

## **Minutes**

### **Temple Sinai Board of Trustees Meeting**

**Wednesday, April 20, 2022**

**7:00 – 9:00pm**

Board Members in attendance:

Board Members Absent: Jon Braslow

Clergy in attendance:

Clergy absent:

1. Call to order at 7:05 PM
2. Special guest – Rabbi Julie Bressler (30 min)
3. Search Committee Update (Liz)
  - The search committee is working (11 members total) kick-off meeting is tomorrow evening.
  - Going to map out the next few weeks with Rabbi Bressler (here in person next week)
  - Official interviews in person when she is here
  - The recommendation is expected in about 3 weeks to move forward or not.
4. Request recording permission
5. Vote - Approval of Minutes – March 30, 2022
  - Motion by Sydney
  - Second Karen Tiedemann
  - Board Approval unanimously
6. Information - Consent Calendar - Membership report (presented at meeting)
  - 1 new member is being contacted by Sean
7. Action - Bimah and Usher sign-up
  - Good with sign-up through May 13th
  - Need a Bimah Honors volunteer for the May 14th Bat Mitzvah of Nina Sanghvi
  - Many openings from May 21st on
  - I will meet with Jon and Terrie on how to streamline this and get congregation members able to Volunteer
8. Information - Financial report – Lori Waltzer (15 min)
  - All revenue and expenses are on track and where we want to be
  - The mortgage is at 761K
  - No balance on LOC
  - The cash balance is 2.4MM
  - The cash flow model is showing an ending balance of 1.7 M
  - Projecting more cash at end of the year

- Cap Needs Task Force has been busy making a recommendation to hire a PM to handle some of the upcoming projects (roof repairs, HVAC, Stained glass), etc.)
    - Anticipate a big, costly process. Lori will present more details in full once we have a PM
    - Working with Jon to determine capital plans
    - Doing exploratory work with banks for funding some of the repair work
      - Banks want to see some seed money up-front to stimulate interest in offering money.
        - May need to take money from internal funds to act as seed money. All TBD
    - The budget process
      - Met Monday night with the budget committee
        - Looked at the budget, and it just needs some finishing touches
          - Anticipate next month's full presentation to Board next month for approval in June
        - Pre-School Revenue
          - Jan or Feb, existing PS enrollees asked to reenroll
            - This year it went out with a 4% increase in enrollment fees
              - The finance committee's recommendation is to stick with rates that went out previously 4%
              - Enrollees were notified of 4% and deposits are coming in already
              - We do have room to increase rates as the contract allows, but we have never done this.
      - Membership revenue
        - We are down 7% in families in the past 2 years to 866
          - Impacting revenue negatively
        - Finance Committee suggestions for next year
          - Sustaining \$3750
          - Tzedakah \$5000
          - Building maintenance \$275
          - Security Surcharge \$300
        - Finance Committee suggests increasing Operational Reserve as savings
- Questions
  - Stephanie, How many members dropped from sustaining members
  - Melissa (on the committee for Tzedakah) has this increase been run by the Tzedaka committee? Lori (no)

- This could be awkward for those families already removed from Tzedakah due to high levels.
      - Going back to the same people with higher asks might not be productive.
    - John Erlich, we have a team that determines these things, we
  - Motion to approve the new rates for the 22-23 fiscal year
    - Sustaining \$3,750
    - Tzedaka \$4,700 to \$5,000 Subject to development committee review
    - Building maintenance \$275
    - Security Surcharge \$300
      - Made to approve these levels by Stephanie E
      - Seconded by inaudible
      - Board Approval Unanimous
- 9. Information – safety and security committee (CAL OES grant funding) (5 min)
  - 150K national safety grant for fences and cameras
    - Submitting soon. Improvements started in Spring / Summer
      - Safety glass is being applied for security, cameras
      - Training coming for staff and teachers and congregation
      - Usher training
    - Coming years
      - Landscape changes - barriers to cars in attacks or accidents
      - Closing the parking lot for restricted access
    - Karen Tanner: training for congregants seems needed
      - Cards will be provided that provide guidance, working on more training for the congregation
    - Jon: How did the OPD training go?
      - Went well to be in an active building. Happy to do more with OPD
- 10. Information – capital needs task force update (5 min) Terrie
  - Actively engaged with building repairs
    - Working on leak assessment with the vendor
    - She will keep informed as it develops
- 11. Vote – Resolution recognizing teachers in preschool and religious school
  - Proposal was set forth, but debated

Aaron Saxe: Is this the right way to honor them? Becky agrees with Aaron's thoughts/concerns.

Rabbi Berlin; Pre Pandemic, there would be ways for the congregation to honor and thank the teachers and recognize their input. In the pandemic, we haven't been able to do this.

Hold on this resolution until we have more actions planned to back up the words

PPC and Education committee with Dayna think about a better way to honor our teachers within the context of the budget, etc.

Liz: Bonus idea can we take this to the finance committee for consideration? It seems like a concrete step the board can take and have oversight to.

Board needs information to take under consideration

Stephanie, we should be ready to have something ready for the RS as it ends on May 14th, much earlier than Pres-school.

RABBI F is already planning an end-of-year RS event for the Friday and Saturday programs on the 21st. Teachers are invited to a brunch to celebrate

Liz and Becky will coordinate a proposal for the Board after talking to the PPC and Ed Committee. Terrie might have some budget too.

#### 12. Information – staff sharing – Ellen Lefkowitz

- The focus is on the staff. The greatest struggle has been staffing. The staff has missed a lot of work and transitions due to mental and physical stress as essential workers..
  - 50% live far away for \$ reasons
    - Long commutes, high gas prices,
  - We pay well, but teacher salaries are relatively low
    - Adds stress living paycheck to paycheck
    - Insecure with housing
    - Limited luxuries due to limited income
      - Health challenges result
      - High level of absenteeism
        - Coverage is a daily challenge of the associate director's job plus she ends up covering classes.
  - They are invisible to most people while we are away from the building. Feeling unseen is terrible
    - Whatever we can do to help them and appreciate them is welcome
  - Parents are appreciative and supportive, which is wonderful
  - With all these struggles, they do show up, care for the kids and deliver high-quality education and they do it beautifully!
- We need to lift up our teachers and show them we know it's difficult and we support and care about them
- Aaron - Found this was very moving as a PS parent. Teachers are so positive and they seem to feel it's the best place in the world
  - We need to demonstrate teacher appreciation for the board!
- Karen Tanner - I am triggered by this from my own professional life as an educator. Feeling your burden and doing it so well!
- Jon it's important for us to hear this and understand it fully. The effort and sense of ownership you convey is wonderful

#### 13. Rabbi Freedman

- Admin Assistant Helen has been a rock this year. She has decided to leave us in April for a new job in HR where she is most interested.
  - Have a plan in place for the remaining few weeks. She will remain available on Saturdays.
    - Need to search
- 14. Scholar in residence weekend
  - April 29 and 30 with a full schedule of events
- 15. On May 13th Friday night service honor Rabbi Regev
  - Board attendance is encouraged
- 16. Recognize and thank Rabbi Berlin for her 5.5 Months of services to TS

**Next meeting is Wednesday, May 18, 2022**

Jon Braslaw is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/82429817833?pwd=bFoxeWVHL0VJbG11aEhnTlhxNXZWZz09>

Meeting ID: 824 2981 7833

Passcode: 334519

**To sign up to present the D'Var a future meeting or to sign up for bimah duty or vaccine record checking click here to choose your date.**

[https://www.cervistech.com/acts/console.php?console\\_id=0398&console\\_type=login](https://www.cervistech.com/acts/console.php?console_id=0398&console_type=login)