

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

**Date:** 2022-09-29

**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:** Michael Myers, Ori Tzvieli, Stephanie Hochman, Lisa Korwin, Nina Cohen, Dina Burg, Pamela Berkowitz, Dan Alpert, Jaime Jenett, Rachael Reiley, Varya Simpson, Ruth Atkin

**Staff:** Michael Saxe-Taller, **Guest:** Don Stone

**Not attending:** Tadish Durbin, 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](#)

**AGENDA**

*Minutes taker: Ori*

**OPENING**

- Group check-in
- Spiritual opening
- What the Heck
- Approval of minutes -- **moved by Stephanie and seconded by Jaime. Approved unanimously with one abstention (for Varya who was not there)**

**STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT**

- **Clergy Report – No Clergy Report due to HHDs**
- **ED Report (Michael - also see written report)**
  - **High Holiday Services Update**—services were successful. There were no COVID transmission that staff were aware of. Family services were wonderful. We are developing a cohort of distanced people who are attending and buying tickets for zoom services. Multi-access services were

- much more expensive than anticipated (e.g., closed captioning, multi-access technology), leading to lower revenue than budgeted, contributing to a greater budget deficit. Michael is reaching out to larger donors to see if he can make up some of the gap with increased giving. Additional tickets added for Yom Kippur and are being snapped up so expect the sanctuary will be fuller. In future years, we will explore soliciting grants specifically for accessibility—as this may be a more fundable cost.
- **Overall Budget Update**—School has a waiting list and we are looking for more teachers so we can bring those families in. School budget is coming in as projected but a bit too early to tell. Michael has just today completed the worksheet for last year’s budget. Highlights: at the end of last year Michael had projected a deficit of about \$15k-30k. Based on that the board passed a deficit budget of \$18k (<1.5% of overall budget). The final numbers came in at \$18k so our budget for this year seems in line with reality. Board members expressed concern about high holiday deficit. Michael expressed that he shares that and is hoping to make it up.
  - **Membership**—Doing relatively well. 77 families have not yet renewed. We will probably be around the budgeted number for membership dues. 25 new member households have not renewed—these people joined during the COVID year. Michael proposes that each board member call 2 non-renewing members and invite them to renew or get some exit-interview type feedback. New member calls may have already received some of these calls so Michael will cross reference and get names out to us. People can opt out of calls.
  - **Annual Giving calls (follow-up on last month’s training)**—Board members need to make calls soon and we should also think about our own giving prior to making these calls. Discussion of size of gifts from prior years.
  - The steeple is gone and there is a new roof.

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

- **Board Recruitment Committee** - please think of names and send to Ori or Dina
- **Finance Committee Report (Dan)**
  - Revenue enhancement working group has started meeting
  - maximizing return on liquid funds is something that the finance committee is looking at.
  - new addition to Fincom Joe Golton (sp?)—solid financial background, and he is still learning our ways and about Kehilla.

- **Generosity Committee (GenCo) (Lisa/Jamie)**
  - Update on status of GenCo—looking at starting to plan the annual event.
  - Annual donation calls—do people want to do that in pairs or singletons? Scheduling challenge versus support. Recommendation: Members who want to do donor solicitation together should use the board list to reach out to one another.

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

- **Personnel Committee**  
**deferred discussion to next month**
  - Increase the maximum vacation accrual from 1.5 to two years.
  - Include a clause that caps the accrual of sick leave at two years.
- **Organizational Development (OD)**
  - Update on OD process **(Stephanie/Lisa)**  
Ruthie is checking in with BIPOC Kehilla members to see where things are as far as potentially diversifying the OD committee and getting feedback on the upcoming RFP for an OD Consultant. This will come back to board once the process is further along.

**ANNOUNCEMENTS**

- **Board Gathering in Sukkah at MST's 10/16, 4-6 PM**
- **Board Retreat**
  - **Jan 8 in Inverness**