

**KEHILLA COMMUNITY SYNAGOGUE
BOARD OF TRUSTEES MEETING**

Date: 2021-02-23

6:45-8:30

ZOOM LINK

<https://us02web.zoom.us/j/193320289?pwd=STR5aHg4SUZINFpKd2dQV VVRR2EvUT09>

Board members:

Present: Karen Cohn, Catherine Lyons, Ruth Atkin, Ali Cannon, Lisa Korwin , Rachael Reiley, Stephanie Hochman, Ori Tzviel, Dina Burg, Nina Cohen and Pamela Berkowitz

Board member(s) not present:

Others present: Michael Saxe-Taller, Rabbi Dev Noily

Guests:

Minute Taker: Ali Cannon

Reviewed the following documents prior to the board meeting:

- Draft for approval at meeting
- FinCom surplus proposal

Approval of the minutes

Approval of the January 2021 minutes. Lisa moved and Catherine seconded. Unanimously approved.

AGENDA

OPENING

1. Group check-in (20)
 2. Spiritual Opening (7)
- Purim - fun Zoom Filters

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- GenCo: feedback from event (15 min): sold 990 tix; Over 200 sponsors; 38k in income (expenses \$7-8k); revenue: 30k. Originally intended to make 6500. Over 20k from sponsorships; highest earning fundraiser we've ever had. Lia Barrow, a JOC and member of the AoC DEI team, gave a great fundraising pitch -- 20 donations raised during the event alone. May raise the Arc of Change Budget. Set aside some money to be available for events for POC? Lessons learned: incredible design team. GenCo focused on sponsorship; staff did a huge amount of work. GenCo came up with the whole concept and timing of the event. Hired staff for the event. POC leaders led content portions. 700 households not Kehilla members - a range of institutions. 60 people in the Belonging and Allyship info session who were very hungry to learn what we are doing. People contributed who did not attend; folx were very excited about the event in general.
- Treasurer's and Finance Committee report
 - spending of surplus
<https://docs.google.com/document/d/1YnJH3v2g8zjuPzPb-acEaCAHOCMtexiwwJCoJbh10Tw/edit>
 - See priorities from FinCom; Seismic work and removing the steeple for building improvements. Staffing move to the regular operating budget along with hiring additional rabbinic staff and school administrator. Sabbatical fund should receive regular contributions and some money to go into reserves for excess revenue as a practice. Cover top three items:
 - New tech equipment
 - Sabbatical for Rabbi Dev and Hazzan Shulamit
 - Building-related items requiring capital expenditure in the immediate or very near future, including the earthquake retrofit and the steeple removal.

Surplus is \$150k of PPP loan plus additional money from the rest of our funds from this year. Possibly another \$40k of surplus. Consider use of funds for Organizational Development Consultant - bring back to FinCom to discuss.
 - Campaign for wheelchair elevator/lift may be more of an incentive for giving than a leaking steeple.
- Update from sub-committee on re-distribution of surplus funds:
 - Surplus (Rachel, Nina, Michael, Dev) - working on a full proposal to take to the Budget Priorities Committee that can then be brought to the full Board.

- It would be good to have a full spending plan. Costing out of building expenses and tech equipment in process. Sabbatical leave has been costed out.
 - Board reviewed FinCom Proposal and did not have objections but is waiting for budget proposal.
 - Connect with language of redistribution and structural racism that money came to us because we had the privilege to have access to money that brown and black people didn't have access to.
 - Government money came to us and we are redistributing our own money which opened up our operating budget in a new way.
- Budget priorities committee: Organizational impact decisions not appropriate for FinCom. Big ideas like new hires, big impact on org as a whole that is influenced by mission, vision, values. The next Budget Priorities Meeting is Wednesday, March 3 from 4:15-6:15pm.

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- ED report
 - Surplus - communicate well with the community. Nina has jumped in and will help craft language. Clear and transparent about what we are doing.
 - Expenses are what we predicted. Budget wise we are in good shape.
 - Arc of Change and the Budget: when we approved the contract with Dimensions of \$40k - won't have a shortfall for Arc of Change but will have the opportunity to use the money towards the racial justice work we will be doing. 87 people signed up for Arc of Change. Board needs to complete the Doodle for Institutional Change working group.
 - We no longer have a gas water heater; we have a new electric/solar powered water heater
- Clergy report: Rabbi Dev
 - Amazing to witness the conversation about Sabbatical and to feel that it is a possibility. Seeing it in writing and in the budget is so appreciated (on behalf of Rabbi Dev and Shulamit). Rabbi Dev working with a coach to begin to plan - deep gratitude.
 - Musical prayer leader - Wren Ganin-Pinto
 - POC informational interviews to assess interest in ritual leadership; addressing absence of POC on the bima. Conversations underway.
 - Our annual community seder on the 2nd Saturday night (April 3rd) will be co-led by Lev, Wren and Rabbi Dev.
 - Ruthie is checking in with POC folks to see if they want to do a POC Passover event sometime
 - Losses that people have been sustaining - including Karen's father.
 - Starting to think about High Holidays

- Chevra Kadisha had 7th of Adar gathering - spent time talking about people in the community who we've lost.
- Mini-retreat planning: Karen/Stephanie/Dev
 - Sunday, February 28th, from 4-6pm; Zoom invite on its way. Generative discussion on mission and values statements; tree rooted in Judaism with branches towards Justice; building off of Feb. leadership retreat. Will move forward towards Board adoption and community adoption.
 - Bring a symbolic object that represents Kehilla's lived values

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- Board Nominating committee:
 - Timeline
 - Invite potential interested persons to March meeting
 - Applications and conversations by 4/20
 - Approve slate at meeting of 4/27
 - Community votes
 - Community meeting 5/10, 11, or 12
 - How many seats to fill/ save for POC? We have 15 seats all together. 8 filled; with Tyler it is nine. Idea to leave three seats open for BIPOC. Want to make sure the board is welcoming to BIPOC. Opportunity with Arc of Change to do the work. If there is a solo BIPOC who wants to be on the Board, talk to that person so that they feel comfortable coming onto the board. We welcome BIPOC onto the Board at any time and say that we will hold three seats post Arc of Change.
 - Ali to go back to Arc of Change and DEI folx and see if we are on the right track with this.
 - Use consulting time with Yavilah to advise the Board on this question.
 - If we are able to get three people onto the board in July, unlikely that we will be overfilled. We are only going to recruit three people for now.
 - Youth representative: don't know how to set up the environment that would be good for young people. Invite an Adulthood JYCA representative to talk to the Board. We have not had conversations about what that would mean. An important value; need to start doing the preparatory work. Michael will follow up with JYCA ED. Ori to connect with Michael as a follow up.

AOB/ANNOUNCEMENTS

Minute takers for March, April, May, June (Ori)