

**MINUTES**  
**Temple Sinai Board of Trustees Meeting**  
**Wednesday, April 21, 2021**  
**7:00 – 8:30pm**

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

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

**Guests:**

**Absent:** Richard Hart, Neil Jacobson, Karen Tiedemann, Cantor Keyes,

1. Meeting called to order at 7:05 pm. The consensus of the board is to resume D'var Torah. Signups will be in the volunteer portal. Today's ice breaker – what do you like best about spring.
2. Approval of Minutes – March 17, 2021  
Motion to approve minutes Frances  
Second Sydney  
Unanimous Board Approval
3. Consent Calendar - Membership report (presented at meeting)  
Terrie presented 2 new members  
These board members will call new members: Karen Tanner, Melissa Heller  
Unanimous Board Approval
4. Financial report – budget update – Sydney and Terrie
  - Current year: \$4,953 total revenue projected. Includes initial PPP loan that has been forgiven.  
\$3.3 mm salary projected.  
\$678K net revenue; \$150k w/o PPP; budget was for about -\$250k. Positive variance due to membership, unplanned bequest  
New PPP loan \$543k
  - ~\$850 unallocated cash (includes restricted funds). Considering capital and tech investments. A proposal will be ready next month.  
The Finance Committee is considering a process to repay loan from endowment \$760k. Proposal by FC to use unrestricted bequests to pay down loan starting with \$243k received this year.  
Resolution: Be it resolved that as long as the endowment debt is outstanding, undesignated bequests will be applied to the loan.

Discussion: Emphasized that this only applies to bequests that are not designated by the donor for another purpose. The loan was used to purchase property that was used in the capital project.

Should we require this in a bad budget year when we might want to use it to avoid a deficit? We would like to establish an operating reserve to address that. Also, in a dire situation, the board could reverse this decision.

It is important in soliciting people to make bequests to reassure them that we are exercising adequate fiduciary stewardship.

Anne proposed preparing a packet about the loan and what is known about the terms of the loan and voting on it next month. The packet will not include a loan document because one has not been found.

- Budget for next year – see attachment. Revenue and expenses both up by ~9%. Expect net income of \$400k in fy2022 assuming PPP loan is forgiven. Detailed budget next month to be distributed at least one week in advance of the meeting.

## 5. Hot Topics

- Update on sentencing – released on probation on Sunday. Order to stay 100yds away from temple, Terrie and Mir. He had no violent history, he had community support. Rabbi sent a letter saying we do not want any additional sentencing. Re restitution, our damages were covered by insurance.  
RMM thanks to Andrew and Mike
- Volunteer Software training – Joan Waranoff  
Jon reminded everyone it is our obligation to represent the board including at services. Training will be moved to the end of the meeting
- Welcome Forward and Town Hall Meetings – there is an advisory group working to figure out safety protocols for gathering safely.
  - i. RMM: B'Nai Mitzvah – exploring moving to the chapel for better ventilation to allow more people to attend. Rabbi may be present but not Cantor because of added risk from singing.
  - ii. Rather than signing up or reserving services, clergy prefer to wait until it is safe for more people to attend. Considering whether there are other events or meetings that would lend themselves to in-person attendance.
  - iii. High Holy Days: Paramount is not booking. Planning an outdoor gathering may be risky in fire season. Four primary services will be prerecorded in June and late July. Considering which other services could be held in person, eg Slichot, closing service, mindful that everyone might not want to attend these in person. Suggested to have a live component at beginning or end of prerecorded services and/or encouraging people to have small in-person gatherings in their homes to view the services.
  - iv. Other pastoral services are under consideration including shiva.
  - v. Vaccination status is key. More problematic for events that involve children.
  - vi. Congregation will be notified about plans for HHD in the next week or two.

- Strategic Plan Update – Richard will provide a written update. Jon reported that the group is digesting survey results and working on focus groups. 277 completed survey.
- Social Justice Update – RAC CA and National RAC – Andrew Shear and Susan Rosenthal. RAC is kicking off national social justice campaign focused on voting rights. May 5 7pm RAC California social justice implications of climate issues. Criminal justice prior convictions.  
*Just Mercy* discussion on Sunday with Andrew and Rabbi Regev.  
Teri Blechner has reached out to the Oakland Chinatown community to offer support and ask for ways we can help. They have provided a list of businesses that could use our support. Suggestion from a board member to order Chinese lunch for teacher appreciation from one of the restaurants on this list.  
Susan reported on feedback to RAC on phone banking challenges. Hoping for a better experience next time.

#### 6. Clergy Updates

- Rabbi Mates-Muchin – see notes re welcome forward  
For religious school next year, figuring out next phase of pandemic response.
- Rabbi Regev - Sunday, May 16 confirmation service

#### 7. Program Updates

- Preschool – reaching the end of a challenging school year. Expect to expand next year's enrollment closer to pre-pandemic level. Final guidance re protocols is not expected until closer to the beginning of the school year. End of year celebration for graduates may be in person/outdoors. Teacher appreciation is coming up.
- Religious School Friday May 7 service to appreciate Stephanie.
- Security & Safety Committee – Frances – Ask board members to confirm they are comfortable with profiles on the website. Silent alarm fobs for staff. Looking at active-shooter training for staff. Personal safety awareness. Terri said we applied for a Homeland Security grant.

8. Committee Presentation – Role of the board members - Jon reviewed the report of the governance task force describing role and responsibilities of the board. He will send it out to board members.  
Joan guided board members on using the Volunteer Portal to sign up for Bimah Duty.

**NEXT BOARD MEETING – May 19, 2021**