

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

FINAL

Date: 2021-10-26

6:45-8:30

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

Staff: Michael Saxe-Taller, Dev Noily

Guests: Varya Simpson

Not attending: N/A

AGENDA

Minutes taker: Maggie Grabmeier

OPENING

- Group check-in
- Approval of minutes - **VOTE: Pamela Berkowitz moved to approve, Michael Myers seconded, seven in favor, no oppose, one abstained (Dina Burg)**
- **Clergy report & spiritual opening**
 - Dev: In keeping with the Arc of Change initiative, the spiritual leadership team aspires for Kehilla's bima to better reflect membership and the people we want to include and be involved (particularly people of color). Shulamit and Dev met with POC members who have been stepping into leadership in different ways (Ruthie Levin, Lev White, Lia Barrow, and Victoria Alcoset) for guidance on how to move forward on including POC on the bima.
 - This group identified some collective and individual next steps - though none are interested in committing to becoming spiritual leaders themselves, each are willing to take other steps, and other spiritual leaders from outside the community may be invited in.

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- **Sabbatical**
 - Rabbi Dev will be on sabbatical for a few months, and many elements have been put into place to make sure Kehilla is prepared to operate without them. If an unexpected emergency happens though, they will be available as much as they can. If anyone thinks they may need to contact Dev during their sabbatical, they are instructed to contact Michael Saxe-Taller or Shulamit to make the connection.

- Kehilla's budget for the sabbatical includes money set aside for Rabbinic supervision/coaching (hired on Rabbi Amy Elberg short-term to support Rabbi Gray, Shulamit, and Rabbi Dev), additional pastoral care and lifecycle events (agreements in place with Rabbi SAM, Rabbi Chaya, and Laura Fitch), Bar/Bat Mitzvah spiritual leadership (Rabbi David is covering for Rabbi Dev in year 1), Shabbat/holiday musical prayer leader coverage, additional administrative/clergy support, coaching for executive director, and miscellaneous.

- **ED Report**

https://docs.google.com/document/d/1xaYZFMYaTgwzwGBBogZB_7m3vUP2V5jT/edit

- **New Kehilla COVID Vaccination Policy** (draft as of 10/26/21):
"Everyone attending any Kehilla program, event, service or meeting held at Kehilla (indoor or outdoor) is required to be vaccinated and will be asked to show evidence upon entry. Those who are not yet eligible or who have a medical condition that prevents them from being vaccinated will get a rapid COVID test and will be admitted if it is negative.

Masks will continue to be required for all participants except leaders while they are leading.

The vaccine requirement is applicable to all events at Kehilla including rentals. A temporary exception will be made for rentals that serve children. Unvaccinated youth under 12 will be exempt from this requirement until seven weeks after vaccines become available. They will need to wear masks at all times. This policy is subject to change in the future."

The health and safety task force have had conversations about the subtleties related to who testing is allowed for. Michael S-T also said that Kehilla will soon advertise the staff vaccination policy to members. Staff and the task force are still working on the details of implementation, but they want to get the basic policy settled now.

Kehilla will provide the tests for folks ineligible for vaccination. To clarify, those who choose not to get vaccinated (without a medical reason) won't be tested and won't be admitted. This point was discussed by the board, and Ori T clarified that the vaccine is by far the most effective way to reduce Covid transmission. Members of the health and safety task force clarified that the vaccination language is meant to be a reflection of Kehilla's values.

- **VOTE: Lisa K moved to vote to approve the language of this vaccination policy draft. Ori T seconds. Eight in favor, one opposed. The measure passes.**

- **Leadership Retreat**
 - The leadership retreat is scheduled for February 11th-13th, though it is subject to change. The board was asked to send Michael S-T names of people who have taken active leadership roles at Kehilla in the past two years and should be invited to the retreat.

- **Leaks**
 - Kehilla suffered six leaks after this weekend's storm. Two of them were in the location of the new solar panels, and the company's installers repaired them. Two other small leaks were from the flat roof and they were both patched. The final two were in the steeple, an ongoing problem, and conversations continue with Piedmont to approve Kehilla's permit. Fred and Dee were responsible for overseeing this weekend's repairs.

- **JYCA:** JYCA's interim executive director has recommended to their board that they change fiscal sponsors and move out of Kehilla. They will likely move 3/4ths of the way through this year. At that point, and going forward, Kehilla will lose the approximately \$2000 per month that they are paying as a fiscal sponsorship fee. It will lessen the administrative burden on Kehilla, and in particular on our bookkeeper.

- **Cemetery Committee:** Kehilla has sold 47 of the 48 plots at the Kehilla Cemetery, but an owner of one of the plots wants to sell the plot back. The cemetery committee wants to purchase the plot back from them (around \$7,000) and resell for at least \$7,000 in the future.
 - **VOTE: Michael Myers motioned to vote to approve the expenditure of purchasing back a cemetery plot, Pamela B seconded. The vote passed unanimously with 9 in favor.**

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- **Quarterly Financial Report**
 - **Michael S-T:** the board set today's meeting as a benchmark moment (after the first quarter). Overall Kehilla's finances are in solid shape based on a number of the key indicators. Given the budget the board passed, it looks like no major budget reconsiderations need to be made at this point.
 - **Bottom line of total income:** At the end of the first quarter, Kehilla has made 80% of the budgeted income in dues. A \$16k deficit was passed in the budget, and we've spent 26% of that (and since we're 25% of the way through the year, we're doing well on expenses).
 - **Kehilla School:** the board budgeted \$8,350 in earnings, and at the moment we're close to \$7,900. We'll come in slightly under. Last year Kehilla School brought in \$6,000.
 - **HHD income:** Kehilla made \$63,136 which is more than was budgeted.

- **Rentals:** started up again in October. Kehilla may come in at \$35k or \$40k depending on how things open up this year.
- Donations haven't been as quick to start as last year, and this area will need attention to meet the budgeted earnings.
- **Expenses:** overall on track with the budget, though there will be a few areas where we go over budget including outdoor Kehilla School expenses and building repairs/maintenance.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- **Board Development**

- The board development committee is considering beginning recruitment for new board members. There is interest in increasing the **number** as well as the **diversity** of the members. The maximum allowed number of board members is 15, and the board is currently at 9. The board decided to speak more about this at the next meeting.