

**MINUTES**  
**Temple Sinai Board of Trustees Meeting**  
**Wednesday, April 22, 2020**  
**7:00 – 9:00 PM via Zoom Teleconference**

**Board Members Present**

Jon Braslaw, Becky Chase, Liz Daoust, Calvin Gibbs, Ann Gordon, Richard Hart, Melissa Heller, Neil Jacobson, Sara Klein, Josh Kuluva, Laurie Leiber, Jim Manheimer, Susan Rosenthal, Frances Rotolo, Bart Schenone, Sydney Schimmel, Anne Schmitz, Debra Schoenberg, Andrew Shear, Karen Tanner, Karen Tiedemann, Joan Waranoff, Phil Witte, Erik Zwerling

**Board Members Absent**

All present

**Staff Present**

Stephanie Ben-Simon, Terrie Goren, Cantor Keys, Ellen Lefkowitz, Rabbi Mates-Muchin, Rabbi Regev

**7:02 Call to order and Icebreaker- small group breakouts**

**7:20 Approval of March 2020 Board Meeting Minutes**

*Bart Schenone moved to approve, Joan Waranoff seconded. All approved.*

**7:21 Consent Calendar**

- a. No new members to report

**7:22 Financial report – Sydney Schimmel and Terrie Goren**

- Paycheck Protection Program (PPP) loan was approved and funded this week- thank you to all who worked on this important project.
- Cost savings activity related to security, facilities, etc. are helping finances for the rest of this year and there is a very small surplus. Preschool families have been very generous and many have still been paying tuition, which helps greatly with our overall financial picture.
- It is very difficult to budget given the current uncertain climate; the process will start now and will need to be revised in the coming months. There are currently two potential budget templates- a full staff version and a staff reduction version (given the fact that summer camp may not happen). There is also uncertainty surrounding the High Holy Days this year.
- Projected revenue for next year is approximately \$400K less than this year; no matter which scenario we use, we will still encounter a deficit.
- There may be other possible savings/considerations for next year. Also, will we face additional unknown costs in regard to COVID-19 protocols and staffing?

*Discussion ensued*

## **7:50 Hot Topics**

### **Membership and school revenue**

- More conversation needed about how we involve people in the community and raise funds. Do we move away from a traditional membership model? Fee for service? This will be an ongoing and important topic.

### **SBA PPP loan**

- Efforts to obtain the loan were successful and \$528K was deposited this week. Thanks to Mike Baker, Arnie Brown, Terrie, Jon and others who helped in the process. The loan is forgiven if all staff are still employed by June 30. The temple worked through First Republic who then went through a small community organization in Minnesota. It was an amazing accomplishment to receive the loan, as many organizations were shut out of the funding.

### **Membership retention plan**

- This year, the temple will be sending targeted letters to various constituencies with their membership renewal information. It may appear more like a giving campaign than a membership process.

### **Programming: Planning for next year**

- Preschool: currently doing virtual learning with the kids and families, but this does not replace childcare. In the longer term, this model will not meet families' needs. Ellen is working on a scenario where a smaller group of students can attend the preschool (for essential workers, two working parent families, etc.) and stay in small groups completely separate from each other. It will be important to continue families' connections to school even if they are unable to attend in person.
- Summer camp: if summer school does not happen, will likely furlough the teachers.
- High Holy Days: high on the priority list, and they will likely not look as they usually do. The Reform Movement has put out many resources for congregations that will be helpful as we plan.
- Religious School: teachers have done a great job transferring everything online. Excellent attendance from families and the majority of feedback is positive. Primary goals for the religious school are maintaining connections and keeping Hebrew curriculum moving forward. Looking toward next year, several scenarios are being discussed (all online, combo of in person and online, and in person). Religious school pre-registration has been pushed back to June 1.
- B'nei Mitzvah: practice and preparation are currently taking place over Zoom. Investigating how Zoom b'nei mitzvah services will work; they will be private for the families and not open Zoom sessions. Even families who postponed their dates this spring may have to do their services over Zoom. Board members will be able to participate in these services and represent the community.

## **9:00 Committee Reports and Updates**

- b. Security Task Force: mostly a wait and see approach. Staff are keeping up the building so it doesn't look abandoned.

- c. Strategic Planning: the Steering Committee will be meeting this week, and Richard has made progress with the planning and coordination of the Shema Action Team. Will have a more detailed report at the next meeting.
- d. Capital Needs Assessment: currently suspended but will put together a report in the next few months.

**9:07 Executive Session**

**Next BOARD MEETING – WEDNESDAY MAY 20 via Zoom**