

Jewish Reconstructionist Congregation

Board of Directors' Meeting

Date: December 11, 2019

Location: JRC - Rooms 210/211

Start Time: 7:30 pm

End Time: 9:59 pm

Item	Action
I. Welcome and Call to Order	
II. Blessings	
III. D'var	
IV. Appoint Timekeeper	Appointed
V. Minutes from November 13 Board Meeting	Approved
VI. Consent Agenda A. Cantor's Report B. Executive Director's Report C. Treasurer's Report D. Budget Process Timeline Revised E. Website Report F. Strategic Planning Report G. Workforce Mapping Task Force	Approved
VII. CLI Presentation and Discussion	As part of her participation in the Clergy Leadership Incubator, a two-year fellowship of 20 rabbis facilitated by mentors and teachers, Rabbi Weiss will focus on re-envisioning JRC's organizational structure and governance systems to increase member engagement and participation in a sacred, accessible, and daring way that resolves the current difficulty of filling volunteer and leadership roles, while satisfying congregants individual needs through new ways of accomplishing tasks. Brainstorming about possible prototypes is the current focus.
VIII. Brainstorming Learning Theme Ideas with Committee and Task Force Chairs	A shared Google document intended to facilitate collaboration among lay leaders, clergy, and staff in developing a congregation-wide learning theme for JRC's next programming year was discussed. Those present brainstormed about potential themes. Leadership will continue this process through December 31, after which senior leadership will evaluate all suggestions and choose a theme.

IX. Monthly Financials and Update on Kesef Accounting Service	Kesef has provided financial statements; however, the current year is reported on a cash basis and the previous year on an accrual basis, making meaningful comparisons difficult. This will be resolved in coming months. For the Capital Campaign, the date projected to tap operations to meet our monthly mortgage payments has moved out to February, 2021.
X. Board Goal Progress	To document active support of Board Goal 1 (Pillars of Chai, JRC's Campaign for the Future Commitment) and Board Goal 2 (Fundraising Commitment), Board members each shared one or two things, in non-monetary terms, they intend to do. Gala planning is underway; auction solicitations and an overall project manager are needed.
XI. Chibur as a Standing Committee	The Board approved a motion to establish a standing Chibur Committee which reports directly to the VP of Membership that will encompass the current scope of the existing Chibur (young adult) Chavurah.
XII. Dues Adjustments	The Board approved a motion that the dues adjustments total shall be raised by approximately \$15,000 to \$225,000 for the year FY 2020. JRC staff may approve requests for dues adjustments for the current fiscal year in which members agree to pay at least 40% of current stated dues; otherwise, staff must get approval from at least two of the following: Clergy, President, Treasurer, Past President to get approval for new members paying less than 40% dues. When the dues adjustments approach \$220,000 the JRC staff will come to the Board and seek a further increase in the adjustment cap before granting any adjustments that would put the year's total over the \$225,000 limit.
XIII. Sign up for Gift Giving, D'var, Snacks	Board members were encouraged to sign up.
XIV. Yasher Koach Corner	<p>Board members recognized these individuals:</p> <p>JRC members who have referred new or returning members: Michelle Farra, Emily Dahl, Jennifer Fogle, Bob and Gail Katz-Frech, Elise and Gregg Jaffe, Juliet Berger-White, Josh Karsh, Josh Teweles, Barbara and David Pinzur, Hannah Shearn, Lauren Blanford, Kim Romain, Alyse Freilich, Marty Rosenheck, Kathi Samuels, Anne Wildman.</p> <p>Noam Hasak-Lowy, a junior at ETHS, for organizing the ETHS climate strike walkout on December 6.</p> <p>Stefani Stallard and Julia Tauber for organizing, and Sara</p>

	<p>Polonsky for hosting, the December 15 LGBTQ Chavurah Chanukah Potluck.</p> <p>Joel Gratch for organizing the annual phonathon.</p> <p>Edie Canter and Fred Wellisch for facilitating the December 7 “The River and the Wall” movie and discussion.</p>
XV. Good and Welfare	Items were shared.
XVI. Executive Session	
XVII. Next Meeting and Adjournment	The next Board meeting is scheduled for January 8, 2020.