

Minutes
Temple Sinai Board of Trustees Meeting
Wednesday, March 17, 2021
7:00 – 8:30pm

Board members present: Jon Braslaw, Liz Daoust, Laurel Ettinger, Calvin Gibbs, Ann Gordon, Richard Hart, Melissa Heller, Laurie Leiber, Jim Manheimer, Rebecca McEntee, Susan Rosenthal, Bart Schenone, Sydney Schimmel, Anne Schmitz, Andrew Shear, Karen Tanner, Karen Tiedemann, Michelle van Tijen, Joan Waranoff, Phil Witte, Erik Zwerling

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

Guests: Geoff Piller, Matti Fromson, Arnie Brown

Absent: Neil Jacobson, Josh Kuluva, Frances Rotolo

1. Call to order at 7:05pm. Prayer for Peace and comfort to the Asian Community
2. Approval of Minutes – February 17, 2021.
 - a. Motion to approve: Karen Tanner, Second: Liz. Unanimous board approval
3. Consent Calendar - Membership report (presented at meeting)
 - a. 3 new members this month. These board members will call: Calvin, Becky, Liz
4. Financial report – budget process update - Sydney and Terrie
No material changes since last month. Raise approved at last meeting appeared in last week's payroll. Jon received many appreciative notes from teachers.

\$700k unallocated income still expected for 2021.

PPP loan: discussed allocating to; Technology to support ongoing hybrid working environment, Capital needs, Operating reserves, Pay back loan from endowment. A formal plan will be presented later.

Budget for next year will go to Finance Committee in April to initiate board discussions.

Wire fraud: Rhonda was hacked and funds were misdirected but bank had already closed the fraudulent account. New procedures have been established to protect against this in the future.

There has been a lag in reconciliations. Accounting firm will take this over to assure timeliness.

JCF attended Finance Committee to discuss performance of our investments. About 11% last year.

5. Hot Topics
 - a. PPP Loan Update – Terrie
Arrived yesterday: \$543k. Guidance for forgiveness not yet known. Interest rate is 1% if it has to be repaid. Intent is to put this money to work in the local economy. Set criteria and development of a preliminary list of projects will be presented next month.

Suggestion from the board: Circulate the list of criteria prior to the next board meeting.
Criteria for capital needs priority is safety over beauty.

- b. Rabbi Educator Search/onboarding – Update – Jon
Rabbi Freedman accepted offer – details to be discussed in executive session.
Anne and Jon will work on contract over the next couple months. Letter to the community to introduce R. Freedman going out this week.
- c. Strategic Plan Update – Richard
Survey: ~230 have successfully completed the survey. Overweighted to people over 50.
Please encourage younger members you know to participate. Sinai-adjacent nonmembers are encouraged to participate as well. Jessica Natkin and team (including Laurie) will initiate focus groups with responders and non-responders in April-May.
Strategic plan outline is underway.
Discussion: Consider engaging with neighbors, people who are not engaged or wanting to engage with T Sinai.
Get thoughts from R. Freedman re engaging younger people.
Look at Jewish Federation study on younger Jews in the Bay Area. Melissa posted a link to the study in chat. Rabbis will look for notes from the presentation.
Michelle started a group of unaffiliated young people in Sacramento some years ago. She will send notes.
Detailed report from the survey at an upcoming meeting.
- d. Trial and Verdict Update – Andrew
Runningwolf jury verdict two weeks ago, guilty of 2 felonies and one misdemeanor with one count of hate crime enhancement. A small group is weighing input on sentencing. Likely to be sentenced to time served, may get probation. Asking for a stay-away order for staff. Mr. Running Wolf represented himself.
Jon thanked Andrew for following and reporting on this and representing TS with the DA and the court. Andrew also thanked Mike Baker for his help.
Repair on door started Monday. It will take a month.

6. Clergy Updates

- a. Rabbi Mates-Muchin –
Mir's ex wife passed away.
Thinking about emerging from 2020 for religious school, budget purposes and what HHD will be like this year, when we can start in-person meetings. County will not make recommendations re distinguishing between vaccinated and non-vaccinated attendees.
Looking at opportunities for congregants who have been vaccinated to help with vaccinations in the community.
- b. Cantor Keys
Lynn Morrow Dir Oakland Symphony Chorus
J-street presenter next week
Eliana Light April 13, and several events on the following weekend including Havdallah concert
Check out Passover events in the e-news
- c. Rabbi Regev
Welcome back.

Rabbi Regev appreciates the opportunity for extended family leave to welcome new baby into the family.

Thinking about what worked last year and opportunities to maintain online learning opportunities for adults and youth. Looking forward to welcoming youth back to in person programming.

7. Program Updates

a. Preschool – Ellen

Thanks for the payroll increases – teachers appreciate it.

Ellen will join ECERJ board as VP of learning. National network of early childhood educators Attended an “accelerator” conference sponsored by URJ – learning/thinking/planning goals for the future.

Jon attended PPC meeting presented ways for people to be engaged in community after preschool.

Considering changes for next year eg parent involvement in classes.

b. Religious School - Jackie

Parent survey is planned to help plan program going forward.

Recognize Stephanie’s continuing engagement – open, kind, supportive. She will be honored at a service in May.

c. Youth Program - Yoni

Applied for and received a grant from Federation for programming around social justice.

How our values inform how we engage with the world re social justice. Realignment of Federation across Bay Area makes more, larger opportunities available to us.

Appreciate Michelle’s efforts in assembling holiday boxes.

d. Board volunteer opportunities_

Passover calling – contact Phil Rubin to sign up

Board Bimah Duty – sign up on the volunteer portal

Regev Family Meal Train – sign up on the volunteer portal

8. Committee Presentation – Governance presented by Anne Schmitz, Geoff Piller, Maddi Fromson, Arnie Brown. In 2015-16 Governance Task Force Bylaws were drafted, approved by the board and approved by members. Included board officer and board member job descriptions, clergy and staff job descriptions, guidance for board committees and governance of other committees. Involved extensive research on how many other congregations are governed. Consulted with past presidents. Bylaws are deliberately “lean and mean” to allow board the latitude to address issues flexibly. Policies and procedures are separate. Existing policies and board resolutions are still being compiled at the office. Make policies and procedures available to board members. Terrie will make them available in the portal.

In answer to a question from Jon, the task force members think there is not anything that needs to be amended in the bylaws. Recognizes that the board is large, for good reasons, and that this is a challenge.

Thanks to guests.

9. Other announcements-

WTS Havdallah dessert tasting for Passover and WTS Women’s Seder on Mar 24

Social Action – Town halls for RAC California issue selection last week. National town halls are next week. Andrew will share information. Social Justice Book Club will discuss Just Mercy.

Regular meeting adjourned at 8:50

10. Executive Session Discussion of Rabbi Freedman's contract

Motion to approve the terms of the contract: Ann Second: Melissa. Unanimous Board Approval

Executive session adjourned at 9:10

Next BOARD MEETING – April 21, 2021