

**MINUTES**  
**Temple Sinai Board of Trustees Meeting**  
**Wednesday, May 20, 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, 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**

Sara Klein

**Staff Present**

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

**7:02 Call to order and Icebreaker**

**7:15 Approval of Minutes – April 22, 2020**

*Sydney Schimmel moved to approve, Andrew Shear seconded. All approved.*

**7:17 Consent Calendar**

**a. Membership report**

*All approved new members.*

**7:19 Financial report – Sydney Schimmel and Terrie Goren**

- Expected to break even this year, may even have a small (\$10-11K) surplus. Few have asked for preschool or religious school tuition refunds.
- In terms of cash flow, with the PPP loan and a balance of cash there will be \$1.1M in the bank.

**7:25 Programming/Planning for next year**

***Preschool***

- Survey sent to families to gain more information about next year; all families intend to return to preschool if they can.
- For camp this summer: considering doing shorter hours to accommodate more families; will be able to have 20 families for camp safely as a pilot program for essential workers. Two teams of 2 teachers, other teachers will be furloughed starting July 1.
- There are still many unknowns about next year and what it will look like. Ellen has been in close communication with families as she figures out logistics and details.

*Discussion ensued.*

***High Holy Days***

- The temple will not be able to have in person services this year, or at the Paramount. How will we have High Holy Days in a meaningful way? How will we create experiences for the community that meet everyone's needs?



- Jon and Rabbi met with the Ritual Committee; they will be organizing meetings for the congregation focused on needs/wants for High Holy Days. Board participation in these meetings is encouraged.

### ***Religious School***

- From the survey, the majority of families responded that they would like to return to religious school.
- If school is online, will still be held on Sundays and Wednesdays. Staff are exploring various scenarios for in person versus online learning. The majority of the staff is planning to return and they are supportive of the virtual learning experience.

### ***Staffing plan***

- As of July 1, planning to furlough most teachers. The temple will pay healthcare through August 31 and hopes to bring them back as soon as possible.
- Hourly admin employees will be participating in the work share program.
- The weekend facility crew will be on furlough as of July 1 as well.

### ***Budget Presentation***

- Our current year projections are stable. Heading into next year, there are many things to consider. The finance team is making their best guess with membership contributions- expect membership to come in 15% lower than usual. Fundraising will probably be lower next year as well. Planning for a 25% reduction in religious school tuition and a 50% enrollment reduction.
- Assuming all of the SBA loan proceeds come in; and figuring out the forgiveness program right now. Also currently projecting a \$131K deficit next year.
- No pay increases for any of the staff, will hold fiscal year 2020 rates.

*Discussion ensued.*

### **8:45 Committee Reports and Updates**

- b. Security Task Force (Terrie): The task force met last week. John Ehrlich has volunteered to be the chair of the group, which is primarily comprised of security and health professionals. Organized into the preschool group, personnel group, and building reopening group.
- c. Strategic Planning (Richard): We have the opportunity to connect the community in creative ways right now. Currently working on a list of 45 ideas to think about organizing as a temple. Richard will be sending out an email to solicit more ideas from the board. Shema and V'ahavta statements will be introduced to the congregation in the next few weeks via video, graphic and Bulletin.
- d. Social Action – RAC civic engagement campaign (Andrew Shear): Right now there are opportunities to collaborate with and engage voters, here and in other states. Andrew will coordinate a Zoom event soon to get congregants involved.
- e. Capital Needs Assessment (Terrie): quite a bit of work has been done during this time when people are not in the building. Application for a matching grant program to repair the Sanctuary has been submitted. Gathering quotes for other work/projects.

### **Executive Session**

**Next BOARD MEETING – WEDNESDAY JUNE 17 7:00 PM via ZOOM**