

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

Date: **2024.06.10 IN PERSON (Back Classroom @ Kehilla)**

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

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

Please let Nina know if you need to join by Zoom. If so, link is here:

ZOOM https://us02web.zoom.us/j/193320289?pwd=STR5aHg4SUZlNFpKd2dQVV_VRR2EvUT09

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

Attending: *Lia Barrow, Tadish Durbin, Jaime Jenett, Michael Myers, Nina Cohen, Stephanie Hochman, Rachael Reiley, Dan Alpert, Don Stone*

Staff: *Michael Saxe-Taller, Dev Noily, Hazzan Shulamit*

Not attending: *Dina Burg, Justyn Lezin*

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

- [ED Board Report](#)
- [2024.05.28 Minutes](#)
- [Budget](#)
- [Doodle for Board members only re: retreat](#)

AGENDA

Minutes taker: Nina

OPENING

Item	Lead	Time	Purpose
Group check-in <i>What do you appreciate about Tadish?</i>			
Spiritual Opening <i>Final 27 hours of journey from passover to shavuot "Galeh"</i>			
Make Space, Take Space	Nina	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 [5/28/24 Minutes](#)

Tadish moves to approve

Dan seconds

No discussion - question: meetings between the meetings - would they be captured; not enough notes about the silliness!

No opposition or abstain

MEMBERSHIP

Item	Lead	Time	Purpose
Membership Work with Rachel <ul style="list-style-type: none">• Update on what has been happening here <i>Reinvigorating membership - Justyn, Dan, Tadish</i> <i>Email coming tomorrow inviting people to do avodah hours - hoping some will make phone calls and reach out to folx (including training)</i> <i>Letter to lapsed members re: coming back</i> <i>Suggest that Ron might join as well</i>			

Listening Protocol

- Most recent submissions
- Open comment

Don here to support Board, witness decisions, and support them; also SPLC (Don should get pompoms)

Suggestions for employee handbook - signatures, make space, take space,

Listening Circles are done and were appreciated - desire to do more!

Should we do exit interviews? Open to do as a process - could be helpful

MST would be happy to take these questions

As we think about personnel, policy, protocol - maybe this becomes

FINANCIAL RESPONSIBILITIES

Item	Lead	Time	Purpose
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Budget Process

- Final vote on [FY24-25 Budget](#)

We shouldn't need 30 minutes on this

Budgets with \$75K and with \$0 with drastic cuts

Board worked to get rid of and how to get rid of some of \$75K

New budget is \$38,750 deficit; to get those savings, we...

1. *Cut sabbatical leftover (\$1700) with commitment to build it back up (essentially a loan)*
2. *Hire of operations manager, Maris Stella Ostrowitz; daughter has joined! With high level of diverse skills (including EA)*
3. *Admin now down to 6 hours (from 20 hours) - wanting Maris Stella to build a Volunteer force*

Finance Committee did not want to pass a deficit - note in Budget for Board to aim for new membership dues for this upcoming round

Given this budget and the changes, it didn't make sense to do 2 year budget

This is not a generous budget even given the deficit

A Vote yes on Budget includes...Priorities to re-fund later:

-sabbatical

-payments to Sogorea Te, Aleph, IM4HI

-admin position

-LUNA calculation

+make sure we are looking at membership dues

Also...

Timing on budget - we can keep this process going, we can keep looking at budget, budget process; we need to be looking at budget more often + our approach to it

Motion to pass budget:

MM

Second:

JJ

Discussion -

?confirming BBM, school - some classes are full/maxed out + some are not as high

All in favor: all

PASSED

Going forward, should process be driven by Board willingness/priorities? Let's agendize this

Sick Leave increase

- Vote on sick leave increase to be in compliance with state law

MST: Currently 8.66 days is required, we've been at 8 (we are out of compliance)

Most nonprofits are at 10-12 for sick; suggesting 10

No payout of sick leave

NRC Motion: approve 10 days sick leave for full time employees effective next possible pay period unless we are informed it has to be approved retroactively through our HR consultant in which case we are retroactively approving to compliance

SH: second

Discussion: two new hires, will they be affected - any conversation as part of their package will this come back since they've been hired; apologize to staff

MST: informed them it was changing when letters went out; approving payroll tomorrow 4 p.m. - I don't think that we can logistically do for current pay period but can do back pay

All approve

Personnel will talk to Laurel

Payroll service - didn't notify of changes

STRATEGIC INITIATIVES

Item	Lead	Time	Purpose
Organizational Development <ul style="list-style-type: none">● Update● Change in DARCI <p><i>LB: we are down to two finalists for consultants, coming in for 2nd interview, choosing panelists and designing questions; contract drawing for July!</i></p> <p><i>Original proposal created ad hoc Board Committee + scope, authority in decision-making (DARCI)</i></p> <p><i>This did not include Shu as named member in leadership</i></p> <p><i>Proposed change to model: adds Shu to senior leadership with role same as Dev - including Shu in final interviews and is being kept appraised by other senior leadership</i></p> <p><i>Committee wide request</i></p> <p><i>No need to vote - we just say yes, and document has already been changed</i></p> <p><i>MST: closing in on long, thorough process for consulting team; we approved structure for committee; what's next? What is the role of the committee? How do we want to work with consultant? What is the leadership structure for that? Board has oversight of this - in July, we will approve contract - we should be able to affirm agreement with committee how we want to go forth in how to meet ambitious goal? First with leadership of Board, in July - before we start, how will we go forward</i></p>			

SENIOR LEADERSHIP REPORTING

Item	Lead	Time	Purpose
<p>Clergy Report:</p> <p><i>Listening circles: about 250 signed up, some subset showed up, some came to all, someone should follow up with people who said they want to learn more about Kehilla; there is a need for more Folx haven't had an opportunity to speak truthfully about questions/concerns because so many places are a minefield and you don't know what relationship you will blow up; people have felt grateful to have a place to talk without the judgment - hope to continue as long as the need is there</i></p> <p><i>Fun, 2nd annual all night long tomorrow: there will be coffee, tea, snacks (which will not be the highlight!); guest teacher Malka's Notebook author; Kehilla teachers; Avi @ 5 a.m. on death and dying; Shu @ midnight; Dev @ 4 a.m.</i></p> <p><i>High Holiday planning: in deep + tishba'av (likely will be with Middle East Peace re: war)</i></p> <p><i>Shu got teary when thinking about budget effort!</i></p> <p><i>Also,</i></p>			

AOB/Announcements

- Next Meeting - Tuesday, July 23 ZOOM
- Please complete [doodle](#) re: Board retreat
- Making [announcements](#)

FY24-25 Meetings

July 23 ZOOM

August 27 ZOOM

September 24 (Rosh Hashanah 10/2-4) **IN PERSON**

October 22 ZOOM

November 26 ZOOM

December 17? **IN PERSON**

January 28 ZOOM

February 25 ZOOM

March 25 **IN PERSON**

April 22 (Passover 4/12) ZOOM

May 27 ZOOM

June 24 **IN PERSON**

