

MINUTES
Temple Sinai Board of Trustees Meeting
Wednesday, January 20, 2021
7:00 – 9:00pm

Board members present: Jon Braslaw, Liz Daoust, Ann Gordon, Richard Hart, Melissa Heller, Neil Jacobson, Laurie Leiber, Jim Manheimer, Rebecca McEntee, Frances Rotolo, Bart Schenone, Sydney Schimmel, Anne Schmitz, Andrew Shear, Karen Tanner, Karen Tiedemann, Michelle van Tijen, Joan Waranoff, Phil Witte, Eric Zwerling

Clergy and Staff present: Terrie Goren, Cantor Keyes, Ellen Lefkowitz, Rabbi Mates-Muchin

Absent: Laurel Ettinger, Calvin Gibbs, Josh Kuluva, Susan Rosenthal, Stephanie Ben-Simon, Rabbi Regev (family leave)

Guest: Matti Fromson

1. Call to order 7:05pm and Icebreaker to discuss positive events of today's inauguration
2. Approval of Minutes of December 16, 2020
 - Motion to approve - Melissa, Karen second. All approved
3. Report on Rabbi Educator search – Mattie Fromson
 - 7 recent graduates and 7 experienced educators
 - Described steps to avoid bias. Resumes were scrubbed then graded. Then they were unredacted.
 - First round interviews with 4 candidates in each group over the next two weeks, remotely.
 - Considering ways to conduct second round interviews remotely. CCAR has provided some resources: incl teaching demonstration, meeting with RS teachers, formal and casual interactions with members, etc
 - Most have masters in Jewish Education
4. Consent Calendar - Membership report Terrie
 - New Members – Karen Tanner and Becky McEntee will call new members;
 - Resignations – 35 families have resigned. This is the final group after outreach calls and letters went to everyone.
 - Current membership is 929 families
 - Bima Honors sign ups – Joan will send sign up file
5. Financial report – Sydney Schimmel
 - Close to goal for Annual Giving, expenses are as expected.
 - Application for PPP loan forgiveness was submitted we should hear in a few months (may be approved already – Terrie will check). Applying for the second round, due Monday, should be ready Friday. Same amount as last year's loan.
 - Need to resurface the playground. Many years overdue. Will be done over spring break. Within budget for facility repairs.
6. Hot Topics
 - Preschool tuition Increase – a 4% tuition increase is recommended for next year. Finance committee and executive committee have reviewed and support the recommendation. Contracts go out to families at the end of the month. Most other

schools are also doing 4%. We usually do a 2-4% annual increase. We are usually in the top third of tuition – though most other schools have a shorter day this year because of covid. Preschool teachers are in tier 1B for vaccinations.

i. Motion to approve Sydney, Frances second. All approved.

- Social Action and signing on to political letters

i. Jon reported that T Sinai missed the deadline for a URJ letter re storming of the capital. Andrew reported that the EC would like us to be part of such letters, but it needs board approval. It's a challenge when the timeline is short.

Andrew will take the lead to move this forward when Jon is unavailable. A group text will notify the board re a board meeting for the purpose. Needs a quorum of 14 members. EC is empowered to act but prefers to get full board.

ii. Andrew reported on social action shabbat service. T Sinai was one of top 10 organizations making calls to Georgia for the January senatorial runoff. Discussion of plans for RAC California. National social justice campaign for next year is under discussion.

iii. Join for Justice – for Jewish organizing training – hopefully RAC will participate

iv. Chuck Schumer is the first Jew to head one of the houses of congress!

- Strategic Plan Update – Richard

i. Jessica Natkin has agreed to cochair

ii. Close to launching a survey. Will be followed by a series of small group meetings. Proposed plan hoped by April to May. Encourage your friends to respond to get engaged in strategic plan by participating in survey/group meetings etc. Especially if you know people whose kids have finished RS.

7. Program Updates

- Preschool – Ellen

i. Rodan Family Foundation gave a generous grants (\$500 each) to all east bay preschool educators and administrators. Staff is extremely grateful.

ii. About 70% of families will be utilizing summer camp

- Religious School – Ann Gordon

i. Minor tweaking to program based on attendance: dropping an art class, adding a cooking class

ii. Plans for next year – educ committee is starting to discuss

iii. R M-M: The next couple years will be experimental

- Youth Program –

i. Small but regular cohort on Tuesday night

ii. 10-11 students in confirmation class May 18. Moved to 12th grade last year

- Music – Rabbi Mates-Muchin and Jon commended the program from last Saturday with musicians from Israel. Demonstrates that there are new opportunities using Zoom for services. Thanks to Cantor Keys

i. Next week Tues Jewish Music Workshop. The power of the voice

ii. Upcoming Tues Feb 2 and First Friday night service in the round Kabbalat Shabbat – will be joined by many of the musicians who participated in live services before COVID

iii. Tu B'shvat Thurs 1/28

8. Committee Presentation – *Finance* presented by Sydney Firestone Schimmel and Terrie Goren

- First in a series of board updates/education on different topics

- Terrie will send presentation to board members. Members are encouraged to send questions to Sydney and Terrie.
 - Suggestions from the board:
 - i. Regular report of capital needs
 - ii. Request for info on any line items that need attention ie that are likely to vary from the budget
9. Parsonage for 2021:
- Rabbi Mates-Muchin - \$78,000
 - Rabbi Regev - \$40,000
 - Cantor Keys - \$100,000
10. Meeting adjourned 8:50

Next BOARD MEETING – WEDNESDAY, February 17, 2021