

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

Date: 2024-4-30

6:00-6:40 Executive Session

6:45 - 8:30 Regular Session

IN PERSON - Back classroom (bring veggie dish to share!)

Email Nina if unable to attend. (cohen.ninar@gmail.com)

ZOOM LINK <https://us02web.zoom.us/j/193320289?pwd=STR5aHg4SUZINFPkD2dQVVVRR2EvUT09>

Attending: Lia Barrow, Tadish Durbin, Jaime Jenett, Nina Cohen, Stephanie Hochman, Rachael Reiley, Justyn Lezin, Dan Alpert, Dina Burg, Joel Kleinman, Ron Glass, Cathy, Ruth Menkin, Don Stone

Staff: Michael Saxe-Taller, Shulamit Wise-Fairman

Not attending: Michael Myers,

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

- [By-Laws Revisions](#)
 - Please note removal of Treasurer responsibilities in Article VII, 5(d).
 - Please think about the change to Article IX regarding changing the amendment procedure. Question has been raised as to whether this is an overreach by the Board.
- [ED Board Report](#)
- [Budget in progress](#)
- [Calculating LUNA](#) - 1.85 months of reserve; 3 months is what we had originally hoped for

AGENDA

Minutes taker: **Nina**

OPENING

Item	Lead	Time	Purpose
Group check-in	JJ/MM	10 mins	information
<i>Introductions - Mamouna...yummy deliciousness</i>			

Spiritual Opening <i>Counting the days, 2nd day of passover to Shavuot waning hours of chesed; making Tikkun -</i>	Dev/Shulamit	5 mins	
Make Space, Take Space	Member	2 mins	
<p>Please know that all people who are here are supposed to be here. In every space that you are in, notice who is present, who is leading, who is speaking, and whose voices, perspectives, and lived experiences are not reflected. Consider, what is your individual role and what is our communal responsibility to make appropriate changes that support belonging and equity.</p> <p>When in collective conversation, please notice who else is in the conversation with you. Please make space for those whose identities have been historically and systematically oppressed to speak first and more often if they so choose. That means, for example, Black, Indigenous, mixed-race, or any person of color, may speak before white people. Additionally, a person living with disabilities may speak before those who have more access to conversations. In our community it may also mean youth are purposefully included.</p> <p>In this model of making space for those voices who are traditionally oppressed, you support creating belonging for all of us. If time is a constraint, you might not get to share; and your voice also matters. Please connect with someone else in the conversation after the gathering.</p>			
Approval of 3/26/24 Minutes Tadish moves, Nina Seconds February minutes back to next meeting for approval Justyn, Rachel, Dan, Dina abstain All else approve	Jaime	2 mins	Discussion (if necessary)/ action

MEMBERSHIP

Item	Lead	Time	Purpose
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Listening Protocol

- Chevrah Kedusha - Ruth, Cathy - rituals around death and dying but a larger vision of role + awareness around rituals around mourning, offer classes, gatherings, opportunities to learn and discuss; now movie series about death and mourning - provocative, we can learn from, entertaining: first film, 6/23 "Nora's Will" - promote and join; part of chevra kedusah...to engage congregants in a different way, opportunity for a conversation
- What else has come in?
 - Safety training
 - July retreat
- What have YOU heard
 - Masking protocol - process for reevaluating

Upcoming meetings

- May 6 Community meeting
 - Our role there/who will attend - 6-7 potluck; 7-9 sanctuary and on zoom (multiaccess)
- June Board meeting
 - SET Monday June 10th b/c shavuot

FINANCIAL RESPONSIBILITIES

Item	Lead	Time	Purpose
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Revenue/Income Generation

- Generosity Committee

Down to 3 members beyond MST - active recruitment for that; marvelous seder (expensive food!), but

- Finance Committee Update
 - Reserve Fund Votes (2x)

Synagogue gives \$28,5K to Burt, some out of reserve fund A; operating budget OR reserve fund A - fin com proposes to take from reserve fund A (move Dan, Rachel second: how much in reserve? \$180K - thank you!; all in favor APPROVED)

Do not take \$500 from reserve fund A; dan moves, radish seconds, all in favor APPROVED

- Building Fund

Allowed to pay for repairs more than \$10K; \$13 K to do floor, Board has to vote to say we can actually do it jaimie moves, stephanie seconds, APPROVED

- Endowment Vote
- [Calculating LUNA](#) - 1.85 months of reserve; 3 months is ~~what~~ less than we had originally hoped for

It is expected to be less next year; just wanted us to know about it

Budget Process

- [Budget in progress](#)

Ultimately - how will we adjust to deal with deficit?

Mostly we are looking at "Draft 2024-2025 Budget" column

Top of 3rd page total income

Budget Priorities Committee proposed priorities in this document, then look at number

Income projection is stable; I didn't stretch way far

Projections are moderate

EBITDAR is what the bank will look like - minimum for bank is a \$24K in positive, but we are \$144 in the negative...it gets harder over time to do this going forward

Membership has flattened re: total number of households

Diff in generation of revenue is losing membership (50-60 members/year is a LOT)

Structural challenge: how do we generate sufficient revenue for key needs - this is not just for Board in meeting...one of the most important questions in OD process; what we are talking about is what does it mean to be sustainable?

We are NOT on the edge financially; we have \$1M in Schwab investments (but a large chunk is committed, only a portion is available for operations)

Four options:

- *Are there areas where we can decide to increase revenue?*
- *Look for places to cut (such as...)*
 - *Operations manager reduction*

- ½ AA
- B'mitzvah staffing
- MPL

(Dan, then Budget Priorities will offer suggestions, and then Board will decide)

- *Others - Board designation budgets (Reserve funds, OD, Sabbatical, Building)*
- *Accepting deficit (fincom will not recommend an aspirational budget)*

MST has March actuals

Board requests quarterly reports from last 3 quarter on side by sides (FYI we never saw first quarter)

Also last 8 years of fundraising numbers went to GenCo, so we can get that

?: has there been an analysis of the wealth in the community

A: no, but some have thought yes

Need to welcome and thank

Also Kehilla School

FinCom analysis will be before May meeting and update Budget Priorities prior to May meeting

CONTINUED BYLAW WORK

Item	Lead	Time	Purpose
<p>Proposed bylaw revisions</p> <ul style="list-style-type: none"> ● Review and possibly approve final draft to go out before Community Meeting <p><i>On Board numbers, max 18 with under 14 allows appointment</i></p> <p><i>Nina moves to approve all changes PLUS new about max and minimum, Lia seconds</i></p> <p><i>-they will go out in advance</i></p> <p><i>-MM & JJ will offer change of bylaw presentation at community meeting to be by poll going forward (within regular meetings)</i></p> <ol style="list-style-type: none"> 1. At meeting, vote to move approval of bylaw to vote rather than community meeting 2. Vote will be digital 3. Opportunity for public feedback at a Board meeting <p>APPROVED</p>			

SENIOR LEADERSHIP REPORTING

Item	Lead	Time	Purpose
<p>Executive Director:</p> <ul style="list-style-type: none"> ● ED Report 			

By next meeting, we will check in with health and safety committee to see if they can come back together as recommenders - could be senior staff, could be board and staff - ideally for high holiday

Clergy Report:

Dev is coming back, trying not to have so much PLUS care at home

B'mitzvah season back

200+ came to seders (bipoc + community) - more staff support for bipoc in the future

Monthly Kehilla sings revived - great first run, in person only

Adult ed for torah chanting!

Chevra kedisha - helping with shmira (1 hour)

7 Listening Circles - Gaza/Israel - very powerful, please come if you can: next one is BiPoc and beloveds (this shabbos after kiddush, led by victoria, laura)

Dev invited by J Weekly re: Zionism around Israel Independence Day/Naqba - [came out already](#)

Sp. Leader did high holiday envisioning - early stages of planning Shavuot (not participating b/c of JCC policy on who can and cannot participate b/c of funding)

Will do our own Shavuot in person with passive livestream (not guided for multiaccess)

July 6 In gathering (summer retreat)

AOB/Announcements

- Next Meeting - Tuesday, May 28 ZOOM