

MINUTES
Temple Sinai Board of Trustees Meeting
Wednesday, September 22
7:00 – 9:00pm

Board members present: Jon Braslaw, Liz Daoust, Calvin Gibbs, Richard Hart, Neil Jacobson, Josh Kuluva, Laurie Leiber, Jim Manheimer, Rebecca McEntee, Dayna Orange, Susan Rosenthal, Sydney Schimmel, Anne Schmitz, Andrew Shear, Karen Tiedemann, Joan Waranoff, Erik Zwerling

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

Absent: Laurel Ettinger, Calvin Gibbs, Melissa Heller, Frances Rotolo, Bart Schenone, Karen Tanner, Phil Witte,

1. Call to order at 7:05 PM
2. D'Var Torah presented by Neil Jacobson. Thank you so much to Neil for inspiring remarks on the occasion of his final meeting as a member of the Board
3. Approval of Minutes – August 18, 2021 Motion to approve: Karen Second: Unanimous board approval
4. Consent Calendar - Membership report (presented at meeting). 10 new members. Board members will call to welcome them.
5. Bimah sign-up. Jon posed the question of how to get better participation. Suggestions included prioritizing B;Nei Mitzvah services, expanding pool of volunteers eg add past presidents, communicate the expected number of services per board member (~4 per year including Friday and Saturday services), assign dates to board members.
6. Financial report – Sydney Firestone Schimmel (including year-end results)
 - \$2.2million of membership contribution pledges for FY 2021-22. 100 families have not yet renewed.
 - Preschool enrollment is above plan – meeting targets for revenue
 - \$60k short of budget for RS. Terrie and R Freedman will look at expenses to adjust
 - \$40K short for youth program
 - \$50k in donations already for Where the Need is Greatest
 - Grant from Homeland Security to enhance security measures at the temple. Not in the budget.

- HVAC failure in the sanctuary will need to be addressed hopefully as part of a broader capital plan
- \$2.7million cash. This is the high point of the year due to membership renewals
- Unallocated cash reserve ~\$1million. Plan to apply it for capital priorities
- ~\$800k of mortgage debt remains.
- Year-end 2020-21 will go to the Finance Committee shortly
- 830 families have joined/renewed. 102 families have not yet renewed.
- Capital needs – report has been received from Taylor engineering re boiler and roof top unit outlining options. Richard Hart recommended having other engineering experts in the congregation review their report.

7. Hot Topics

- Thank you to outgoing board members- Rabbi Mates-Muchin and Jon Braslaw thanked each of the retiring board members individually and asked each one to make a few remarks and suggestions to remaining members. Board members departing after serving two 3-year terms: are Richard Hart, Neil Jacobson, Susan Rosenthal, Joan Waranoff and Phil Witte
Other departing board members: Josh Kuluva, Laurel Ettinger and Andrew Shear
- Recruiting callers for those not yet renewed – Board members will be asked to make calls in October, perhaps as part of October meeting.
- Vaccination update – Terrie. Whole staff has been fully vaccinated. Weekly on-site testing started last week. Preschool teachers are tested weekly. Testing is voluntary for the rest of the staff. Welcome Forward Task Force will continue to evaluate the changing environment and make recommendations.
- Annual Meeting (October 10 11:00am via Zoom) – Election of new board members, financial update, Welcome Forward, Security Committee, other committee presentations, Clergy presentations.
- High Holy Day review – Jon thought it went really well. Praised the professionalism of the crew. R Mates-Muchin thanked R Regev for his very important role working with technical crew. Susan appreciated the challenge of last-minute switch to online, and opportunities for congregant interaction. High praise for the musical component of the services. Zoom services continue to be a challenge for families. Some people questioned why the temple didn't have large group activities like what other groups did. R Mates-Muchin responded that planning and communication on this point was especially challenging.
- Strategic Plan update – Richard Hart. PowerPoint presentation summarizing history. So far data gathering surveys, focus groups and interviews have been completed. Core committee meets every other week to review results, delve deeper and identify themes. Presented an outline of what to expect in the

final plan that's due by the end of the year. Contact Richard or other members of Core Committee with questions.

Thanks from Jon for all the hard work of the committee.

- Social Action
 - Legislative update – Andrew. RAC California top priority bill didn't pass due to procedural issues but may pass next year. Two other bills supported by RAC are on the governor's desk.
 - Women's March – Susan. October 2 11am. Nationwide march including a march in San Francisco in support of reproductive freedom and reproductive rights that is a core tenet of reform Judaism. Gather at 10:30 in front of Asian Art Museum. Proposes that T Sinai formally endorse this march. So moved: Laurie. Second: Andrew. Unanimous board approval. Becky elaborated on the connection to reproductive justice

8. Clergy Updates

- Rabbi Mates-Muchin – see earlier topics
- Cantor Keys – Erev Sukkot service. Outdoor services will resume on Friday night in the upper courtyard, weather permitting.
- Rabbi Regev re HHD keep in mind multiple channels of access going forward will require ongoing support and budgeting for crew. It will be harder to do hybrid services.
Youth program is just getting up to speed. Outreach to teens who have not enrolled, especially now that the program is resuming in person. Emphasis is on mental health component of the program this year to help kids process experience of the past year.

9. Education Updates

- Preschool program – Ellen. Thanks to Becky Chase and other expert advisors for help tackling ongoing questions. Will share further updates at Annual meeting
- Religious School – Rabbi Freedman and Dayna Orange. Registration is done but a few more join each week. More than last year but less than 2019 – consistent with experience at other synagogues. School starts Friday for 60+ K-2 students outdoors at T Sinai. Saturday classes for grades 3-6 will be held outdoors at JCC in Berkeley. 19 teachers on staff, 11 are brand new. Teacher orientation last weekend focused on creating safe space for students and dealing with the trauma of the last 18 months.
Ed committee focus is rebuilding community. Parent meet-and-greet will be held on Friday and again on Saturday morning. A monthly community in-person Shabbat will include virtual and in-person grades 3-6 students together. Room parents to foster Jewish and social connection. R Mates-

Muchin commends R Freedman for a near impossible task of organizing this since July as well as full participation in HHD services.

- Youth Program – see R Regev report

Meeting adjourned at 9:20 PM

Annual Meeting – October 10, 2021

NEXT BOARD MEETING – October 20, 2021