

**KEHILLA COMMUNITY SYNAGOGUE  
BOARD OF TRUSTEES MEETING**

**FINAL**

**Date: 2021-05-25**

**6:45-8:30**

**ZOOM LINK**

<https://us02web.zoom.us/j/193320289?pwd=STR5aHg4SUZINFpKd2dQV VVRR2EvUT09>

**Board members:**

Present: Catherine Lyons, Ruth Atkin, Ali Cannon, Lisa Korwin , Karen Cohn, Stephanie Hochman, Ori Tzviel, Dina Burg, and Pamela Berkowitz, Nina Cohen, Rachael Reilly

**Board member(s) not present: none**

**Others present:** Michael Saxe-Taller, Rabbi Dev Noily

Guests: Michael Myers, Don Stone

**Minute Taker:** Ori Tzvieli

**Reviewed the following documents prior to the board meeting:**

**AGENDA**

**OPENING**

1. Group check-in (20)
2. Spiritual Opening (7)

**Approval of the minutes**

Approval of the 4/27/21 minutes. Catherine moved and Ruth seconded. Unanimously approved.

**FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS**

- Finances: MST and FinCom (45 min)
  - Reserves - Michael explained the steps to determine our reserves of \$490K (determining liquid assets, subtracting non-mortgage liabilities, subtract restricted funds and money committed to surplus, subtract 2 months of expected expenses over next 2 months). This is about 4.75

months of our average expenses. Recommended we stay above 3 months

- Surplus - Our surplus is around \$180k. Our proposed things to spend it on are on the budget document and include some previously approved budget of approximately \$138K that includes (3 top items were already approved)

<b>Steeple</b>
<b>Front Steps</b>
<b>Mold Remediation</b>
<b>Osborne - Facilities Consultant</b>
<b>Seismic or Other Building Projects</b>
<b>Sabbatical</b>
<b>Tech Equipment</b>
<b>Organizational Development</b>

- Board voted to allocate \$35K for sabbatical costs, \$18k for A-V costs and \$50k towards organization development (Ori moved, Catherine seconded, voted unanimously). Michael asked that some people from the board sign up to move the organizational development project along. Catherine and Karen vowed to have a tete-a-tete
- 2021-22 budget
  - [https://docs.google.com/spreadsheets/d/1iCg1OBsIsmW9IK21K KZLWZx\\_1DKJubuYpw-G\\_38bsXc/edit?ts=60a8417a#gid=774357059](https://docs.google.com/spreadsheets/d/1iCg1OBsIsmW9IK21K KZLWZx_1DKJubuYpw-G_38bsXc/edit?ts=60a8417a#gid=774357059)

Highlights:

- Agape church coming back so we will have some return in rental income.
- JYCA will keep us as their fiscal agent and up their % to us from 3%-->5%
- New bookkeeper is coming (Kavitha Pradhu). Will work 30 hrs/week which is a 12-14 hour increase and do more HR work for us.
- Fred Williamson will begin as custodian full time on July 1, 2021.
- Moving ahead on purchasing of AV equipment and figuring out the staffing we need in order to continue to offer zoom option for services
- Increasing repairs and services budget
- Working on our mortgage refi now hoping to have it for the next board meeting.
- Key expense increase is personnel
- Finance/budget committee recommend increasing sustaining dues to \$2400/year. Discussion on making the suggested dues

just per household or also per adult. Karen/Pamela thought that the per-adult option may be nice to reduce the shame factor for those who cannot afford the recommended household dues.

Important to explain to the community why the recommendation is higher (the lower \$2000 number was based on a shrunken pandemic budget). Agreement to go with the higher dues and to ask Michael to calculate a per-adult number as well.

- Ruth shared that some on the committee are worried about the rapid growth in personnel costs and a potential future recession and possible future need to make cuts and suggestion to grow slower as a way to avoid having to make cuts in the future in case economy turns
- Nina feels that we should fund organizational development and future planning work to help offset the huge demands on our clergy and the increased workload on them with the growth of the congregation and programmatic demands (see surplus vote above)
- Overall proposed budget is \$1,251,570 leaving a deficit of \$16,000.
- Board voted to adopt budget as proposed in attached document (Ori moved, Ruth seconded, vote unanimous)

### **STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT**

- ED report (20 min)
  - Steeple work is proceeding well.
  - Protocols for re-entering the building are being developed
- Clergy report (20 min)
  - Redistribution of surplus funds team is meeting tomorrow
  - Theme of high holidays is 'shmita' and the rhythm of rest. Corinna Gould will be our speaker on Erev Rosh Hashanah
  - We can consider our growth as an intentional process - Catherine spoke of talking about this more next time.

### **GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION**

- Purpose and Values Statement: Approve moving to the next step. Karen (10 min)
  - [https://docs.google.com/document/d/1X7\\_4ofqVBg-72PtwbPnzmiEKtebrP49lFsfOkPEH1RU/edit?usp=drivesdk](https://docs.google.com/document/d/1X7_4ofqVBg-72PtwbPnzmiEKtebrP49lFsfOkPEH1RU/edit?usp=drivesdk)

Karen suggested post Arc of Change taking on doing some sessions around class issues. Board agreed to proceed to the next step.

Rabbi Dev brought up the tension between distilling the document and keeping a lot of the valuable contributions. Karen spoke of 2 documents - a concise one plus a longer supplement. Lisa suggested incorporating graphics.

## **AOB/ANNOUNCEMENTS**