

**KEHILLA COMMUNITY SYNAGOGUE
BOARD OF TRUSTEES MEETING - VIA ZOOM
Date: November 24, 2020**

-FINAL-

Board members:

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

Others present: Michael Saxe-Taller, Rabbi Dev Noily
Guests: Leanne Grossman, Don Stone

Minute Taker: Shoshana Finacom

Reviewed the following documents prior to the board meeting:

- Kehilla Board Minutes Draft for approval at meeting
- Budget documents

Approval of the minutes

Approval of the 10/27/20 minutes as amended. Karen moved and Catherine seconded. Unanimously approved with one abstention.

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

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

- **Finance Committee** - Ruth

FinCom is starting to grapple with what an endowment fund might look, not just where to place the money. Jay Koch and Ron Cohen are leading this effort. Boilerplate language is being developed, along with educating themselves about it and the different ways to set it up.

- **Updated budget** - Michael

Review of the proposed revised budget distributed before the meeting. It continues to show a surplus budget, and for the board to decide on how to plan for spending.

- **Approval of reinstated/new expenditures** - Michael

Motion: Move to approve the revised budget as presented. Catherine moved, Lisa seconded. Unanimously approved.

- **Use of Money for Additional Clergy Time** - Michael

Michael has the authorization per previous board approval for expenditures under \$10,000, and can use the \$9,000 currently budgeted for contract labor for BBM service leading, and supporting the RadTrad minyan.

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- **ED report** - Michael

Staff was very pleased with the board approval of reinstating the raises. Reminded the board that now is the time to move forward on the Board/Leadership outreach project that each of us signed up to do. Update the Google doc as needed. If you haven't moved forward on this, now is the time to do so.

Arc of Change update - we have continued to move forward and are on the precipice of officially making the agreement with Yavilah, and have a full 15 person leadership - Diversity, Equity and Inclusion Team, including Ali on behalf of the board.

Maya Joshua has returned to the Bay Area from Italy; over the next 7 months she will be taking on the few part time positions that we have recently approved.

We are up to 65 new member households. We had our first new member Open House with 22 households attending. There will be another one on December 3. Since that first Open House we have 4 more member households. Last year we had 50, which was the highest amount of the last 6 years.

- **Clergy report** - Rabbi Dev

We are bringing in a new MPL in training - Wren Pinto. They have been both a Kehilla School teacher and BBM teacher, and is currently working on a masters at GTU. They have recently created a beautiful CD to aid people on their journey to dying. Their first service will be December 12th and will be integrating into the upcoming season of Bar and Bat Mitzvahs. In seeking more diversity and POC representation, Dev and Shulamit will be working with Ruthie Levin to identify POC who may be interested, as well as finding younger people.

The SL Team is starting to think about HHDs for next year having made the decision to do it remotely again next year; but also have decided to start thinking about the potential for in-person service planning, continuing to consider all ideas for in person locations.

We are having interesting conversations with people who purchased gravesites in the Kehilla section at Mountain View. After a survey and multiple meetings with most of the owners, we currently have almost all of the policies in agreement, but the one sticking point is the use of non Jewish religious symbols on the gravestones, ie., crosses. This has been really hard coming to consensus with. The symbol is triggering for some of our members. On the other side, mostly non Jewish partners who are members of our community, felt that this is a Jewish community that they can be a part of, but at the time of death this becomes a barrier in feeling that full acceptance. It feels like a pulling away the acceptance they have experienced up to this point. As a result, a document will be written that explains all of this and the policy will be: there are no restrictions on symbols for

the original owners, but subsequent owners will be subject to a restriction of such symbols.

Appreciation was extended to Ori for his continued support and expertise and will be offering a 12/7/20 community meeting for updates and Q&A on COVID, especially as Alameda County is moving to purple.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- **Secretary** - Catherine

There is an imminent need to fill in the position upon Shoshana's departure from the Board in January. Karen and Ali volunteer to take minutes at future meetings until the position is filled. (Karen will take the minutes at the next Board meeting; Shoshana will attend the Executive session and will take minutes for that.)

- Other Committee reports/updates→ in Executive session

AOB/ANNOUNCEMENTS

- **Next meeting: December 15, 2020**