

**KEHILLA COMMUNITY SYNAGOGUE
MINUTES
BOARD OF TRUSTEES MEETING - VIA ZOOM
Date: 4/27/21**

FINAL

Board members:

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

Board member(s) not present:

Karen Cohn

Others present: Michael Saxe-Taller, Rabbi Dev Noily

Guests: Michael Myers, Nina Cohen

Minute Taker: Ori Tzviel

Reviewed the following documents prior to the board meeting:

Approval of the minutes

Approval of the 3/23/21 minutes. Ali moved and Ruth seconded. Unanimously approved.

https://docs.google.com/document/d/19aX2F53cVW7DVF1_SmQX3B-buWt06pYtIt_2XPwg0kI/edit

OPENING

- Spiritual Opening (5 min) - Rabbi Dev
- Group check-in (20 min) - All

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- Refinance of mortgage: Ruth/Michael Myers (10 min)
 - Finance committee recommending refinancing the loan due to lower interest rate. Both options under consideration are 10 year mortgages one is fixed at 3.7% interest rate, the other is fixed for 5 years and then converts to an adjustable.
 - *Board motion to move forward with refinance application and options consideration which includes an assessment from the bank, including a cost of approximately \$10K and can either be paid up front or folded into the cost of the loan if loan is approved. If upfront would need to*

*be paid from surplus or reserves. Finance committee to bring specific mortgage back to the board for approval. **VOTED to approve unanimously***

- Proposal: use of \$22K surplus to hire Osborne for 6 mos.: Presented by MST
 - *See proposal in folder. Osborne helped us with lights, steeple removal, sealing the front steps. Several additional upcoming projects will need project management. Proposal for him to assess other building needs and price/bid them and prioritize them. Some of the \$22K have already been approved in the projects above but hard to quantify how much (steeple and steps). This proposal does not include material costs.*
 - *Board approval to move forward as needed. Catherine moved Lisa seconded **VOTED to approved linked proposal unanimously***
 - <https://docs.google.com/document/d/1qscyAK9FRq2RbJ6w1sMQ9PIWews6ZaDg/edit>
- Budget update: decision points: MST (and budget planning team) are planning to submit a budget to us at May meeting. Michael presented key issues and concepts being considered. Big categories are: more custodial services needs, more bookkeeping needs, more clergy needs, more school needs, more ED support/development support, tech staffing for online services, strengthening salary and benefits. Overall need to increase staffing.
- Preliminary budget proposed has about \$50K deficit. All priorities were deemed important by the budget committee. Our new dues structure has paid dividends and resulted in more income. There was a sentiment in the budget committee that if we go back to the membership and explain the needs we are trying to fund that people may increase their sustaining dues. Finance committee not so sure, and therein lies the potential deficit. The other question marks are the growth in membership number and resultant growth in dues. Michael felt that he could trim about \$10K. Possibly rental income could increase from Agape Church. Can pass a deficit budget and see how dues come in. If not coming in strong can either use reserves or make cuts. Michael will continue to communicate in coming month.
- https://docs.google.com/spreadsheets/d/1iCg1OBsIsmW9IK21KKZLWZx_1DKJubuYpw-G_38bsXc/edit?ts=608253c3#gid=774357059
- https://docs.google.com/spreadsheets/d/1z2zLfktDJ2y3mJtW98r6_Nquok-8Wnf32tIsH_MMI-8/edit?ts=60825357#gid=1627623567
- <https://drive.google.com/drive/folders/1mjABAo8wBjLOvL3ddsbsD8djcx3qV9kP>
- See also the 3 year staffing proposals here (with org charts), and membership and other income update document:

- <https://drive.google.com/drive/folders/1mjABAo8wBjLOvL3ddsbsD8djcX3gV9kP>

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- ED report (MST) The relationship between JYCA and Kehilla may change as there is mutual desire that Kehilla no longer function as their fiscal agent.
- Kehilla would like to have a Public Health committee to help make decisions in next 6-9 (Michael, Dev, Shulamit, Gray and others will be on there). This committee has been meeting for almost a year. Ori will be on this body as a public health advisor but not a decision maker. Michael asking for board authorization that this task force make operational decisions relevant to maintaining the health of the congregation members and guests/renters. Board was in unanimous agreement.
- Clergy report - Rabbi Dev
We got a grant to be part of founding a network of progressive synagogues (7) and there have been a couple of retreats already.
Staff is stretched pretty thin and working very hard.
BBM season started. Young people doing great and Torah is beautiful. Come to Shabbat services.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- Other Committee reports/update - none today

AOB/ANNOUNCEMENTS