

Jewish Reconstructionist Congregation
Board of Directors' Meeting Summary
(Special Meeting Added)

Date: 9.22.21

Location: Zoom

Start Time: 7:34 pm

End Time: 9:15 pm

Item	Action
I. Welcome and Call to Order	
II. Blessings	
III. D'var	Kyra Auslander
IV. Appoint Timekeeper/Vote Counter	Appointed
V. Report of the Anti-Racism Task Force Part 2	<p>This was a continuation of the report from the Anti-Racism Task Force. In the report they focused on recommendations for integrating the anti-racist lens into key areas of congregational operations; Education, Communication, HR and Spiritual Practice. The board heard about the Education component at the last meeting. Tonight we had speakers present specific recommendations that relate to the remaining items; communication, Human Resources, and Spiritual Practice. The subtopics that were discussed were:</p> <ul style="list-style-type: none"> ● The Covenant of Speech – rewriting it ● The JRC website – putting Tikkun Olam more front and center on the home page and throughout. ● The current employee handbook has a lot of good language around equity but is being looked at again. ● Opportunities to make services less “Ashkenazi-Centric” (language, traditions, music)
VI. Board Discussion – Next Steps	<p>Rabbi Weiss laid out her understanding and vision that adopting an anti-racist lens is part of our commitment to Tikkun Olam, making our world less broken.</p> <p>The board discussed their thoughts, feelings and concerns related to these recommendations and how to move forward with the recommendations allowing for the understanding that we wouldn't try to do all of the items in the report right away. Volunteers to help with the following tasks were requested:</p>

	<ul style="list-style-type: none"> • The board decided to start with a board and staff training and/or assessment to complete before the end of the fiscal year. • Re-writing the Covenant of Speech • Looking at board structure and how we build in the suggestions from the report. • Each VP do some thinking about how this work can be integrated into their area of oversight and which things feel actionable.
VII. High Holiday Reflections	Did not get to this part of the agenda
VIII. Approval of Minutes from 9.1.21	Approved.
<p><i>IX. Note because this is a special meeting the consent agenda, Yashar Koach and Good & Welfare are deferred to the next regular meeting on October 13</i></p>	
XIV. Next Meeting and Adjournment	2:15 pm adjournment –Next Meeting 10/13/21