

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

Date: 2022-11-29

6:45 - 8:30 Regular Session

Attending: Michael Myers, Rachael Reiley, Ori Tzvieli, Stephanie Hochman, Lisa Korwin, Dina Burg,, Dan Alpert, Jaime Jenett, Ruth Atkin, Tadish Durbin, Nina Cohen, Pamela Berkowitz (came during the OD process discussion at end)

Staff: Michael Saxe-Taller, Rabbi Dev

Not attending: Varya Simpson

Guest: Shoshana Finacom, Don Stone

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

- [Kehilla Board Minutes](#)
- [Executive Director Report](#)
- [Budget Timeline](#)

AGENDA

Minutes taker: Ori

OPENING

- Group check-in
- Spiritual opening
- What the Heck
- Approval of Minutes **Moved by Dan with one amendment, seconded by Stephanie, approved unanimously**

STRATEGIC DIALOGUE: BOARD PARTNERSHIP WITH MANAGEMENT

- **Clergy Report – (Rabbi Dev)**
 - Rabbi Dev initially planned to take a four month sabbatical (Jan-April). Given key developmental projects in the works, after consultation with board co-chairs and MST, the plan is now to take off Jan-Feb as a true sabbatical. March will be a modified sabbatical with Dev working on a limited basis, on these longer term projects only.
 - Synagogues Rising will be hosting a larger gathering (goal is at least 10 people from each community) on January 15th, 4:30-6pm. An invitation to board is forthcoming.
 - December is an active month of services and other events. (Review the calendar for details.)

- **ED Report (Michael ST)**
 - Budget update: Michael shared the 2022-23 budget update and 2023-24 projected budget development timeline in advance of the meeting. There were no major changes from a month ago — with expenses and income coming in about as predicted.
 - The newly formed Revenue Enhancement Committee will hold its first meeting this week to begin exploring possible new revenue streams for Kehilla.
 - High Holiday figures: Michael was able to solicit donor support to make up the entire \$33K HHD budget shortfall.
 - Fundraising Calls: MST assigned and provided each board member background information on a donor to reach out to and solicit an annual donation to Kehilla. MST plans to make more calls as well. Board members are encouraged to make their call soon (ideally by next week) and let Michael know how it went via email.
 - Sabbatical: We are in good shape in terms of logistics for coverage for R. Dev's upcoming sabbatical.
 - Member non-renewals: about 60 households have not yet renewed their membership. Staff are beginning outreach and MST will be asking board members to assist in this outreach as well. Please stay tuned.

FIDUCIARY: BOARD STEWARDSHIP OF TANGIBLE ASSETS

- **Finance Committee Report (Dan)**
 - ERC is bringing close to \$259K
 - Investment committee: The Finance committee is planning to form a subcommittee in early 2023 to think about how best to invest Kehilla funds. The Finance committee will come back to the Board with a recommended process for vetting and approving these investment decisions.
- **Generosity Committee (GenCo) (Jaime)**
 - The Reciprocity campaign continues through the end of this calendar year. GenCo is asking selected congregants to produce a video on “why I support Kehilla and why you should too.” These videos will be embedded in future Reciprocity emails scheduled to go out in December.
 - GenCo is still looking for a potential speaker for next year's annual fundraising event. They are in communication with the Economic Justice Committee for possible speaker recommendations.

GENERATIVE: SOURCE OF LEADERSHIP FOR THE ORGANIZATION

- **Board Recruitment Committee (Ori)**
 - Ruth and Ori will be rotating off the board this June (2023). Lisa will be rotating off the secretary role at that time as well. If any board member is at the end of their term

and planning to rotate off in June, please let Ori know. Ori will send Michael an email asking for potential future board members.

- **Organizational Development (Lisa)**

- [OD Consultant Draft RFP](#): The board took 5 minutes to read through this draft document and expressed gratitude to those who have brought the RFP to this point, especially Tova Vance. The Committee is seeking more community feedback on the RFP and has sent the draft out to multiple community stakeholders (including BIPOC, low-income, disability justice). The BIPOC Council provided early feedback to the OD committee expressing their appreciation for much about the RFP and cautioning us to ensure that the OD effort builds upon and advances the work already identified through the Initiative of Change (IoC, formerly AoC) effort. “We want to be sure we hire someone who will take us to the next steps in our growth rather than tell us what we just learned, from a different perspective.”
- Question to board: what do you envision the board’s role to be in the hiring of this OD consultant? The Board appreciated being part of the RFP review process. The members discussed whether or not we are looking for a minimum number of consultant bids — there was consensus that we are not requiring that but we are asking for widespread distribution and would be open to going back out or extending the date if we don’t get a good fit by the current due date of 2/28/23). The Board also wants language around the money available and the deadline in the RFP to be more definitive. The Board will need to approve the contract with whatever consultant gets selected.

- **Board Retreat (Rachael)**

- Board retreat is scheduled for January 8th (15 Escondido Way Inverness CA.) Rachael, Tadish, and Nina are on the organizing committee and will send out a google survey to capture the group’s interests for the retreat agenda as well as food and other needs.