

Temple Sinai Board of Trustees Meeting

Minutes, Wednesday, January 18, 2023

7:00pm (In-person)

Present

Terrie Goren, Ellen Lefkowitz, Rabbi Freedman, Rabbi Bressler, Rabbi Mates-Muchin, Cantor Keys

John Ehrlich, Becky McEntee, Ari Levy, Lori Waltzer, Calvin Gibbs, Anne Schmitz, Allie Silverstein, Jon Braslaw, Eva Fostovsky-Geckeler, Julia Fromson Mayhew, Laurie Leiber, Bill Bonnet, Sydney Firestone Schimmel, Kate Lucas, Natalie Crouch, Denise Sherer Jacobsen, Dayna Orange, Liz Daoust, Aaron Saxe, Karen Tiedemann, Michelle van Tijen, Glen Oleon

Absent

Susan Kagan Waitkus, Sean Sawyer, Stephanie Eckhaus

1. Executive Session

2. Call to order: Start Time- 7:03

3. D'var Torah – Rabbi Bressler

- Book of Exodus, Moses didn't believe in himself, works together with his brother Aaron to form partnership
- Discussion with partners of who elevates us in our lives

4. Vote - Approval of Minutes – November 16, 2022

- Feedback
 - Some name misspelled, edits from Julia
- Vote
 - Pending modifications, motion to approve minutes by: Laurie Leiber
 - Seconded by: Karen Tiedemann
 - Board Approval: Unanimous

5. Information and Action - Consent Calendar - Membership report

- **Presentation of new members, with caller sign up**
 - Berkowitz: Allie Silverstein

- Blattis: Michelle van Tijen
- Corvan and Walder: Aaron Saxe
- Donnelly and Averill: Ari Levy
- Leiderman and Lustig: Glenn Oleon
- Paran: Julia
- Liedt: Jon Braslaw
- Musiker and Osborn: Sidney Schimmel Firestone
- Sherman: Anne Schmitz
- Miller: Lori Waltzer
- **Presentation of non-renewed members**
 - Terrie- We have around 36 families non-renewed members who have not returned board phone calls
 - Terrie will share the list, then officially unenroll them next week
 - At the next meeting Terrie can summarize themes of why people left so we can learn from them

6. Action - Bimah and Usher sign-up

- Vision- to have no open slots for the fiscal year, so we don't have to make last minute requests
- Sign up for bimah duty- Please go to [Better Unite: https://betterunite.com/templesinaioakland-boardbimahduty](https://betterunite.com/templesinaioakland-boardbimahduty) to see the open services
- If you have a conflict come up, please email Michelle who your replacement is
- Open Dates as of 1/18, with about 5-7 people who have not signed up yet
 1. Feb 18
 2. Mar 18
 3. Apr 15
 4. May 13
 5. May 20
 6. May 27
 7. June 3- Liz and Becky
 8. June 9
 9. June 10
 10. June 17

7. Information- Financial report – Lori Waltzer

- 12/31 half year point of fiscal year
 - Membership 96.5% to date of budget

- Revenue for membership at \$2.4M (compared to last year about \$29k higher)
- Took in more membership revenue than last year, but behind in budget
- School and youth revenue is about 96% to date of budget
- Overall about \$166k below budget (for membership and school revenue)
- Fundraising- at \$125k, at about 50% of fundraising goal for the year
- Bnei Mitzvah Fees is being reported as \$11k within the \$50k budget (Terrie is investigating)
- New mortgage passed under congregational vote- passed for \$3.6M of debt (NTE)- we will refinance existing debt, then repair dome and HVAC
- Terrie and Lori will reforecast where we are for this year, need to reconcile some expenses we haven't spent.
- 2023 Budget Setting
 1. March- Lori and Terrie will use our financial status to set budget for next fiscal year
 2. April- Lori will come to board to discuss revenue assumptions
 3. May- Lori will present budget at the board meeting
 4. June- board will vote on budget
- Construction Budget
 5. We will receive dome budget from finance committee on 1/19
 6. Dome approved up to \$1.6M to repair dome
 7. We are an Oakland Landmark, but not a state or national landmark, so no landmark restoration funding to apply for
 8. We have the permit for the work on the dome
 9. Need to look at Seismic report when we receive it in 2 weeks, as well to determine needs and costs. Capital Needs Task Force has a list of projects, process. There are upgrades that are needed to make sanctuary safer, but everything is compliant and up to code. Board can wait until the committee report and recommendations come to the board to review.

8. Information –President's Report

- Liz will be sending a reminder about Board Workshop on 1/29 with Janice Brummer, along with some pre-work, including taking a COVID test.
- Ask for Board Members to arrive on time on 11:30 for 11:45 start time
- Lunch will be closer to 1:30pm
- Over the year we will be working on new ways to engage board members- new series of trainings from access committee, culture of philanthropy, and safety and security task force

9. Information – Rabbi-Educator Search

- Congregational announcement that Rabbi Freedman will be leaving at end of June went out today 1/18
- We need to begin Rabbi Educator search
- Posting is listed on 2 job posting lists (Rabbi – educator and Reform Jewish Educators)
- Search committee is convened: Liz Daoust, Dayna Orange, Aaron Saxe, Jon Braslaw, Amy Jo Goldfarb, David Gibbs, Josh Gould
- There are lots of Rabbi – Educator positions posted right now (about 80 which is high)
- Jobs are filled on a rolling basis (no deadline)
- Rabbi Freedman is working on a transition plan and documentation to support, as well as training Dalya for a smooth transition

10. Information – Capital Needs Task Force update

- 1/19 getting quote from contractor company for the dome
- We are getting a quote for the other parts of the roof to ensure it doesn't leak
- Signed contract with GC- Oliver and Company
- Seismic study will be reviewed in the coming weeks.
- Annual inspection today and good news, the boiler will last this winter

11. Information – Development Committee update

- Lot of work going on: 1) Capital Campaign 2) Committee on special events 3) Membership Renewal and Chai Circle
- When we make the calls 2/10 - it will be one call to talk about special events and Chai Circle, instead of 2 calls
- Hoping that fills the budget gap
- Board will be asked to be involved and develop culture of giving as part of congregation
- Rabbi Anniversary- June 2, 3, 4, camp theme outdoors Saturday, Sunday a Champagne brunch- will be sending out invites soon.

a. Action – volunteer awards coordinator needed

- a. Looking for 1-2 board members to coordinate
- b. Annual award, honored at a Shabbat service
- c. Need to find a date on the calendar
- d. Give recognition for people who give a lot to the community

b. Action –ambassadors needed (annual, membership)

- a. Lori Waltzer volunteered to make calls, Terrie will follow up

12. Information – Senior Staff Reports

- **Rabbi Mates-Muchin**

- i. Staff wants to use this time wisely- what does the board want to hear about specifically? Please let Rabbi MM know
- ii. Put on Calendars- March 3 and 4- installation for Rabbi Bressler, Rabbi Sarah from HIAS will be there
- iii. January 22, JCRC anti-semitism talk
- iv. January 25- Jews of the Wild West screening, Temple Sinai is featured, Rabbi MM will be in the movie

- **Cantor Keys**

- v. Led a Choral trip to Israel, great success, 23 participants from Siani, others from St. Marks Episcopal Church in Berkeley. Lot of sharing and discussion.
- vi. Next Friday Jan 27- trip participants will be sharing reflections from the trip, and singing in the Choir
- vii. First of Many trips hope to take

- **Rabbi Freedman**

- viii. Announcement went out today, it was not an easy decision, worked with so many people in past year and a half
- ix. There is no community like Temple Sinai in Oakland, special place, will be missed
- x. Looking forward to next 5 months of still getting to be Rabbi Educator
- xi. Family Shabbat Experience, 2nd one last week- 180 people attended. There was trivia, Israeli Dancing from Binh, next one is March 10 - Please come!
- xii. Education Committee- want to evaluate the changes made over the past year. Looking at making some changes to teen program- will do a 2nd iteration of listening campaign, especially for Rabbi Bressler for adjustments to the teen program.
- xiii. The J is writing an article about inclusion on site- ex. Sinai hired an inclusion coordinator, teens working on inclusion, and Ricky Oleon coordinating a teacher mentoring program
- xiv. Purim is coming up- Sunday March 5 is Purim Carnival -
 - 1. Carnival is March 5- from 9-9:55 for K-2 can be in the carnival
 - 2. Carnival games in Stern Hall

3. Purim Spiel Chapel at 10am
4. 11am 1pm— Games will resume, food and drinks and hamantaschen for sale
5. Laurie Leiber is coordinating hamantaschen baking
6. Brotherhood is requested to help coordinate food- will talk to Glenn Olen
7. Organize set up and clean up volunteers- need someone to help-if interested, talk to Rabbi Freedman

13. Information – Senior Staff Reports

- **This Friday 1/20** is social action Shabbat- Religious Action Center- focused on Climate Justice, after services there will be a panel discussion about largest issues in climate justice. Kid Friendly
- **Fri Feb 10**, Denise and Stephanie- Disability Awareness Shabbat- The Access Committee has been involved for 20 years, and moving from welcoming to belonging for all. Including an interactive discussion. Request to participate in service and oneg
- **Fri Feb 24**, Women of Temple Sinai Shabbat, still open for people to participate
- New Board Member name tags kept in Stern Hall by kitchen

14. Board Vote:

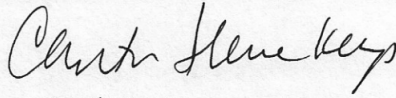
- a. **TO AUTHORIZE ENCUMBRANCE AND BORROWING BY TEMPLE SINAI**
- b. The congregational vote is to authorize the Temple's borrowing up to \$3.5 million.
- c. Our bylaws require that borrowing more than \$250,000, secured by real property, be approved by 2/3 of the votes cast at an Annual or Special Meeting of the Congregation for that purpose.
- d. Final Vote results reported on December 16, 2022
 - i. 468 approved
 - ii. 2 disapproved
 - iii. 3 abstentions
 - iv. **473 total votes**

Please Note:

January 1, 2023

Dear Temple Sinai Board Members,

This is to inform you that my parsonage allotment for the year of 2023 will be \$100,000. Please add this to the temple minutes. Thank you,

A handwritten signature in black ink, reading "Cantor Ilene Keys". The signature is written in a cursive, flowing style.

Cantor Ilene Keys

Adjourn 8:38
