

**Hebrew College Board of Trustees
Minutes of Meeting November 30, 2023**

Present [by video]: Sharon Cohen Anisfeld, Susie Tanchel, Rosa Frank, Keith Dropkin, Nancy Kaplan Belsky, Mark Atkins, Susan Shevitz, Deborah Feinstein, Laure Garnick, Myra Snyder, Sara Lee, Lydia Kukoff, Tara Mohr, Myra Musicant, Avi Killip, David Hoffman, Diane Troderman, Andy Offit, Ross Silverstein, Steve Targum, Jevin Eagle, Steven Lewis, Tom Muldoon (auditor), Kevin Quinn (auditor)

4:03pm Nancy Kaplan Belsky called meeting to order

4:03pm Laure Garnick read Hebrew College Mission Statement

4:04pm Motion to approve August meeting minutes, approved

4:04pm Oyes and Joys

4:05pm Avi Killip gave a D'var Torah re: Chanukah and miracles, being protected from hubris, prayer is not a strategy for change or safety; strive to not lose hope.

4:11pm Audit Report

- The board was joined by Tom Muldoon and Kevin Quinn, introduced by Keith Dropkin. Tom and Kevin presented on the audit. The three main points:
 - Required Communications
 - Significant Audit Procedures
 - Audited Financial Statements

Question and answer.

Q: Where are we least financially strong?

A: One item of potential concern – assets are tied up in brick/mortar (new Campus). Strength: Hebrew College spends money towards the direct furtherance of the institution vs. supportive costs.

Q: How have we looked over time? (Tom Muldoon has done our audits over many years)

A: Market improvement; 20k shift between operations and non-operations; no dramatic issues or journal entries to bring into accordance with GAP. The College has gone through a transition with the move and is well positioned to move forward in the new space. Smoothest audit in the 5+ years working with Keith, Jan, and the Hebrew College team.

Q: What can we do better for the next audit?

A: Next phase is streamlining and automating, using data better. No more mechanical shifting of information from Quickbooks. Using a budgeting tool/accounting package.:

4:34pm David Hoffman asks for a motion to approve management audit

4:34pm Audit is approved

4:35pm Governance Report from Steven Targum

- Successful retreat – most useful: be reacquainted with each other and meet new members of the board
- Role of Governance in the year going forward:
 - recruitment and review of new board members
 - standing ad hoc committees
 - review bylaws (do we need a real estate committee moving forward?)
 - personnel committee a standing committee
 - where do committees such as the art/eval committee belong in the bylaws
 - look at the mission statement
 - continue own education as board members
 - standardized charter and reporting template
- Does the College need to take a political position? Should it affect our mission statement? (Regarding the current war in Israel)
- When will the next retreat be? Annually.
- Making time at future board meetings for larger issues.

4:50pm Community Education report from Susie Tanchel

- The current focus is on participation fees. Here is where we currently are:
 - AL: \$263k of \$577k
 - PD: \$47k of \$55k
 - TL: \$51k of \$89k
- AL: Piloting international travel to Spain. 18/21 people signed up currently. Looking further into international travel as a possible new source of revenue. GROW: New program launched to attract new learners introducing faculty for short teachings; first event included 65 participants. Investigating what we are doing well and what we want to continue doing. Who are we not serving? Are there programmatic places that we want to do more of? How are we branding our programs? Re-thinking the structure of AL team.
 - Rethinking Me'ah Classic because of time constraints of participants. Participants want shorter.
 - Push toward online classes from young adults
- What are other institutions doing that we should be doing? How should we be branding ourselves to further our outreach?
- How far does community education reach beyond Boston?

5:11pm Rosa Frank Development Report

- Annual Campaign
 - Interesting time to be a fundraiser – pandemic, Campus move, war
 - RF thanked trustees and development staff
 - Goal of Annual Campaign is \$1.95M. We are just over halfway there. In a very strong position because of board pledge.
- Sponsorship opportunities
 - Gathering online and in person

- Brunches, early morning learning, Soul Sounds, Faculty/Student Latke Bar, GROW, Art gallery exhibit
- Capital Campaign (Nancy Kaplan Belsky)
 - Collective Hebrew College Legacy: completing Branching Out, Building Together. \$1M more to raise.
 - Plan: Board invites new Board Members to make a pledge to the campaign. Previous members are invited to pledge.

5:40pm Finance Report, David Hoffman, and Keith Dropkin

- Net Tuition Revenue, ahead of year-to-date budget
- Expenses are under year-to-date budget
- CJP check comes in in October. Ahead of budget. \$350k October 1st.

5:43pm Presidents Report, Sharon Cohen Anisfeld

- Schedule small group conversations to discuss key items deeper than able in the board meetings
- Rabbinical Pipeline working group to launch over the next few months
- Rabbinical School recruitment is looking strong as of right now. 81 current leads.
 - 60 perspective students at Ta' Shma open house
- Meeting the Moment, Hebrew College's response to the on-going situation in Israel
 - Within Rabbinical School, very tensely engaged as a faculty in trying to think deeply about two tracks: what do we need to be doing about education and dialogue programmatically to respond more responsible to the moment?
 - Winter seminar will revolve around this topic
 - Where does our commitment to pluralism meet our commitment to Israel?
 - Focus during weekly faculty meetings
 - Deeper look into our mission statement and institutional values re: Israel.

5:59pm Clarifying questions or items members would like more of an opportunity to talk about directly? Nancy and Sharon will speak about setting up small group meetings (perhaps with Steven Targum through Governance).

- Q: Ross Silverstein: Troubled with Jewish Community who seem to overlook Israel's best efforts in not harming Palestinians. Instead, they are focusing on innocent Palestinians being killed. Rabbi's from Hebrew College are involved in Rabbi's for Ceasefire group. Is there conflict on Campus because of this and what do we do about it, if anything?

A: In our community, people are addressing differences with kindness and respect.

6:05pm Executive session

6:15 Executive session ended