

Minutes
Temple Sinai Board of Trustees Meeting
Wednesday, January 19, 2022
7:00 – 9:00pm

Board Members Present: Jon Braslaw, Bill Bonnet, Lori Waltzer, Calvin Gibbs, Laurie Lieber, Aaron Saxe, Jim Manheimer, John Ehrlich, Karen Tanner, Liz Daoust, Melissa Heller, Rebecca McEntee, Sean Sawyer, Stephanie Eckhaus, Sydney Firestone-Schimmel, Anne Schmitz, Bart Schenone, France Rotolo, Karen Tiedemann,

Board Members Absent: Laura Rubenstein, Erik Zwerling

Clergy and Staff Present: Terrie Goren, Cantor Keyes, Ellen Lefkowitz, Rabbi Regev

1. Call to order @7:05pm

2. Approval of Minutes – Nov 17, 2021

Comments and suggested changes from Board: None

Motion to approve by: Bart Schenone

Motion Seconded by Lori Waltzer

Board Approval Unanimous

3. Consent Calendar - Membership report (presented at meeting by Terrie Goren)

9 new families joining congregation

Board members agree to call and welcome them: Lori W, Karen Tanner, Aaron Saxe, Laurie Leiber, Stephanie Eckhaus, Dayna Orange, Calvin Gibbs, Becky McEntee

Resignations 39 Families.

4. Bimah sign-up

Update on Vaccine Ushering

Reminder to volunteer for Feb 18 & 19

5. Financial report – Lori Waltzer presented

Next Budget update April / May

Revised Income Statement sent

Membership Ahead of scheduled through end of September

School and Youth down slightly, petering out for the year 69K under, reviewing expenses

Other revenues looking good against plan

PPP to be reported

At 50% thought budget year, expenses at 47%

Reforecast of budget by Terrie as a double check. Probably overbudget by about 50K due to added costs resulting from situation change (covid)

We will still be positive, but less of a surplus

Terrie has a draft of the PPP ready, Lori needs to review. Few open items TBD. Hoping to net \$100K

The mortgage balance is ~820K

LOC has no balance (250K limit) not expected to use

Finance Committee working closely with Capital Needs Task Force coordinating on finance issues. Exploring the idea of increasing the mortgage to cover building expenses that are coming up. Nothing decided or suggested, still exploring.

2.7 MM

End of year anticipating cast at 1.7MMm but could reduce depending on the need to spend

6. Hot Topics

Strategic Plan (update from Richard Hart)

- Board of Trustees approval target March 23rd^h
- Communications Team
 - o To be developed
 - o Responsible for development of congregational presentation
 - Recommendations needed
- Once Board adopts vision, Board needs to determine
 - o Implementation Team – 12-month commitment for the team, refreshing each year
 - o Board of Trustees might need to do outreach for open spots on the Implementation team
- Tentative Dates in the plan
- Strategic Plan will not have budget recommendations in it or provide guidance. That will be the role of the Implementation Team
- Feedback from Board and others will be incorporated this weekend by the Strategic Planning Team
 - o Follow-up questions will be distributed if there are any

Vaccination Policy

- Booster requirements for congregation and staff
 - o Some staff are resisting the policy so we need to determine how to move forward.
 - o Default position Vaccinated means boosted?
 - o We should provide for reasonable accommodation in the final policy

Building closure plan

- As of now, Preschool and B'nei Mitzvah are the only events in-person for January. February in-person decision will be made Jan 25th
- We have Welcome Forward Committee Guidance
 - o Welcome Forward Task Force advises how to be open now and, in the future, but the ultimate decision is the role of the leadership.
 - o Becky personally feels we should be open ASAP to get the in-person community back in action

Sanctuary roof update

- Sanctuary is closed due to a leak
- Have contracted to use a drone to check, it did not reveal the problem
- Proposal to do exploratory to identify the pathway for the water or seal up the dome again.
 - o Quotes outstanding. Expected last week
- Keeping B'nei Mitzvot in chapel for now

Technology – streaming

- Live Control steaming service update
 - o System to install cameras that re remotely controlled
 - o Provides a more robust internet experience without involving local (clergy or sound engineer).
 - o Costs incurred
 - Installation for extra cameras
 - Annual Service Contract
 - Spinitar (sp) AC company to do wiring
- Live Streaming estimated cost
 - o Spinitar \$30K
 - o Contract for Live Control \$10K/yr for a limited number of services and leased cameras
 - o Additional cost for any additional services (i.e., HHS)
- Does not address Zoom integration during the service (families connected to B'nei Mitzvot)

Is this pricing good (Stephanie E)? They are specialists in Jewish Liturgy and can provide superior service. Cost per session is better than others are paying

Can we afford the steaming and roof costs (Melissa E). We owe the community this improved experience. The PPP loans provides the resources to meet the needs of this enhancement.

What is the timeline? Probably by the end of Feb for the Chapel, but TBD.

Are updates to equipment included? (cantor) yes

Motion

Approval to move forward with funding for live streaming costs for Spinitar and Live Control

Made by Karen Tiedeman
Seconded by Frances Rotolo
Board Approval Unanimous

7. Capital Needs Task Force update (roof, boiler replacement process, etc.)

- Roof and HVAC planning in action
 - o Architect proposals in progress
- Setting up tiers based on needs
 - o Roof /HVAC
 - o Stained Glass Windows
 - o Sacred Garden Amphitheater
 - Some of these will require fund raising

8. Clergy Updates

Cantor: Shout out to Social Action heroes!

Jewish Music Worship online – Yiddish music

More workshops coming up.

Live service from the Galilee Israel via Zoom

Rabbi Regev

- Personal update
 - o Is has been a phenomenal and life-changing experience at TS. 8 years have passed and now it feels like I have done all that I can possibly hope to. So, I am moving on at the end of this contract to explore other opportunities and focus on my family.
 - o Special thanks to Rabbi Mates Muchin on her leadership
 - o More announcements to come

9. Program Update

Preschool (Ellen)

- Attended conference with URJ Early Childhood Education last week
 - o Teachers also participated on In-service Day
- Challenging to manage in these difficult times
 - o Taking it day by day
 - o Staffing has been fine, but challenging

Religious School (Rabbi Freedman and Dayna)

- Thanks for the warm welcome at my installation service!
- We are meeting outdoors and fully masked. Plan was to move indoors in January, but omicron prevented it. Back on Zoom through end of January.
- Lost 2 teachers in December
- Other teachers are reluctant to teach in-person
 - o Religious school may need to stay on Zoom to accommodate teachers
- When we return to in-person, we will be completely inside TS building
- Camp session coming up

- Includes Swag from camps for RS parents Youth Programs (Rabbi Regev)
- We were lucky to have in-person time to build relationships before returning to Zoom
- Good attendance and high engagement

10. Executive Session

11. Parsonage – The following requests were made for 2022 parsonage amounts:
 - a. Cantor Keys - parsonage allotment for the year of 2022 will be \$100,000.
 - b. Rabbi Regev - Please maintain my parsonage amount at \$70,000 for this year
 - c. Rabbi Freedman - I am declaring my parsonage amount for 2022 to be \$25,000.