

**Congregation Kol Ami of Frederick  
Board of Trustees Meeting Minutes  
Monday, February 22, 2021 at 7PM  
Via Zoom**

**I. Call to Order- 7:02**

**II. Text Study – 7:02** Exodus 25

**III. Attendance- 7:06** A. Cohen, R. Damanti, MC Lasko, F. Miller, D. Sieger, J Sieger, L. Stickley, Rabbi Gruber, D. Bass, H. Buxbaum, J. Duckhorn, A. Lazorchak, S. Lieberman, C. Nail, J. Schneider absent: J. Anderson and A. Gordon

**IV. Acceptance of Minutes – 7:07** accepted Ralene/Anne

**V. Rabbi's Report - 7:07**

● **Break out rooms to discuss goals based off of BOT input:**

- Number of member families (125-150 households)
- At what point do we need our own building vs renting
- what is a critical mass of attendees at an event and services
- Financial Sustainability: best practices 2/3 income from member support
- Retention/in-reach crucial is crucial in membership. Better use of energy than pursuing those who left/ general recruitment
- Desire for activities: all inclusive activities
  - Types of activities: designing for social (to connect people)
- Culture: warm, welcoming, joyful, non-judgmental etc. Volunteerism, ownership sense in congregation, belonging, giving.
- Specific behaviors: Telephone chains, transportation to services, buddy system involvement.
- suggested we should eventually have more staff and have our own building- we cannot do both at the same time, so what is the best investment?
- Volunteers: need to have a clear cut description of what their job entails. Clear tasks and expectations, a person has the authority to make project decisions, explanation of the terms to volunteer.
- Finances: the financial arrangement must be sustaining. Larger backers, supporters, fundraising, could we have a coop model at all? What is our dollar baseline?
- Membership: begin where people are; conversations with current members. Use various means in an ongoing way (what do you value about being a member)
- Programming: Education, Social, Caring Community need to promote our cultural goals.
- How do we create an inclusive leadership structure that reflects our values and promotes the culture we are developing?

**Thoughts:** there is so much information that was shared...it might be better covered at a retreat instead of a board meeting. Covid has really put us at a disadvantage by not being able to hold face to face conversations with members. The board needs time to digest all the information that was presented. The reality is that we really need to have a discussion about the past and the present; we need to first understand how we got where we are today.

Suggestion: have the board put into writing what they think the issues have been having the congregation grow and shrink over the years. Send them to [Dan Sieger](#) and then they'll be shared for all to see.

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**VI. President's Report- 8:07pm**

Shabbat Service Captain/Announcements

<https://www.signupgenius.com/go/60b054ea9ab2aa13-service>

3/5/21- Family Shabbat Services - 6:30PM - Schneider

3/6/21-Bat Mitzvah of Bailey Smith - 10AM -

3/19/21- Erev Shabbat Services - 6:30PM - Lazorchak

3/20/21 - Bar Mitzvah of Joseph Yospin -10AM -

A slate is being put together for future board members, please contact [Joanna Sieger](#) with your intent.

30 days out the bylaws will go out before the annual meeting.

**VII. Treasurer's Report - 8:09**

- Shared an updated breakdown of expenses.
- Budget committee to meet on March 11th

**VIII. Financial Secretary's Report - 8:12**

- Received a donation from a member who mentioned their mother's name during services. Sent him a nice thank you.
- Got notification that one of our members has gone into assisted living and will not be renewing his membership.

**IX. Membership Updates -8:15**

- Carrie Singer has joined us!
- New directory is ready to roll

**X. School Update- 8:16**

- Everything is moving along...nothing new to report
- Education committee held a meeting to introduce Caitlyn
- Joanna asked the teachers to email her to let her know if they were coming back next year.
- Praises to David Bass from the 7th grade class!!! They love him and Tom!

**XI. Old Business-8:20**

- **Fundraising Update:** trying to come up with new ideas during covid. Suggestion was made to try putting together a package for passover with "Kosher for passover" chocolate that you can send to families or friends. OR if you wanted to send something to families who don't celebrate passover they offer chocolate covered pretzels.
- CHAPs BBQ notice emailed out already. 20% comes to CKAF. Must have a flyer to get the proceeds. Asked to make a simpler version of the flyer to share with others
- Virtual Trivia night

**XII. New Business- 8:26**

- **Yom HaShoah-26th of Nisan (Apr.7th)(CKAF & Beth Shalom)** Meeting tomorrow; Rabbi having a hard time working with Beth Shalom about this event. The same chair of the committee that he was going to try to choose/appoint someone from our congregation to represent us. That is not his place, it should be up to Dan or MC to select someone. The Rabbi will attend the meeting. David has agreed to be our representative for CKAF.

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- On the correct day, the rabbi has offered a program- an interview that he did with Bernard Wasserman about his escape from Berlin. A small service of commemoration.
- Joanna suggested that someone reach out to the communication committee and make sure that the details be shared about the event that CKAF is preparing to hold on 4/7.

**XIII. Good and Welfare- 8:41**

**XIV. Adjournment- 8:49**