

Jewish Reconstructionist Congregation
 Board of Directors' Meeting Summary
 Date: December 8, 2021 / Location: Zoom
 Start Time: 7:31 pm / End Time 9:24 pm

ITEM	ACTION
I. Welcome and Call to Order	
II. Blessings	
III. D'Var	
IV. Appoint Timekeeper	Appointed
V. Presentation and Discussion: Reconstructing Judaism Pilot Racial Equity, Diversity and Inclusion Assessment- Rabbi Sandra Lawson	<p>A brief bio of Rabbi Sandra Lawson: Rabbi Sandra Lawson (she/her) works with senior staff, lay leaders, clergy, rabbinical students, and Reconstructionist communities to help Reconstructing Judaism realize its deeply held aspiration of becoming an anti-racist organization and movement. In her role, Lawson is developing a series of anti-racist policies and trainings for the organization and its affiliate members. She also serves as a mentor to rabbinical students.</p> <ul style="list-style-type: none"> ● Some of the JRC Board members will participate as a pilot group to conduct an anti-racist/equity and inclusion assessment tool, that she designed, during the months of Jan-March. A second group will do the assessment process in the Spring of 2022. ● At the March Convention we will present our findings and learnings alongside the other congregations in the pilot. ● There are four synagogues around the US and Canada participating in the pilot (differing in geography, politics, and size) ● This assessment tool will help us, as leadership, see where we are in making our space, liturgy, school and events safe from discrimination for people of color and welcoming to all marginalized groups. This process will further

	<p>the goal of conducting Board Trainings and reflections on the topic of becoming an anti-racist more equitable and inclusive spiritual community.</p>
<p>VI. Approval of Minutes</p>	<p>Minutes approved</p>
<p>VII. Monthly Financials and membership renewals, revised projections – Mickey Baer presented</p>	<ul style="list-style-type: none"> ● Discussed calendar of budgeting process now through May 2022. ● New format for how budget is presented will be rolled out this year with more details for each line item than before. ● Membership numbers look good for now ● A request for proposals for a hired Event Planner to run the Gala is underway. By having professionals run the event it will hopefully bring in our goal for fundraising and be less reliant on lay leadership.
<p>VIII. Consent Agenda a. Rabbi’s Report (none) b. Cantor’s Report c. Executive Director’s Report d. Treasurer’s Report e. Membership Report: nominating committee f. House Report g. Tier 1 Decisions: Community Lament Rally</p>	<p>Consent Agenda Approved.</p>
<p>IX. Yasher Koach</p> <p>X. Future Meetings and Recap next steps</p> <p>XI. Sign Ups – Reminder and thanks</p>	<p>We now have a Google form to use so that people can enter their suggestions/names for Yasher Koach (to give thanks) ahead of the meeting.</p>

	We also have a Sign Up Genius for board members to sign up to present gifts at B'nai Mitzvah events.
XII. Good and Welfare	Items were shared.
XIII. Executive Session	
XIV. Next meeting and adjournment	January 12, 2022 Adjourned 9:24