

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

**Date: 2022-06-14**

**6:45 - 8:30 Regular Session**

**ZOOM LINK**

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

**Email Lisa if unable to attend. ([lisakorwin@gmail.com](mailto:lisakorwin@gmail.com))**

**Attending:** *Rachael Reiley, Michael Myers, Ori Tzvieli, Stephanie Hochman, Lisa Korwin, Nina Cohen*

**Staff:** *Michael Saxe-Taller,*

**Not attending:** *Ruth Atkin, Dina Burg, Pamela Berkowitz, Dev Noily*

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

- [Kehilla Board Minutes](#) Draft for approval at meeting
- [Executive Director Report](#)
- [Budget Proposal](#) Document (sent by MST)

**AGENDA**

*Minutes taker: Ori*

**OPENING**

- Group check-in
- Spiritual Opening - Ori
- Approval of minutes - **moved by Nina seconded by Ori unanimous except for Lisa who abstained**

**GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION (Part 1)**

**Board Leadership:**

- **VOTE** to approve Rachael Reiley and Michael Myers as Co-Chairs beginning 7/1/22

- **VOTE** to approve Rachael: moved by Lisa, seconded by Nina, unanimous vote to approve Rachael as co-chair.
- **VOTE** to approve Michael: moved by Rachael, seconded by Stephanie; unanimous approval of motion to approve Michael Myers as co-chair.
- **VOTE** to appoint Dan Alpert to the board. Moved by Michael Myers, seconded by Rachae Reiley, unanimous approval of motion to approve Dan Alpert as a board-appointed board member.

### **STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT (Part 1)**

- **Clergy Report - no clergy report as Dev could not make the meeting.**
  - **PROPOSAL** to sign on to Synagogues Rising network: deferred until Dev is present.
  - Michael summarized a conversation that he/Dev/Rachael/rabbi Sam/Karen Cohn had about the extensive work and resources required in returning to in-person while maintaining multi-access. There has been no clearly delineated plan or conversation within the community for the future goals for the organization (locally based and focused or virtual and universally accessible). A community survey was done but results were not yet analyzed and shared. The group above is planning a communication to the community about the issues above and next steps. Possibly getting feedback at the July community retreat. Also feedback from a group of congregants with disability/chronic illness/challenge getting to Kehilla. Whatever future direction we take should be taken with intention, and the planning team above would like the board to join in a statement with the clergy and executive leadership once feedback and agreement is reached.

### **FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS**

- **Finance Committee Report (Michael Myer)**
  - Discuss Committee's [Budget Provisos](#)
    - 1) Budget and year-to-date finances to be reviewed in October by the Finance Committee and, if warranted, adjustments to the budget will be recommended. Board to review budget and recommendations from Finance Committee.
    - 2) Membership committee reconstituted with dual focus:
      - Retention of and engagement with existing members.
      - Explore the attraction of new members.
    - 3) Commitment to prioritizing the generation of income, including the formation of a committee or focus group whose charge is to explore and make recommendations for enhancing revenue. Michael S-T feels that GenCo should remain focused on donations and fundraising. They do not have the capacity to handle the non-donation aspects of bringing in

revenue. Lisa made the point that ideally GenCo should have a representative on this committee or focus group.

- The board accepted these recommendations with general approbation

## **STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT (Part 2)**

- **Budget Priorities (Michael S-T)**

- **VOTE** to approve proposed 2022/2023 budget (see attached)
- Last meeting board asked MST to revise the budget with a deficit of up to \$50K. The budget submitted at today's meeting is largely similar to that presented last time. Details found in associated budget document and associated notes and implications similar to last time. Many have impacts on staff time and MST has started talking to staff. The new budget has projected income of more than \$1.447M and has a deficit of \$47K. At the end of this year we would have 3.6 months of reserves. Average dues per household are \$2746. Per dues-paying adult it is \$1787. These are increases from last year.
- **Motion to approve the budget moved by Ori second by Lisa, and approved unanimously**

- **ED Report (Michael S-T)** (please review before the session and bring your questions)

1. **Membership** –

An all congregation email is going out just following the board meeting announcing the renewal process. That will be followed on July 1 with the opening of the renewal form. Calculated based on the above approved budget for 2022/2023, the exact sustaining dues are:

- \$2,746 per household,
- \$1,787 for a 1-adult household
- \$3,574 for a 2-adult household

In the draft of the email to go out this week, Michael S-T has rounded up the sustaining dues at:

- \$2,750 per household
- \$1,800 for a 1-adult household
- \$3,600 for a 2-adult household

- **The Board approved the proposed sustaining dues**

2. **Communications** – Michael S-T met with the committee leaders who wrote the board and staff articulating problems and recommending solutions to improve community-wide communications. Together, they agreed that:

- With their significant help, we will create a digital letter that has descriptions from all of our committees and initiatives, and it will be sent to the whole congregation but especially to those who have joined since the pandemic.
  - Michael S-T will speak to the staff, and then he and Elle will meet with the leaders to discuss possible successors to the Kol Kehilla.
  - They will speak to the board about both reconstituting a membership committee and undertaking an initiative to conduct outreach calls to all Kehilla members.
  - The staff will create a list of who should be contacted for which Kehilla business.
3. **Congregational Retreat** – Kehilla’s Summer Community Retreat will be held July 8-10, 2022, at Bort Meadow. There is a team working with Elle Aviv to plan for the event, and registration is about to go out. It will be an important opportunity for our community to reconnect.
4. **COVID and Public Health Protocols** – Despite the current COVID surge in the Bay Area (which has just plateaued) Kehilla has not changed our protocols except for our recent decision to add a request that people take a rapid antigen test before coming for events at Kehilla.
5. **Jews of Color Initiative (JOCI) Grant** – JOCI has recently agreed to us reallocating the remaining funds from our JOCI grant for Arc of Change to finance our BIPOC on the Bima initiative for High Holy Days and a Jews of Color Retreat for February 2023.

### **GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION (Part 2)**

- **Generosity Committee**  
GenCo is looking to grow. Lisa is moving on from chairing GenCo after 4 years. Rachael is also thinking about transitioning off or integrating into GenCo a volunteer coordination/membership engagement role.
- **Next Steps regarding Community Survey Results**
- **Follow-up on last month’s meeting with community leaders**
  - Committee leaders wanted a reply to their concerns that include timelines.
  - The Board feels that we can commit to:
    - Get minutes/agendas from 2022 and update web site with board member names and roles and contact info by 7/1/22
    - Reconstitute New Member committee by 9/1/22
    - We support the reconstitution of Kol Kehilla 2.0 - please continue conversations with MST on timeline and format

### **AOB/ANNOUNCEMENTS**

- [BBM & Greeter Sign-ups](#)

- Need folks for **6/25, 8/13, 8/20**
- Any other announcements