

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

Date: **2024.07.23 ZOOM**

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

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

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

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

Attending: *Lia Barrow, Jaime Jenett, Michael Myers, Nina Cohen, Rachael Reiley, Justyn Lezin, Dan Alpert, Joel Kleinman, Ron Glass, Victoria Alcoset, Don Stone, Joe Golton*

Staff: *Michael Saxe-Taller, Dev Noily*

Not attending: *Dina Burg, Stephanie Hochman*

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

- ED Board Report
- [2024.06.10 Minutes](#)

AGENDA

Minutes taker: Nina

OPENING

Item	Lead	Time	Purpose
Group check-in	JJ/MM	10 mins	information
Spiritual Opening	Dev	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</p>			

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 [6/10/24 Minutes](#)

Motion to approve: MM

Second: Lia

Discussion?

All Approve - Justyn, Ron abstain

FINANCIAL RESPONSIBILITIES

Item	Lead	Time	Purpose
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Investment Committee

Two items: Board needs to approve new members to committee + changes to Policy

- Update

David Leifer has been a Kehilla member 10ish years; a large amount of fixed income knowledge AND is trained as a lawyer (we don't have any already) - integral to a couple of projects (Endowment (moved away from JCF) - legal aspects, etc.)

JJ moved, DA second, no discussion, **all in favor** (no nay, no abstention)

Katherine Hersch is stepping down; so grateful for her service. She has been integral and invaluable. Continuing to close out the year, and then will move on. (Distance is too much.) Joe can't say enough good things about her work - invaluable with initiating processes (double checking) and debugging.

- [Investment Policy Statement](#)

Section 1

Trying hard to do all transactions on last day of year to keep accounting simple - already complicated; one big transfer

When cash donations come in, they go to main account, then transfer

Stock donations go into operating, liquidate, then move to fund last day of year + interest

Private information stays private

Section 2

Included Dev and made changes as a result

?These are guidelines for committee - they will follow these

This doesn't mean we will necessarily be evaluating individual stocks - most likely mutual funds, but can be tricky with funds b/c of the stocks that make up a fund...haven't decided this yet (individual stocks or mutual funds - this will be decided at next meeting)

What is the process for this?

Standard and Poor ESG or MSGI evaluate this

-index fund which excludes companies with certain scores and those in lower quartile - we will do the same at a minimum (extensive process but doesn't include Israel as criteria)

Discussion of definition of what is what is determined...?

We aren't going to be perfect, but we are going to do the best we can - Board will get list of investments (which won't list holdings in funds)

"Strive to" - will discuss addition of this (expect this in a future policy update)...Kehilla will strive to invest...

Motion to approve amended investment policy with new language: Rachel

Second: MM, LB

Discussion: none

Vote: all in favor (Ron abstain, no opposed)

Changes coming

MEMBERSHIP

Item	Lead	Time	Purpose
<p><i>Calendar invite coming for 8/20 and 21, 6-9 p.m. Board Retreat</i></p> <p>Listening Protocol</p> <ul style="list-style-type: none"> • Most recent submissions <p><i>-Items taken care of directly re: how to use</i></p> <p><i>-Two different questions related to masking policy</i></p> <p><i>-One from IM4HI - Dan had communication on that one; less of an issue of contacting Julie, and more about communication</i></p> <p><i>-One about reasonable work week coming from Board</i></p> <p><i>Dev: We agreed to send a letter to Sogrotea about reduction in commitment. Maybe we could the same for interfaith movement (and copy Julie for that - for relational piece...need to tend to the relationships)</i></p> <p><i>MST: we have been paying these in the Spring, the next one will be in the new calendar year - letter can go out with (can we embed message re: change; someone should write that letter now)</i></p> <p><i>DAN can do IM4HI (I have relationship) - Listening Protocol folx can include with note to Julie</i></p> <p><i>MM will be responsible for it</i></p> <p><i>Dev can be Sogrotea letter writer</i></p> <ul style="list-style-type: none"> • Open comment 			
<p>Board Leadership</p> <ul style="list-style-type: none"> • Vote on Officer Renewal <p><i>Two chairs, Sec and Treasurer</i></p> <p><i>Michael Meyers, Co-Chair, Jaime Jennett, Co-Chair, Dan Alpert, Finance Chair, Nina Cohen, Secretary (Joel Kleinman as Interim Secretary)</i></p> <p><i>Technically 1 year term at a time for officers (Stephanie for all four?!?!)</i></p> <p><i>Lia: move to approve slate of 4 incumbents with interim</i></p> <p><i>Rachael: seconds</i></p> <p><i>Discussion? None</i></p> <p><i>In favor: all, no opposed, officers abstain</i></p> <ul style="list-style-type: none"> • Temporary Secretary (September-April meetings) - <p><i>Joel willing to take this on - not best note-taker but maybe can be shared</i></p> <p><i>Transcript can be useful</i></p>			

STRATEGIC INITIATIVES

Item	Lead	Time	Purpose
<p>Bylaw revision</p> <ul style="list-style-type: none"> Review timeline/process Congregant input Review and approve version to go to community vote <p>? Remove Ed Committee from bylaws?</p> <p>Dev: there hasn't been an active committee for at least 10 years (either adult or youth)</p> <p>Youth was like a Board for school - dissolved a long time ago</p> <p>Changes reflect current practice</p> <p>Question about Board size - we should address that in some way.</p> <p>More hands, lighter work, also allowing more BIPOC participants</p> <p>Proposal to get changes to community</p> <p>Will</p> <ol style="list-style-type: none"> 1. Make changes 2. send out again for vote for whole community 3. final vote in August for us 			
<p>Organizational Development</p> <ul style="list-style-type: none"> Update <p>We did postpone interviews to mourn Burt's passing - candidates were amenable</p> <p>Final interview tomorrow</p> <p>Steps:</p> <ol style="list-style-type: none"> 1. Committee and panelists to give impressions 2. If necessary, meet with senior leadership re: final decisions 3. At same time, contact references 4. MST will then make offer, move forward with contract <p>Hope we will have someone by next Board meeting for approval</p> <p>MST: Lia has put in an enormous amount of work guiding this; we don't need to wait b/c processes in place</p>			

SENIOR LEADERSHIP REPORTING

Item	Lead	Time	Purpose
<p>Executive Director Report</p> <p>15 days of Covid! No report</p> <p>Maristella started yesterday, moved in Dev's neighborhood with 91 year old mom</p> <p>Very excited - hoping we will meet her</p>			

Dee agreed to spend a few days with her on in person training (internal, no more public facing)
New job description coming tomorrow for Admin, HHD, Comms
Whole new staff in August without vacation - team building
Goal is that August Fin Comm, prelim end of year P&L statement and balance sheet (5 months faster) - hopefully for August Board
About \$6K in donations for Face to Face project
Membership renewal underway
HHD Logistics underway as well
Launch in beg. Of August
Friday Elliot Kukla meeting, formulating plan for how we address Covid protocols - a couple of steps

- 1. Survey re: covid, masking in particular*
- 2. Statement of values that we are working with in making these decisions*
- 3. 3 key areas to think about for covid policy (decisions but not at same time) - separate out (dealing processes separately)*
 - a. Masking at school*
 - b. At Scottish Rite*
 - c. General policy for services and events*

Need to work at speed of process before changes

Clergy Report:

Reflect on R'Burt's passing - gratitude for holding space
Appreciate how it was planned, and it wasn't as welcoming of a space as we aspire to hold, particularly for BIPOC
Learning process for these kinds of community events when there are so many from the outside - a lot that was challenging
Tisha B'Av artist space kind of service on 8/12.

AOB/Announcements

- Board retreat: 8/20 and 21 6-9 p.m. stay tuned
- Next Meeting - Tuesday, August 27 ZOOM

FY24-25 Meetings

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 12 **IN PERSON**