

**KEHILLA COMMUNITY SYNAGOGUE**  
**BOARD OF TRUSTEES MEETING [DRAFT MINUTES](#)**

**Date:** **2022-08-23**

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

**(Executive Session was held at 6:00 pm. Michael provided a training on how to solicit individual contributions.)**

**Attended:** *Rachael Reiley, Michael Myers, Ori Tzvieli, Stephanie Hochman, Lisa Korwin, Nina Cohen, Dina Burg, Pamela Berkowitz, Tadish Durbin, Dan Alpert, Jaime Jenett, Ruth Atkin (partial attendance)*

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

**Not attended:** *Varya Simpson, Dev Noily*

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

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

**AGENDA**

*Minutes taker: Ori*

**OPENING**

- Group check-in
- Spiritual Opening (Shulamit and Wren)
- What the Heck
- Approval of minutes

**STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT**

- **Clergy Report - no report**
- **ED Report**
  - Michael discussed his and staff's interest in updating personnel policies that
    - Increase the maximum vacation accrual from 1.5 to two years.
    - Include a clause that caps the accrual of sick leave at two years.
    - Board members' acknowledged that there will be a cost implication to these policies.
    - Members agreed to send this item to the Personnel Committee to discuss and bring back recommendations at the September meeting.
  - Review [ED's Report](#) for additional items.

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

### **• Finance Committee Report**

- Announced 1st meeting of Revenue Enhancement Working Group and invited any Board members to participate.
- Updated on efforts to explore the move of endowment/legacy funds from SF Jewish Federation to somewhere that better matches Kehilla's values.
- Alerted Board that Dan and MST have been working with a consulting firm to explore the possibility of Kehilla receiving the Employee Retention Tax Credit, a government pandemic relief program. If successful, this could result in Kehilla receiving a one-time payment that we guesstimate could be at least \$50-100,000.

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

### **• Personnel Committee**

- Board members who haven't completed a review for Michael were encouraged to do so within the next few days.

### **• Membership Committee**

- Discussed Kehilla community leaders organizing calls to new members to support their engagement and connection to the community. Individual board members are encouraged to participate in this outreach effort.

### **• Organizational Development (OD)**

- The OD Planning committee discussed why Kehilla is interested in engaging in OD work now, what potential outcomes and impact goals may be, and what's important in ensuring a process that aligns with Kehilla values and practices. The committee will share a synthesis of this discussion with the board once it has been vetted by JOC.

## **AOB/ANNOUNCEMENTS**

- Discuss the board's response to life cycle events.
- [BBM & Greeter Sign-ups](#): Board member needed for 12/17/22 B'Mitzvah