

MINUTES

Temple Sinai Board of Trustees Meeting

Wednesday, June 16, 2021

7:00 – 8:30pm

Board members present: Jon Braslaw, Liz Daoust, Calvin Gibbs, Ann Gordon, Melissa Heller, Neil Jacobson, Josh Kuluva, Laurie Leiber, Rebecca McEntee, Frances Rotolo, Bart Schenone, Sydney Schimmel, Anne Schmitz, Andrew Shear, Karen Tanner, Karen Tiedemann, Michelle van Tijen, Joan Waranoff, Phil Witte,

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

Guests:

Absent: Cantor Keyes, Laurel Ettinger, Richard Hart, Jim Manheimer, Susan Rosenthal, Erik Zwerling

1. Call to order 7:05pm
2. D'Var Torah presented by Josh Kuluva – Thank you, Josh
3. Approval of Minutes – May 19, 2021. Motion to approve: Karen Second: Frances
Unanimous board approval
4. Consent Calendar - Membership report (presented at meeting) – presented by Karen Tiedemann. Michelle, Karen Tiedemann, Karen Tanner, Liz Daoust, Andrew will call new members
5. Bimah sign-up – Joan reminded board members that the link to sign up is in the agenda. Jon emphasized the importance of signing up for B'nei Mitzvah
6. Financial report – Budget Presentation. Sydney and Terry

Unallocated cash is close to \$1million. Mortgage is down – will drop below \$1million soon. Terrie is looking at options for spending PPP loan to get forgiveness. \$2.5 million at JCF includes \$540k in legacy gifts this year.

Final budget changes from prior version:

Added HHD expenses

Updated preschool tuition and fees

Increased Youth Program fundraising to offset higher expenses discussed in May meeting

Added Security and Safety training

Added musical events

Net result is a surplus ~\$350k. Budget would be in deficit without PPP loan. Finance Committee reminds the board that care will need to be taken in next year's budget to avoid going into a deficit.

Question re plans to allocate unallocated cash. Need to wait until after PPP loan is forgiven.

Why would we be in deficit w/o PPP loan? Conservative budget on membership and other fundraising revenue. We believe the expense side represents the programs we want to offer so we will need to find ways to increase revenue going forward to close the gap next year.

Motion to approve 2021-22 budget: Sydney, Second: Andrew. Unanimous board approval.

Continued discussion about how to repay loan from the endowment to the building fund. Recommendation is to approve the following resolution.

The Temple Sinai Board of Trustees resolves as follows:

1. The five bequests the Temple has received this fiscal year, totaling \$402,015, where the donor did not specify a purpose for the gifts, shall be added to the Temple's Endowment Fund and shall be recorded as a partial repayment of the loan of \$765,545 that the Temple borrowed from the Endowment Fund in 2003 to fund the purchase of real property ("2003 Endowment Fund Loan").
2. Insofar as the Temple receives bequests in the future where the donor does not specify a purpose for the gifts, and unless the Board of Trustees determines there is a compelling operational or capital need for such funds, such future bequests shall also be added to the Temple's Endowment Fund. Until such time as the principal outstanding on the 2003 Endowment Loan is repaid in full, such bequests shall also be recorded as a partial repayment of that Loan.
3. The 2003 Endowment Fund Loan is hereby declared to be interest-free from its inception until the future full repayment of the principal sum of \$765,545

Jon clarified that this step will demonstrate fiscal responsibility and long term commitment. This is important for fundraising in the future, especially for Legacy program and efforts to grow the endowment.

Question: Where is the account? A pooled investment fund managed by the JCF.

Motion to approve: Neil Second: Frances. Unanimous board approval

7. Hot Topics

- a. Early Childhood Grant – Rodan Family Foundation – Ellen
Early childhood teacher salaries are generally low. A grant from the Rodan family allows anyone on the preschool staff to pursue a Bachelor or Masters

degree – the Rodan family will pay 90% of the tuition. Upon completion of the BA the teacher will receive a \$4k/ year annual stipend, \$12k/year for masters. The Rodan family will contribute to the stipend for 3 years, then it becomes the temple's responsibility. Contributes to teacher retention – hiring teachers has become very difficult.

Two teachers are applying for masters program. Two teachers already have a qualifying bachelors. Avg teacher gets \$50k FTE. About 20% increase for the teachers who qualify. This will cause us to reevaluate overall salary structure to avoid future inequities. This will put upward pressure on all teacher salaries

Questions: After care teachers are the same

Comment: the upward pressure on overall salaries is good not bad. It is consistent with our values.

Joan raised the issue of teachers with other degrees that are relevant and add value to the program but don't qualify for the stipend.

Jon pointed out that the EC recognizes that this represents a commitment to increased future expenses and we will need to figure out how to raise revenue to cover it.

Karen Tanner pointed out that this could create significant disparities in teacher salaries. If we hire someone in the future with these degrees we would be obligated to pay them the increased amount. Ellen pointed out that there are very few of them.

Jon pointed out that the broader goal is to create a pool of experts to improve the quality of Jewish Early Childhood education.

Sydney pointed out that the overall impact is a very small percentage of the overall salary expense.

Frances asked what are our chances of keeping these teachers after they finish the program. Ellen thinks the masters candidates are very committed to T Sinai and this would incentivize them to stay. There is no loss to us financially if they leave. Frances also said this might be an opportunity to attract more qualified teachers in the future

Ann pointed out that the opportunity to participate was offered to all teachers.

Liz pointed out that this might add to the pool of candidates for administrative positions. How can these people add to professional development of other

teachers in the school? Ellen expects we will ask them to share their learning with colleagues.

Motion to authorize Ellen to participate in the program: Andrew Second Ann.
Unanimous board approval

- b. Nominating Committee update – Jon. Five current members are terming out and one member completing the first term will not continue. There is a good pool of leadership candidates to fill these 6 spots. Matti Fromson will chair the Nominating Committee again. The following are also on the committee:

- i. Helen Smiler
- ii. Jill Sapre
- iii. Karen Tiedemann
- iv. Joan Waranoff
- v. Looking for one more participant from religious school

Jon encouraged board members to submit suitable candidates for nominations

- c. Welcome Forward update - Rabbi Mates-Muchin thanks Becky her for efforts to develop the current COVID protocols which are on the website. They are already out-of-date. In order to accommodate different preferences, there will always be a section for people who wish to continue social distancing. Studying challenges of mixing in-person and zoom participation. Rules will be different in school from other temple events.

It is a challenge to ensure that everyone is getting the most up-to-date information about these rapidly changing requirements and protocols.
Ellen thanked Betsy for help navigating protocols during the school year.

8. Clergy Updates

- a. Rabbi Mates-Muchin - Calendar meeting for next year will be on July 1. Trying to create a balance between being in person and keeping people comfortable

Intent to attend for religious school and youth program participation survey was sent out. Some of the proposed changes are controversial eg no RS on Sunday, in person on Friday afternoon and Saturday presents parents with challenges for scheduling. The next couple years will be an experiment.

Frances asked if we will continue the early time for Friday night services. A change is not being considered at this time. We need broader input from the community. Important to consider how changes are affecting the level of participation. Board members are encouraged to ask their friends to provide input through surveys, focus groups and email

9. Program Updates

- a. Preschool School ended last week. Celebration for children graduating with parents in the courtyard. Thanks to Michelle for partnership on PPC. Laura Rubinstein will become new PPC president. Participating in other initiatives sponsored by the Rodan family. Ellen will join the URJ Early Childhood Education board.
- b. Religious School Ann Gordon is stepping down as Ed Comm chair. Dayna Orange will become chair. Josh will step down from the board.
- c. Andrew Mr Running Wolf is back in Santa Rita prison.
- d. Social action committee - Andrew met with Care First Program which is advocating increasing money for mental health instead of incarceration. Decarcerate Alameda County is another possible program coming up.
- e. Melissa - Her 16 year-old daughter arrived in Jerusalem today – another sign that normality is returning

10. Executive Session

11. Meeting Adjourned

NEXT BOARD MEETING – August 18, 2021