

## **Temple Sinai Board of Trustees**

### **Meeting Minutes**

**Wednesday, April 19, 2023**

**7:00pm (Virtual)**

#### **Present**

Staff: Terrie Goren, Ellen Lefkowitz, Rabbi Freedman, Rabbi Bressler

Board Members: Liz Daoust, Becky McEntee, Jon Braslaw, Eva Fostovsky-Geckeler, Julia Fromson-Mayhew, Laurie Leiber, Bill Bonnet, Sydney Firestone-Schimmel, Kate Lucas, Natalie Crouch, Michelle van Tijen, Sean Sawyer, Ari Levy, Lori Waltzer, Anne Schmitz, Aaron Saxe, Dayna Orange, John Ehrlich, Stephanie Eckhaus, Glenn Oleon, Calvin Gibbs, Susan Kagan Waitkus

#### **Absent**

Rabbi Mates-Muchin, Cantor Keys, Karen Tiedemann, Allie Silverstein

#### **MEETING MINUTES**

Executive Session

#### **BOARD MEETING**

1. **Call to order 7:01pm**
2. **Jewish Journeys-**
  - a. Please sign up to present the D'Var Torah or about your Jewish Journey at an upcoming board meeting: <https://www.betterunite.com/templesinaioakland-presentthedvartorahoryourjewishjourney>
3. **Vote - Approval of Minutes – March 15, 2023**
  - b. Edits from Julia incorporated
  - c. Question confirming Parsonage Allotment: clergy can claim an approved amount as a tax deduction and they need to make public in meeting minutes.
  - d. Next year, aim to ask clergy to submit parsonage claims in the same month so they are all in the minutes together.
  - e. **Motion to Approve Minutes:**
    - i. 1<sup>st</sup>: Calvin Gibbs
    - ii. 2<sup>nd</sup>: Sydney Firestone-Schimmel
    - iii. All approved. Motion carries.
4. **Information and Action - Consent Calendar - Membership report**
5. **Action - Bimah and Usher sign-up**
  - a. Thank you for those who volunteered for the Bima in April: Becky, Aaron, Natalie, Lori, Eva, Calvin, Susan, Sean.

- b. Upcoming Dates needed:
  - i. April 29- Sean Sawyer
  - ii. May 27- Laurie Leiber
  - iii. June 9- Stephanie Eckhaus
  - iv. June 10- Calvin Gibbs
  - v. June 17- Liz Daoust
- f. In May we will have a Bimah training from Phil and we will have the July -December dates in Better Unite, so please look for email to sign up.

#### **6. Action- Wellness Center (Steve Goldstein)**

- a. Proposed new Committee: Wellness Center- nourishing the mind, body, and spirit.
- b. Mission: To promote Wellness and Mind/Body Health by connecting with Jewish traditions, values, and principles through diverse programming for a wide range of Temple Sinai community members.
- c. Purpose: Today's synagogues are challenged with providing a spiritual and sacred space that readily connects with its congregants. One way to succeed in meeting this challenge is to offer an approach that already speaks to members of our community. Some of these approaches include mindfulness meditation, sacred chanting, yoga, Pilates, Mussar, and other techniques and programs. Combining these approaches with the value of Jewish practice will help to enhance the wellness of the participating congregants and community. This will provide a new and vibrant way to connect to the synagogue and congregational life. The Center will strive to provide alternative approaches to build community, comfort, and belonging. Offerings range from Mussar for mid-life, meditation, wise aging, music in motion, baby community group, and prayer through movement.
- d. Senior Staff liaison will be Rabbi Mates-Muchin.
- e. Many people stated that it aligns with our vision for the future and our Shema and V'ahavta statements.
- f. **Motion to Vote** to authorize the Wellness Center as a Committee:
  - i. 1<sup>st</sup>: Anne Schmitz
  - ii. 2<sup>nd</sup>: Glenn Oleon
  - iii. All approved. Motion carries.

#### **7. Information- Brotherhood Update (Glenn Oleon)**

- a. Next Brotherhood Meeting will be Wednesday, May 10, at 7pm.
- b. History: Brotherhood around for over one hundred years, groups aged together, and ended around 1990, then Rabbi Chester re-developed our current Temple Brotherhood. We currently have around 40-50 paying members, with 10-12 active members. Looking to grow the group, and bring in other generations. It is a mix of business and social. Meetings 1x per month, often in homes or dinners out.
- c. Major ongoing activities: fundraising through dues and using those for the temple and broader community. For example, purchasing Kiddush cups, accessible lecterns, security, events, educational opportunities, Purim carnival food, Gaga pit, sukkah, softball league.

#### **8. Information- President's Report**

- a. Projected deficit for FY 2023-2024 with a range of \$150-250K. Primary reasons are the pandemic and the changing landscape of participation in organized Judaism. We need support from Board and are focused on creating avenues for engagement, revenue, and efficiency.
- b. Strategies: Membership- recruitment and retention, contribution structure; Philanthropy- Scholarship funds, capital campaign (endowment); Organizational Efficiency- ACH, roles/responsibilities. Need engagement of the entire community, which starts with the Board.

## 9. Information- Financial Report (Lori Waltzer)

### a. Income:

- i. Membership: We are just over 97.93% subscribed at end of March (\$6K higher than last month, still \$52K below budget). 851 contributing families (pre-pandemic usually closer to 940).
- ii. School & Youth revenue: 98.07% (last month 97.84%, ever slightly higher).
- iii. Fundraising income: Working on Rabbi M-M's celebration for early June, have surpassed our fundraising goals for the event weekend.
- iv. High Holidays income: complete.
- v. Other Income: over 100%.

### b. Operating Expenses:

- iv. Generally speaking, on track from the expense side when we compare 75% of expenses as a benchmark as compared to 67.73% spent. Payroll is at 72% so closer to benchmark.

### c. Mortgage Balance:

- v. As of 3/31/23, mortgage balance is \$2.0M.
- vi. Mid-March, Terrie put in a request for a draw of \$1.1M to make sure we have enough to complete the dome work. We will have to pay interest as we are drawing these funds a few months early, but given the uncertainty of the future of First Republic Bank we will have security in terms of funding for the project.
- vii. The \$250K line of credit does not have a balance on it and we do not expect the need to draw upon it for operating support this year.

### d. Cash Reserve:

- viii. Cash balance is approximately \$3.4M on 3/31/23, and when we subtract the \$1.1M loan draw, we are at \$2.3M (where we expected to be at this point in the year).
- ix. Adjusting for the loan draw timing, ending cash from the cash flow is tracking in the \$1.7M range (last year had been \$1.6M most of the year).

### e. Endowment Balance:

- x. \$2.57M on 12/31/22, was \$2.59M as of 9/30/22, assume difference is primarily due to market changes over this period.

### f. Capital Needs:

- xi. Dome repair underway; we are tracking costs to date.

### g. Mid-Year Budget Update:

- xii. Terrie & Lori met and while revenues are down, we believe we have expense savings for current year in: Payroll, Program Expenses and other areas that will offset.
- xiii. 2022-23 Budget passed had a projected \$259K deficit.
- xiv. Currently, no deficit is expected and may end up \$45K income positive for 2022-23.

### h. 2023-24 Budget:

- xv. Youth & Kesher budgets: need review/approval so rates can be shared with families.
- xvi. Kesher: 5% increase to cost, K-3 \$992, 4-6 \$1750 (including Hebrew).
- xvii. Teen: 8% increase to cost, \$1145.

### i. Future Budget Discussion

- xviii. Expect a budget with a deficit in the \$100-\$200K range at the moment but Terrie and the Finance Committee are working to narrow that number.
- xix. The Finance Committee will work over the next year to get a 3-5 year budget together and will further explore ways to balance future budgets.

### j. Motion to Approve: Membership Rates and Tuition Rates for 2023-2024

- xx. Sustaining Dues at \$3,900, Tzedakah Dues at \$5,250, Chai Circle at \$10,000, Building Maintenance at \$325, Security at \$350.
- xxi. Kesher: K-3 at \$992, 4-6 at \$1750 (including Hebrew)
- xxii. Teen: Youth at \$1145

**xxiii. Motion to Approve Rates:**

- 1<sup>st</sup>: Glenn Oleon
- 2<sup>nd</sup>: Bill Bonnet
- All approved. Motion carries.

**10. Information –Educator Search**

- g. An offer was accepted. More to come once it has been made public.

**11. Information- Capital Needs Task Force update**

- h. Getting more details on HVAC and envelope study next week.

**12. Information – Development Committee update**

- i. First weekend in June will be Rabbi Mates-Muchin's 18 year L'Chaim celebration.
- j. Surpassed goal, still taking donations, and invites going out next week.

**13. Good and Welfare**

**14. Adjourn: 9:03pm**