

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

**Date:** **2024-5-28**

**6:00 - 6:40**      **Executive Session**

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

**ZOOM** [https://us02web.zoom.us/j/193320289?pwd=STR5aHg4SUZlNFpKd2dQVV\\_VRR2EvUT09](https://us02web.zoom.us/j/193320289?pwd=STR5aHg4SUZlNFpKd2dQVV_VRR2EvUT09)

**Email Nina if unable to attend.** ([cohen.ninar@gmail.com](mailto:cohen.ninar@gmail.com) )

**Attending:** *Lia Barrow, Tadish Durbin, Jaime Jenett, Michael Myers, Nina Cohen, Stephanie Hochman, Rachael Reiley, Justyn Lezin, Dan Alpert, Dina Burg, Merry Luskin (late), Ron Glass*

**Staff:** *Michael Saxe-Taller, Dev Noily, Shulamit Wise Fairman*

**Not attending:**

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

- [ED Board Report](#) - highlight that new senior accountant started today! Also, if you go into shulcloud, you can see what you donated - please do in next week
- [4/30/24 Minutes](#) - approved below
- [Working Budget Doc](#) + [MST explanation thereof](#)
- [Q3 Investment Report](#) (5/26 email from Dan)

**AGENDA**

*Minutes taker: Nina*

**OPENING**

Item	Lead	Time	Purpose
Group check-in: 3 day weekend highlight! <i>Lots of family, travel, events!</i>			
Spiritual Opening <i>Omer is on our side! Week of Splendor + Accepting What Is</i> <i>Day today: energy of manifesting in the world</i> <i>Day tomorrow: foundation (where we are heading - how we sustain ourselves) - week + day of chesed (lovingkindness)</i>			
<b>Make Space, Take Space</b>	<i>Tadish</i>	2 mins	

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.

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.

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.

**Approval of [4/30/24 Minutes](#)**- *minutes reflect what was discussed re: bylaws; Dan made one change*

*Justyn moves*

*Nina seconds*

*All in favor - MM abstaining (absent)*

**APPROVED**

## **MEMBERSHIP**

Item	Lead	Time	Purpose
<b>Board Membership &amp; Meetings</b> <ul style="list-style-type: none"> <li>New members/departing members</li> </ul> <i>Tadish's last meeting June; Joel and Ron will join in July's meeting</i> <ul style="list-style-type: none"> <li>June Board meeting - Monday June 10th</li> </ul> <i>In person</i> <ul style="list-style-type: none"> <li>In-gathering July 6</li> </ul> <i>At Kehilla</i> <ul style="list-style-type: none"> <li>Do you want to attend a Listening Circle? See <a href="#">Events Calendar</a></li> </ul>			

**Listening Protocol**

- Most recent submissions
- Open comment

*There was activity through LP before the Community Meeting which has been quiet since - around Bylaws and Board member voting*

**FINANCIAL RESPONSIBILITIES**

Item	Lead	Time	Purpose
<b>Budget Process</b> <i>Will vote on in June meeting, this discussion is public; some parts are in Executive Session because they include confidential personnel information (second half of meeting)</i> <ul style="list-style-type: none"> <li>• From FinCom: One budget at \$0/One budget with a deficit</li> <li>• <a href="#">Michael's Budget Doc</a></li> <li>• Our review and discussion between 5/28 &amp; 6/10 meeting</li> </ul> <i>Request - if anything comes up re: budget between now and official vote, can we please get in writing so that the work is already done; we need time to process any new information</i> <i>Member: is a week okay?</i> <i>Chair: ideally we will have seen almost final or final before June 10</i>			

**CONTINUED BYLAW WORK**

Item	Lead	Time	Purpose
<b>Revisiting Bylaws Processes</b> <i>Over next several Board meetings, we will be looking more closely at the series of changes, how we will propose them, and then the process will be public - making sure there is one or more meetings that are open to the whole community for feedback: get that feedback/information out ahead of time so there is time for comment in a regular Board meeting and provide feedback - Following that, there will be a community-wide vote</i> <u><b>Timeline</b></u> <i>Email to community with proposed changes to bylaws (end of May/beg of June)</i> <i>Invite folx to August Board meeting</i> <i>Formalize changes/vote at August Board Meeting</i> <i>Survey for online voting due Sept. 14</i> <i>Sept Board meeting finalize</i>			

**SENIOR LEADERSHIP REPORTING**

Item	Lead	Time	Purpose
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**Clergy Report:**

*Dev: Getting ready for Shavuot, all night teaching 9 p.m. on 6/11 to 7 a.m. on 6/12*

*Guest teacher: Myra Amiras - Malka's Notebook author*

*Full line up of teachers to be shared - co-sponsorship with a reconstructionist Chavurah (some members belong to both)*

*We are 5/7 through Listening Circle; well over 100 people participate in the process. It's going really well.*

*Hanging in with our hearts as Rabbi Burt faces his weakening body - tremendous strength of spirit; sleeping more. Two pieces of writing went to the community from him.*

*Kehilla School graduation - beautiful and amazing. Kaiya completed first year of program Kaiya and Yeshi feel like orientation is complete with the first full year.*

*Committee on Committees met. Another meeting in the works. Figuring out steps before OD can come in to support this work.*

*Continuing with HHD prep.*

*Communicating re: Lev becoming full member as part of Spiritual Team*

*Need to reschedule BIPOC listening circle - link didn't work.*

**7:30 - return to Executive Session for further budgetary discussion****AOB/Announcements**

- Next Meeting - Monday, June 10 IN PERSON!

**MST Explanation of budget (from 5/24 email)**Budget Specifics 2024-2025

This is the same page that you saw last month with some changes/additions. There are now two different budgets. Column P is a budget with a \$73,000 device (Remember that at last meeting the draft budget had an approximately \$160,000 deficit). This budget was arrived at from work of Dan and I. Column Q is a balanced budget, that includes 5 dramatic personnel cuts, which are included in lines 102, 120 and 125. Column U describes most of the changes that cut the deficit to \$73,000, and Column V is the amount of the changes.

You can also look at the bottom of this page and see the calculations of the debt service ratio (Row 388) that the bank asks for. A "balanced" budget in our case has that ratio at 1.0, which you can see is that we have in Q388.

New Format

This is the newer format that we use to come up with the "balanced" budget amount that leads to reaching the 1.0 debt service ratio. You can see in line 103 (EBITDAR), the deficit budget has a -\$48,359 in G103, when to reach "balance", it needs to be \$24,500, which it is in G103.