

Meeting Minutes

Temple Sinai Board of Trustees Meeting

Wednesday, May 18, 2022

7:00 – 9:00pm

Board Members Present: Jon Braslaw, Bill Bonnet, Terrie Goren, Melissa Heller, John Ehrlich, Karen Tiedemann, Sydney Firestone-Schimmel, Erik Zwerling, Karen Tanner, France Rotolo, Lori Waltzer, Anne Schmitz, Sean Sawyer, Aaron Saxe, Laurie Leiber, Liz Daoust, Becky McEntee

Guest Present: Steve Shane

Board Members Absent: Bart Schenone, Calvin Gibbs, Jim Manheimer, Laura Rubenstein, Stephanie Eckhaus

Clergy & Staff Present: Rabbi Freedman, Rabbi Mates-Muchin

Clergy & Staff Absent: Cantor Keyes

1. Call to order at 7:03
2. Recording Request Granted
3. Rabbi Mates-Muchin – Thoughts on Sabbatical
 1. Meditation was meaningful (art) and shared with WTS retreat
 2. Writing for 10 Minutes of Torah by women to recognize 1st female rabbi. Will share her in the bulletin
 3. Explored staffing models and strategic planning
 1. Needs constant experimentation
 2. Meet people where you are
4. Vote - Approval of Minutes – April 20, 2022
 1. Amendments: Add Melissa and Frances to April's attendance
 2. Motion to approve by Karen Tanner
 3. Seconded by Eric Zwerling
 4. Board Approval Unanimous
5. Information - Consent Calendar - Membership report (presented at the meeting)
 1. 1 new member. Karen Tanner will reach out to her.
6. Action and Discussion - Bimah and Usher sign-up
 1. An updated Bimah Honor Guide document needs to be created
7. Information - Financial report – Lori Waltzer (20 min)
 1. Budget presentation
 1. Expenses are on track for the current fiscal year

2. Mortgage declining
3. No LOC balance
4. Cap Needs discussion with bank continuing
5. Cash flow is healthy and stable for the end of the year
6. Endowment growth is key
7. Membership dues at previously approved levels
2. Budget presentation
 1. Membership Contributions: Holding current membership levels and increased dues 5% to 2.494 MM (9.5% increase over the last budget)
 2. Pre-School 4% increase in tuition revenue
 3. RS and Youth: RS 6% increase
 4. Fundraising is typical with some lift from RMM's 18th year (\$145K)
 1. Legacy gifts are not included the budget for the new fiscal year
3. Expenses
 1. 5% increase in staff cost
 2. HHS at Paramount
 3. Facilities & G&A budgeted for in-person services
 4. Debt ongoing payments of \$12K/month
 5. Cap Expenditures
 1. Not included in the budget due to unknowns, but we know we will have costs. Board will review Cap Ex budget later. Not usually included in the Operating Budget.
 6. Budgeting aligns with the previous Fiscal year
 1. Conservative estimate on fundraising
 4. Board members should review and get back to Lori or Jon. This is a primary responsibility of the Board! Don't be shy!
8. Action - Welcome Forward recommendations (15 min) Steve Shane Guest Presenter from Welcome Forward
 1. Lift outdoor masking requirement
 2. Remain masked while in the building
 3. Stop checking vaccine status at the door
 4. Clergy to mask when in social situations, in close spaces, and where people cannot distance
 5. Kiddush and oneg
 1. Will either remain being served or family-style on tables can be considered
 2. We will continue to provide outdoor seating options
 3. Release requirement of being seated while eating
 6. The preschool, religious school, and youth program will continue to be masked while indoors
 7. Testing for Bnei Mitzvah students and their families is not required
 8. Anyone on the Bimah may be unmasked, including musicians who do not have to be behind a barrier
 9. Messaging going out to the community this week

9. Motion to adopt policy Frances Rotolo
 1. Seconded by Karen Tiedeman
 2. Motion passes but is not unanimous
10. Youth Education Listening Campaign Rabbi Freedman
 1. Focus groups with 10 families at a time
 2. Follow-up survey
 1. Recommendations
 1. Schedule: Move all K-6 to Sunday mornings, Sep to May
 1. 2 or 3 Sunday sessions
 2. 5 Family Shabbat experiences
 3. Option for those who cannot attend weekend sessions (URJ shalom linked online program) with 3 weeknight family sessions.
 2. Connection:
 1. More family sessions in lieu of Sunday sessions
 2. Invite parents to experiences
 3. Small groups Keshet and Buddy system) to connect more
 3. Communications
 1. Monthly newsletters with blurbs from each grade
 2. At-home engagement with what kids are studying
 4. Outcomes
 1. Jewish identity formation
 2. Experiencing Judaism
 3. Making friends
11. Safety and Security Update by John Ehrlich
 1. The goal is to make congregants feel safe
 1. Review after each event so we are updating continually
 2. Board members to take training (required)
 1. No one is a security guard, but we are expected to help
 2. OPD is familiar with our premises
 1. Potential exploration of the site for training
 2. Tactical training
 3. Patrol officers
 3. Needs much more discussion
12. Information – capital needs task force update (10 min) by Terri G
 1. Pound Management for PM
 1. P1 is working on the leak with a waterproofing company
 1. Well on their way
 2. June more thorough report
 2. Timing will inform financing once ready
13. Executive Session
 1. Board Gift for Rabbi Regev