

**Jewish Reconstructionist Congregation
Board of Directors' Meeting**

Date: July 26, 2023
Meeting Start: 7:00 p.m.

Location: In person
End Time 8:15 p.m.

Item	Action
I. Welcome, Agenda Overview and Call to Order Appoint timekeeper	
II. Blessing/Covenant of Kavod Sicha	
III. Minutes from May 31, 2023	Motion to approve the minutes passed.
VI. Financial Report and Consent Agenda	Although FY23 financials are not finalized, we have done better financially in FY23 than projected. Revenues were higher than expected and expenses less than projected. Instead of an expected deficit before consideration of our PPP funds, we have a projected surplus of \$44,652. Adding in the PPP funds remaining, we expect to have a surplus of \$226,769 by the end of the fiscal year. With the remaining FY23 surplus and the PPP funds, given projected revenues and expenses, we expect to have a surplus of \$166,624 at the end of the FY24 fiscal year.
VII. Executive Session	Matters were discussed.
VIII. Budget Amendments and Hiring	The Board discussed staffing needs including the need for additional custodial support, the need to bring salaries of certain positions in line with market rates, and the need to be flexible in filling the communication and marketing and business administration staff roles. Motion: Authorize our Executive Director to expend an additional \$30,000 for increased custodial care and to achieve market parity for existing staff. Motion by Irv, Second by Nancy. Vote: 9 in favor, none opposed, no abstentions. Passed with unanimous vote. Motion: Delegate the Board's authority to the Governance Team to work the Executive Director to determine whether the communications and marketing position, and/or the business

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	administration position should be full or part time, and to increase the FY24 budget for these positions in an amount not to exceed \$35,000. Motion by Rick, second by Andrew. Vote: 9 in favor, none opposed, no abstentions. Passed with unanimous vote.
XII. Adjournment	The meeting adjourned at 8:15 p.m.