

Temple Israel Board of Trustees' Meeting

Sunday, November 19, 2017 – 4:00 p.m.

3100 East Broad Street

Minutes

Trustees: P. Shorr, B. Wolinetz, L. Plotnick-Snay, C. Keidan, H. Hansell, A. Weisbach, A. Wharton, L. Goldsand, T. Anger, A. Sanders, D. Frolick, M. Freedman, P. Russell, D. Stone, D. Cohen

Staff: Rabbi Mars, B. Abraham, J. Scher

President's Advisors: Frank Kass, Barbi Crabill, Marty Ross-Dolen

1. Welcome

We are a diverse and welcoming spiritual community committed to healing the world--*Tikkun Olam*--as the focus of our Jewish living and learning.

THE BLESSING FOR COMMUNAL LEADERSHIP

ברוך אתה יי אלהינו סלך העולם

Baruch ata Adonai Eloheinu melech haolam

אשר קדשנו במצוותיך

asher kidshanu b'mitzvotav

ונצונו לעסוק בצרכי צבור:

v'tzivanu la'asok b'tzorchai tzibur.

Praised are You, Adonai our God,
Ruler of the universe, who sanctifies us through mitzvot
and has commanded us to engage in the needs of the community.

1. President's Report

Architect – J. Carter Bean has been retained.

Structural, Civil, Mechanical Engineer have been retained. A meeting with the City will be requested this week to go over the Preliminary Site Plan. Building Update – report given by Frank Kass – This has been a year in the making. We are going to double the size of this place, and at that time it will be 1/3 the size of the 5419 E. Broad Street Property. We are working with people that Frank has worked with in the past, and they are people that he trusts. They are reputable and understand the task at hand. There are some sophisticated needs with civil engineering because of some of the curb cuts, and other matters unique to our new location. The timetable is a simple one. We technically take possession of this building in April. We will have the construction plans finished by then. The work on the interior design must be done over the winter. So that by the time we get possession of the building, we can begin the site work necessary. We will start construction at the end of Q2 in 2018. So that it is ready for the school year and holidays etc. for 2019.

The General Contractor will be Axis, this company is owned by a congregant's ex-partner and the company that did the preliminary budget for the renovation. The committee feels good about them and have a great deal of trust in the team formed so far. The entire building will get a new

façade. It will be put on a flat surface. We are trying to keep it simple. We will add parking in front, and will be parking on the side too.

It was noted that Temple Beth Shalom was located in this space for 18 years.

Sanctuary will hold about 260 people. When it gets open it will be 370 or 380, still not big enough for Kol Nidre. Social Hall space will hold about 180 people.

Will there be interior renderings? Yes, they will be designed by the people who need to be functioning here every day. The clergy and the staff should be sensitive to the space needs. They should be involved in the process. Those steps will make a big difference. We should have some meetings on site to keep the practicality of the meeting space at the top of mind.

The renovation was estimated at \$2.1 million a year ago, and now we are at about \$2.5 million in today's dollars. Frank would guess that we will be at about \$3 million to do the building and the interior. Hopefully, we will begin with the Board to offer leading gifts and will also help us raise the balance too. We netted \$2.1 million without the loan from Heartland and have \$500,000 line of credit with Heartland Bank. This puts the Temple in great financial shape, and be right sized.

If there is any feedback on Design, please put it in writing to Patti before Hanukkah.

A Fundraiser Committee will be formed to get to work on a Spring 2018 Fundraising Plan.

2. **Updates from the Board** -- We went around the table and share what everyone is working on as it related to Temple Israel. [Apologies in advance if I failed to capture all projects underway that were shared - Jennah]

Debbie Cohen -- Bistro at the JCC on Sunday mornings, Women of Temple Israel

David Stone – Ushers

Paul Russell – Brotherhood, Governance

Matt Freedman– Available to help on whatever is needed.

Aimee Sanders – Education Committee,

Tom Anger – Governance and otherwise available to help

Lisa Goldsand & Cheryl Lever Hooker -- Revising the job descriptions, living document that is in process. Reviewing the entire staff in the next few months.

Lisa Goldsand– Ritual Committee Chair, cross-functional goal – roadmap to youth engagement.

David Frolick– Education, Governance, and available to help

Amy Wharton – Finance, newly formed Social Justice Committee

Amy Weisbach – Membership Directory, Governance, Finance,

Harriette Hansell– Building Committee, also touching base every single week with Rabbi and Jennah

Clemy – Membership, Social Justice Committee and TIKKUNAPALOOZA

Liz – Financials, Membership follow-up, JCC Contract Review, Employee policy change on Health Benefits, mentorship with Zach and Jennah

Barry – Available to help as needed.

We should inquiry about other Board members about their level of involvement. – Debbie Belinky, Jenny Glick, Jon Handler, Cheryl Lever Hooker, Amy Milenthal, and Adam Reiss.

3. **Membership Team** – Clemy Keidan gave a report that there are 32 new member families since July. With the guidance of Debbie Belinky and Clemy Keidan, all but a few families have been provided challah and wine to celebrate Shabbat. The committee met on Nov. 1, 2017, and everyone involved is excited about engaging new members. This list has been divided among the committee and each will receive a direct call and invitation to the Latke Party on December 15th.

Future Thinking: When people contact you about membership and you talk to them, where do you direct them to go for information besides what you give them face to face?

-- Typically, interactions are personalized and conversational. No brochure is provided, simply a person to person connection and a membership application.

This year, we have provided all congregants, new members and perspective members with the – infographic one page cheat sheet about TI . We also have this graphic on our website. David Frolick was assigned with the task to help tackle a member in-reach message to the congregation. Rabbi Mars articulated that as a Membership Team we are working toward a longer range goal of creating chavurot for each demographic. If we are going to succeed as a congregation we are really going to have to figure out how we are going to be warm and welcoming and consistently engaging with these families.

4. **Financial Report** -- Liz Plotnick-Snay reported that we have heard from 81% of our congregation. We have 78 families that are still outstanding. We also have a few missing Board and Foundation members. We can ride the high from Rabbi Mars' installation. Her question was: What should the message be to collect these final dollars? Is there anyone who is willing to make those phone calls? Liz captured several volunteers.

Two year Non-Commits – We have a small number of families who have not responded to us on membership commitment. We have divided the list of names among the staff and have begun making calls.

We will also add a line in our weekly e-mail message that indicates our drop-dead contribution date as Friday, December 29th at 3:00 p.m. as end of business. Please send Liz an e-mail with any questions.

Liz is also working on an employee policy change in health benefits. Budget review for the 2018/2019 begins in February 2018.

5. **JCC Use of Space Update** – Liz Plotnick-Snay reported that she and Jennah met with Mike Klapper and Jennie Cammeyer. The purpose of the meeting was general feedback on a variety of topics. We raised a dozen or so issues about space, financials, communications, etc. All things were able to be reviewed. We will continue to do so quarterly and on an ongoing basis. **If you need to use space at the JCC please contact Jennah in advance (the JCC asks for not less than TWO weeks'**

notice). There were a few financial tweaks, nothing dramatic. There were no major changes. There is no better way to get to know our congregation than by participating in some of these committees.

6. **Clergy Report** – Rabbi Mars reported that she feels like her attention has now shifted away from the holidays, and she is really digging in and finally starting to get into a rhythm. So far she has made an effort systematize those pressing items that needed careful attention. The Social Justice Tikkun Olam team is up and running as a group that will be how we will honor our commitment to the RAC – Moving Justice to the Center of our Congregation. Rabbi Mars has been participating in this special initiative of the RAC for 18 months, as a result of our Design Team work. Special attention has been given to the work of Reform Ohio. Reform Community Shabbat will be held on Friday, January 12th at the JCC. The event will feature Rabbi Lindsay Danzinger who will speak about our involvement with the Bringing Social Justice to the Center of our Congregations. “We are trying to live up to who we are trying to become. A holy congregation that is built on forming solid relationships. A congregation that is musical, fun and loving.” So far, she has discovered that our people are just looking to be asked. More opportunities for people to share of themselves from the pulpit. Great stuff that is coming around the bend.
7. **B’Nai Mitzvah Packet** – Jennah Scher reported that a small staff working group has met and condensed our 30 plus page B’Nai Mitzvah packet to a letter, timeline, a few key forms, an FAQ all to be housed online. The team has met for two hours, and will continue to meet to make this transition. Staff believes it to be a living document that will hopefully be modified as the need arises. NTD: What is the timeline? Might want to add it.
8. **Executive Director Report** (report attached)
9. **Education Director Report** – Beata Abraham reported that while Rabbi Mars was being installed, we were hosting our second annual sleepover Shabbat at the JCC. This event grew from 18 to 27 this year. The Education Committee is coming together very nicely. We are working together to re-prioritize and refocus our energy. This year will be our second annual Chanukkah Experience – kids working together in a fun experience.

Did you consider doing a mid-year survey? Yes, we did one last year through Survey Monkey – in January and again in May. It was a formal survey of the parents. Suggestion was made// was raised about the concept of surveying the kids.

The meeting was adjourned at 5:30 pm.