

MINUTES
Temple Sinai Board of Trustees Meeting
Wednesday, May 19, 2021
7:00 – 8:30pm

Board members present: Jon Braslaw, Liz Daoust, Laurel Ettinger, Calvin Gibbs, Ann Gordon, Richard Hart, Melissa Heller, Neil Jacobson, Josh Kuluva, Laurie Leiber, Jim Manheimer, Rebecca McEntee, Susan Rosenthal, Frances Rotolo, 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: John Ehrlich, Howard Backer, Steve Shane

Absent:

1. Call to order at 7pm. D'Var Torah presented by Richard Hart
Please join May 20, 24, 26 board focus groups re strategic planning
2. Approval of Minutes – April 21, 2021. Karen Tanner, Sydney Schimmel. Unanimous approval
3. Consent Calendar - Membership report (presented at meeting)
To call Karen Tanner, Liz Daoust, Susan Rosenthal, Calvin Gibbs
4. Financial report – Budget Presentation Sydney and Terrie
Not much has changed since last month for revenue and personnel expenses. \$700K net operating income including PPP loan. \$300K in restricted funds. Net operating would be negative without PPP loan. Solid cash flow ~\$1million in cash. Some will be available for capital expenditures.

Proposed budget: See PPT summary information and detailed budget presentation attached. Membership projected to be the same and last year. Preschool tuition is significantly higher because more students are expected in summer and school year.

Discussion: Ellen described the impact of the grant for an additional teacher. Question of whether we should be comparing to latest full pre-Covid year (2018-19). Have grants in the last 2 years been an exceptional situation for Covid. Response is that we intend to apply for grants more aggressively. Clarify that we have received two PPP loans. We have received the cash. The first has been forgiven and we expect the second to be forgiven – when they are forgiven we can recognize them as income. Other questions about remote-only membership – we don't have that. When does extended security begin – it is tied to

increasing facility use. Is there an outreach/marketing budget (eg to seniors, or people w disabilities) – not at this time.

Detailed budget presentation: Some revenue items are restricted and unavailable for operating expenses. Accounting fees are up to provide additional support for Rhonda. Increase in security and utilities because the facility will be open more next year. Increase in program expense includes HHD and more music when we resume in-person services (Mizmor Shir etc). Support to continue zoom events like we had last year that were appealing to many people – that would require adding more money to the budget. Quest re HHD expenses in 2019-20 – Terrie and Sydney will follow up.

R Regev re tuition for youth programs. 7-8th grade migrated to YP from RS this year and are paying the higher RS tuition. RR recommends equalizing tuition for all YP gr 7-12. Because meals are provided for 7-8 that means a negative variance of \$17K. Jon suggested transitioning gradually. Expect all in person with students vaccinated. To be discussed further at budget workshop and next board meeting.

5. Hot Topics

Presentation of work of the Security Task Force – John Ehrlich described his background in policing and community relations. S&S created a list of risks and evaluated which ones we need to prepare for. Applied for a grant from Homeland Security. Some issues coming up may be more controversial eg security guards. Are we in touch with OPD or other local law enforcement: yes, as needed as issues arise. What keeps you up at night: 1) the new building was built without consideration for security; 2) lack of training for serious threats, correcting that would prepare us for a broad range of potential incidents. Thanks to John and the committee for all their work. John's advice "follow your instincts and call the police if you think it's needed". Recommend adding \$\$ to next year's budget for this training. See the Security and Safety Committee Report for May 2021 from John Ehrlich.

Welcome Forward and Town Hall Meetings – Jon introduced Howard and Steve.

Welcome Forward task force -Howard Backer and Steve Shane. Pressing issues: Preschool graduation in upper courtyard three separate classes all-masked families seated in separate pods, siblings are welcome. B'Nai mitzvah move to the chapel – for the first time last week (Cantor will not attend until June). Ventilation system has been upgraded and will be run in advance of service. Two podiums w plexiglass shields, one for clergy and one for family. Neg PCR test for B'Nai Mitzvah as close as possible to event unless fully vaccinated. Audience seating in rows of pods – capacity is 30-42. All adults masked. Next: Tuesday morning Minyans with continued remote participation. WTS closing event outdoors in June. Outdoor Erev Shabbat services with musicians. Indoor Erev Shabbat similar to B'Nei Mitzvah.

Howard pointed out that the current proposals are very conservative. Also the environment is constantly changing guidelines. Eg state is expected to drop mask mandate in June. Recommend the board to consider these questions: mandatory vaccination for staff, people who can't get vaccinated or are immune compromised (still not well protected even when they are vaccinated) and unvaccinated children. Eg separate vaccinated from unvaccinated attendees with different rules. Continue remote access, masking for some or all, partial or full social distancing. Thanks to the committee for their hard work. Intention is to stream all services including outdoor services.

Technology committee – Joan presented a review underway by the Technology Committee of the use of laptop computers for remote work during COVID. Considering requirements for on going remote work and instruction and whether/when to provide Temple-owned laptops for teachers and other employees still working from home. Emphasis is on Religious School and the Youth Program to establish a plan for the upcoming school year. Also considering a request to install TV monitors in the classrooms to facilitate in-person instruction this fall. Erik described the draft technical requirements for future laptop purchases. One goal is to standardize equipment so it can be repurposed as needs change. The committee proposes to spend up to a maximum of \$30,000 for the first phase of the project covering the needs of Religious School and the Youth Program. How will this be paid for? It would be a capital expense paid for with unallocated cash. Terrie listed the other capital expenditures currently under consideration: Boiler (HVAC), electrical upgrades in the sanctuary, roofing upgrades/replacement, stained glass refurbishment. See the Technology Review May 2021 PPT from Joan.

Motion from Frances to proceed with Phase 1 Religious School and Youth Program laptops and A/V for the classrooms in time for the upcoming school year for a cost not to exceed \$30,000. Second – Sydney. Unanimous board approval.

6. Clergy Updates

Rabbi Mates-Muchin – Consul General of Israel will present tomorrow evening at 7:30. Encourage all to join conversation about current situation between Israel and Gaza.

Cantor Keys – Friday night special service from Gallilee 6:30pm

Rabbi Regev – Confirmation was held on Sunday. Inspiring event for 6 graduating seniors.

7. Program Updates

Preschool – see budget discussion

Religious School – recognized Stephanie at last Ed Comm meeting with gift from committee and board. R MM meeting with parents about planning for next

year's program. Sunday was the last day of RS – kids were invited to attend in person in the courtyard and parking lot.

Other updates – Andrew reported that Mr Running Wolf chose not to stay away from T Sinai and was arrested for violation of probation. Hearing on Monday. Andrew will continue to monitor.

June 4 Shabbat service will honor the 50th anniversary of Rabbi Chester's

8. Meeting adjourned at 9:15 pm

NEXT BOARD MEETING – June 16, 2021