

KEHILLA COMMUNITY SYNAGOGUE BOARD OF TRUSTEES MEETING

Date: 2021-12-07 MINUTES

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, Hazaan Shulamit, Wise Fairman

Not attending: Dev Noily

AGENDA

Minutes taker: Maggie Grabmeier

OPENING

- Group check-in
- Approval of minutes **VOTE: Ori Tzvieli moved to approve, Nina Cohen seconded**
- **Clergy report & spiritual opening**
 - Shulamit: Thanks to staff and leadership putting in extra help while Dev is on sabbatical: Josh Cohen has been hired as the new part time AV tech and organizational consultant, Rabbi SAM is stepping up and working with lots of families and people converting, and Shulamit is cutting back on some spiritual leadership responsibilities in order to do more supervision.
 - Kehilla is looking to hire someone to co-lead Kehilla School for the rest of the year, but there are no leads yet.
 - Kehilla is preparing to move toward multi-access services.
 - The Arc of Change pillar has been postponed in order to slow down the momentum and allow for Shulamit and Dev to participate in pillar 4.

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- [ED Report](#)
 - Michael Saxe-Taller: an email went out this afternoon with the newest information about health protocols and announcing the first multi-access programs (1/7/22 and 1/22/22). The in-person services will move forward with an eye on the omicron variant, ready to pivot if necessary.
 - At multi-access services, volunteers will be needed to work the entrance, greet congregants, and get vaccination confirmation.

Michael S-T encouraged board members to sign up to be greeters sometimes.

- Michael S-T is scheduled to meet with committee leaders and the congregation soon to give an update report, answer questions, and to hear about how the committees are doing.
- The leaders' retreat is scheduled to move forward Feb 11 - 13, likely in part at Urban Adamah.
- Request for a few board members to reach out to folks who haven't renewed memberships yet. Michael S-T found that conversations with them mostly led to renewing. A few board members volunteered to assist.
- 31 households are confirmed to not be renewing. Examples of reasons include: some folks moved, others joined during the pandemic and need something different now, some are not feeling as engaged in the community since the pandemic, and others joined for the BBM program and are now done with the program.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

● Generosity Committee

- Lisa: Board members are asked to make a donation to Kehilla (at the beginning of our fiscal year.) Please do so if you haven't already.
- Next year, the Generosity Committee will train all board members on how to reach out to donors in the community. For right now, Lisa asked members to reach out to her if they want to make some calls.
- This year's fundraising event theme is tentatively "how to create sustainable activism."

● 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.
- In the past, most board members have been hand-picked and asked directly, and this time the board will also send out recruitment calls in the Kehilla newsletter and the Kehilla School newsletter.
- Next steps: board members were asked to email Ori names of potential new members, Ori will email all names to Michael S-T to vet. Potential board members will be invited to the leadership retreat (as well as long-term, future leaders who may not be a fit for this year's board). Ori will get the previously-used recruitment blurb for the newsletter and will put it in the next newsletter, and Nina will tailor it for the school newsletter. Ori will email Rabbi Gray

to get names of involved parents who may be candidates for the board.

- In discussing the commitment to potential new board members, current board members agree to be transparent about the time commitment, and to potentially speak at a coffee chat at the leadership retreat to answer questions.

- **Organizational Development (OD) Discussion**

- The board reviewed this draft [2019 OD document](#) developed by Kehilla's earlier OD team as well as the [OD jamboard](#) the board generated in August prior to meeting.
- The board decided to wait until after the leaders' retreat to hire a consultant to begin the larger OD process (also Dev will be back from sabbatical to help tap a consultant), but will gather ideas and priorities from participants at the retreat.
- The board expressed interest in ensuring that Kehilla's statement of purpose/mission/values/vision is viewed with an eye to updated in the OD document to reflect more current thinking , as well as to ensure that some thinking about covid and how it will shape Kehilla's future is integrated into the OD document.
- Michael S-T: at the team meeting on Thursday, Kehilla staff will discuss the key topics to cover at the leadership retreat: reconnecting to each other, the Belonging and Allyship initiative, and Kehilla's growth (which includes OD)

AOB/ANNOUNCEMENTS

The board decided to defer any conversation about whether to meet in person for a few more months.