

**Jewish Reconstructionist Congregation**  
**Board of Directors' Meeting Summary**  
 Date: **March 9, 2022** / Location: Zoom  
 Start Time: 7:30 pm / End Time 9:30 pm

ITEM	ACTION
I. Welcome and Call to Order	
II. Blessings	
III. D'Var	
IV. Appoint Timekeeper	Appointed
V. Financial Report and First Draft Budget	<ul style="list-style-type: none"> <li>• Micky Baer went over the current draft of the FY23 budget</li> <li>• The gala expenses are included in the "other expenses" line item. They are budgeting for 100K gross income before expenses for the Gala income. That is not unusual amount for fundraising. Thought is that ticket sales will cover most of the expenses (food, venue, etc.), while underwriting support will be a net benefit to JRC's budget.</li> <li>• Question about the EC coordinator position for next year. The position salary will need to be increased due to hours required to run the program as well as someone who has the EC credentials to be director qualified.</li> <li>• Some of our hopes for next year include that we will be doing more in-person programs especially the High Holidays. We will continue the Shofar walk next year for Erev Rosh.</li> <li>• Marketing point – Rabbi Rachel has attracted new members with the B'nei Mitzvah class which she will not do next year 2023, as it is intended as every other year. We will need to plan some new and exciting programming for next year with the help of our members. Staff cannot do it alone. We will have a planning meeting on April 24 to discuss more programming ideas that are "grass roots" – coming from the members ideas.</li> </ul>
VI. Review Draft of Strategic Plan – Google Document	<ol style="list-style-type: none"> <li>a. Becca Sperling presented the draft of the Strategic Plan based on blended feedback from the mission and vision and notes from the February meeting as well as notes from the focus groups.</li> <li>b. Picked 6 core values, they frame the strategic plan</li> <li>c. Goal is for the whole congregation to know and read this document – want to be transparent about how we got where we are</li> <li>d. Planning on infusing it more with more Jewish values and Jewish concepts/language to differentiate it from other non-for-profits.</li> <li>e. Tried to make the goals more "SMART" goals</li> <li>f. Goals 4 and 5 are TBD</li> <li>g. Action plan is TBD – hopefully our goal setting plan will help us create action plan – using design thinking</li> <li>h. Remind people that this process should be "bottom up vs. top down" input – ideas should be coming up from the congregants or board. That distinguishes us from other sectors (non-Reconstructionist) of Judaism.</li> <li>i. Will be putting together a group to look it over again (congregants)</li> </ol>
VII. Tikkun Olam Tier 3 – discussion of medical aid in dying-Elliot Frolichstein-Appel led discussion	<ol style="list-style-type: none"> <li>o In 2018 a Tier 1 Decision was made on behalf of the congregation to support the medical aid in dying movement that now, in retrospect, we maybe should not have been so quick to sign on to.</li> </ol>

	<ul style="list-style-type: none"> <li>o Due to not taking a pause to think about whose voices were and were not reflected in our decision, we supported a motion to support medical aid and dying. It was a Tier 1 decision at the time, so it was made by the Tikkun Olam Leadership Team on behalf of the board.</li> <li>o Later, when action was happening in Springfield, some of JRC's people in the disability community wanted JRC to go on record against it.</li> <li>o There is a lot more complexity to this issue than we first thought so we are bringing it back to the Board to discuss and consider if we should retract our full support and take a neutral stance as a congregation. At least we can now model "we made a mistake" and need to consider changing our statement. <ul style="list-style-type: none"> <li>• This is why it is a Tier 3 discussion now – we can decide now where we want to stand</li> </ul> </li> </ul> <p><b>Kyra moved that we table this discussion and continue next month.</b>  <b>and Elliot 2<sup>nd</sup> –15 yes – 0- no- 0 abstain</b></p>
<p><b>VIII. Financial Development report: Save the Date: JRC Gala June 18</b></p> <p><b>IX. Market Research Report</b></p>	<ul style="list-style-type: none"> <li>• Work on the Gala, JRC "flights of fancy" theme, is moving a long!</li> <li>• Amy Harris – event planner – good choice. She's keeping us on task.</li> <li>• Will need more volunteers as we get closer.</li> </ul> <ul style="list-style-type: none"> <li>• Work started back in October based on David Block's presentation about the importance of looking at demographics, marketing and how we can attract new members. Our job is to investigate our potential "competitors". We want to see what they are doing that we might like to do or vice versa.</li> <li>• Looking for people who might want to give 1 or 2 hours to calling another congregation to help gather market research. We are also doing a deep dive into what they show on their websites.</li> </ul>
<p><b>X. Consent Agenda</b></p> <ul style="list-style-type: none"> <li>a. Rabbi's Report</li> <li>b. Cantor's Report</li> <li>c. Executive Director's Report</li> <li>d. Treasurer's Report</li> </ul> <p><b>XI. Approval of Minutes from 2.2022 meeting</b></p> <p><b>XII. Yashar Koach - verbal and google doc:</b>  <a href="https://docs.google.com/document/d/1AEX5E1C2Pd0DQuJY0TCAe8nE94vTq3AW7fPhIalM1ME/edit?usp=sharing">https://docs.google.com/document/d/1AEX5E1C2Pd0DQuJY0TCAe8nE94vTq3AW7fPhIalM1ME/edit?usp=sharing</a></p> <p><b>XIII. Future Meetings and Recap next steps</b></p> <p><b>XIV. Sign Ups – Reminder and thanks</b></p>	<p>Consent Agenda – approved unanimously</p> <p>Minutes approved unanimously</p> <p>Reese and Joel Gratch - for packaging and delivering Welcome Bags to our new and returning members who have joined JRC in the last three months</p> <p>Miguel Abonce who fixed the Torahs, stand in the Arong Hakodesh and the Ark the day before a Bat Mitzvah</p> <p>Dr. Joanna Bisgrove and Dr. Josh Hauser and Rabbi, Dr. Eleanor Smith and Lowell sack enough for being our speakers and panelists, for the Evolve discussion on disability, rights, and medical aid and dying.</p> <p>Micky B. for all her hard work on the budget with everything else that she has going on</p>

	Robert Israelite for his part in helping with the budget as well as Lisa Servido- helping with accounting specifics.
XV. Good and Welfare	Items were shared.
XVI. Executive Session	Discussion
XVII. Next meeting and adjournment	Adjourned 9:30pm– Next Meeting 4/14/22