

**KEHILLA COMMUNITY SYNAGOGUE
BOARD OF TRUSTEES MEETING MINUTES**

FINAL

Date: 2021-08-24

6:45-8:30

Attending: Stephanie Hochman, Rachael Reiley, Lisa Korwin, Ruth Atkin, Dina Burg, Pamela Berkowitz, Michael Myers, Nina Cohen

Staff: Michael Saxe-Taller, Dev Noily

Not attending: Ori Tzvieli

Guests: N/A

ZOOM LINK

<https://us02web.zoom.us/j/193320289?pwd=STR5aHg4SUZINFpKd2dQVVVRR2EvUT09>

Please review the following documents in Google Docs prior to the board meeting:

- [Kehilla Board Minutes Draft](#) for approval at meeting

AGENDA

Minutes taker: Maggie Grabmeier

OPENING

1. Group check-in
3. Spiritual Opening
4. Approval of minutes - **Ruth Atkin moves to approve, Rachel Reiley seconds, four in favor, no oppose**

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

Update on Mortgage Refinance

- Michael S-T: The board is on target to sign the final loan documents on Thursday (8/26/21) to refinance Kehilla's mortgage. Interest rates have gone down a little since the last board meeting. (Dan Alpert predicted around \$10k less per year in mortgage payments.)
- Lisa: Kehilla plans to use an interest rate Swap to keep payments consistent. Kehilla will pay a small percentage more than the agreed-upon rate to Bank of the West's Swap department in exchange for a fixed rate for the next ten years. There is an expensive penalty for terminating this type of agreement.

- There were some unanswered questions about the specifics of the Swap agreement itself. Lisa is holding all documents as well as a presentation about interest rate Swaps for the board to reference if needed.

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

ED Report

Michael Saxe-Taller:

- Covid protocols: the personnel committee and the health and safety task force decided to institute a mandate for all Kehilla employees to be vaccinated now that the Pfizer vaccine has been given FDA approval.
- A lawyer will sign off on the final draft of the language, and this mandate will affect hiring.
- The health and safety task force began a conversation about whether to institute a mandate of vaccination to attend Kehilla events. In practice, Kehilla has put a hold on any new indoor programming. The conversation is ongoing and no resolutions have been made yet.
- High Holiday ticket sales: 100 tickets sold so far. Elle's lead priority in the next few weeks is marketing for High Holidays.
- Kehilla School opening update: the approval of vaccines for 5-11 year-olds is in the pipeline, but it may not happen until winter. Rabbi Gray and the rest of the team decided that Kehilla School won't open in-person indoors until vaccinations are possible. Kehilla School may start in October (4-6 weeks later than the normal start time). An additional challenge is that there are fewer people who are available to do teaching. Michael S-T requested recommendations for possible teachers.
- Michael S-T requested board members volunteer to host post-High Holiday service Zoom hangout rooms.

Clergy report

- Rabbi Dev: Selichot is Saturday night (8/28/21). Dev highlighted leaders who will be sharing Torah during the High Holidays: Corrina Gould on Erev Rosh Hashanah, Anthony Rose on Rosh Hashanah Morning, Fresh Lev White on Yom Kippur morning, and Victoria Alcoset will lead Yizkor.
- Shmita: The High Holiday theme this year is Shmita. This theme can be an opportunity for Kehilla as an organization to do something different in this seventh year in this cycle. The question was posed: how can Kehilla do Shmita?

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- **Personnel Committee:**
 - Liaison with Sabbatical Task Force
 - Pamela: Someone from the personnel committee will attend sabbatical committee meetings on a rotating basis moving forward.

Thinking about Organizational Development process:

- The board is beginning a conversation of defining what the board is responsible for, brainstorming improvements, and determining a direction with regard to organizational development, knowing there will also be conversations with spiritual leadership, staff, community, etc.
- The board is committed to strategic planning and is interested in hiring an organizational development consultant. Board members were asked to brainstorm strengths and challenges for development, and Lisa and Stephanie volunteered to meet before the next board meeting to determine next steps.

Jamboard with brainstorm:

https://jamboard.google.com/d/1b-NXouNVO88nl8WViTB_xBaKPe5gcAFLUmcm4Tbn_kl/viwer?f=0

Potential next activities as expressed by the board:

- Create deadlines for what this process might look like and when? Potentially brainstorm more ideas, then refine the list
- Develop a process for identifying potential OD consultants.
- Compile learnings from OD-related work Kehilla has done so far, determine the role of the board to help shape this process
- Some expressed a desire to grow this conversation at a board retreat rather than in a committee (a leadership retreat is scheduled for February), though Lisa and Stephanie (and potentially Dina) will meet before the next board meeting to keep the conversation going.