.

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- **ED Report** - Michael

Report on High Holy Days. It is clear the content and experience of them has been universally positive and we created something that was meaningful. We had 650 non members participate. We brought in more money than we budgeted. In the end, we will be successful. We also got 5 new member households since Rosh Hashana.

There is still a possibility of another guest in our suite; justice moves slowly.

An incident over the weekend at the building involving an unhoused gentleman living by the stairs by the kitchen happened. We have been committed to finding ways to support him without involving the police. Catherine took stuff to him and visited with him. On Sunday morning a neighbor called the police, who came. There was a potential confrontation and he ran away. He eventually gave himself up. He was taken to the hospital. He is likely to come back as he has been in the neighborhood for quite a while. We now have resources moving forward. This is very likely to happen again. We are working with a person who works with the unhoused in Alameda County. The Piedmont Police held a focus group asking for feedback and Michael spoke and suggested that they have unarmed support, rather than the police respond. There is a new program in Oakland, called MACRO, a city agency who goes out and works with people with mental health needs and in crisis. Michael is going to propose to the Piedmont Police Department that they contract with the City of Oakland to participate in this program. Neighbors will be spoken with as well as the Homeless Action Committee.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- **Generosity Committee: Hineinu Campaign** - Lisa

The GenCo met this past week. They have been doing pretty well. They set a more modest goal this year and have raised almost \$5,000 over the budget. Starting the campaign earlier than in the past has proven to be fantastic. The Hineinu Campaign will help us get even further beyond that. The first letter will be sent close to and tied into the election; the second letter will be sent around Thanksgiving. The committee is also looking at integrating our Legacy Campaign into the Hineinu Campaign.

Arc of Change - A subcommittee has been created to raise money outside of Kehilla. It is anticipated that we will get a grant of \$5,000 from the Jews of Color Field Building Initiative, and will hope for more. Connections have been made with a foundation in Piedmont and beginning to build that relationship. The Jewish Federation currently has a racial justice and uncentering whiteness grants - however one requirement is that the organization requesting the grant have ties to Israel, and given our outspokenness are unlikely to meet their qualifications - and for now, have decided not to pursue this. GenCo is considering approaching a congregant who is a major national donor to racial justice organizations.

- **Leadership Outreach**

- **Board search outreach plan** - Catherine

As a result of the retreat, a plan that was put in place for outreach to the community seeking leadership among the community. Working with Lisa, Ori and Karen, Catherine has created an application for members interested in joining the board. It was suggested that people also provide a CV and/or resume to see what skills and background they have been involved with. It may be intimidating to ask people for that - so instead add the following: Name one or two skills that you have and can bring to the board.

Catherine will work with Elle to send out an email with the Invitation to Leadership, and will have embedded in it a link to the Board Myths and Facts written up by Karen last year, and a link to the application.

We will continue to work with this, and maybe have a mini retreat to focus more on it.

- **Leadership outreach** - Michael

- (refer to Individual Conversations doc)**

Michael has asked and we have each committed to doing this outreach to reach members who can be cultivated as leaders, not specifically as Board members. If we each speak to 3-6 members over the next three months, we will connect with at least 50 people. Choose people who you find interesting and would like to have more involved in leadership. Be sure to make it clear why we are meeting - do not be obtuse about it. And say it at the time of the invitation, and then again when you meet. Jot down a few notes about what you learned or thought about them. Note on the google doc.

AOB/ANNOUNCEMENTS

Next meeting: October 27, 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**