

**Temple Sinai Board of Trustees Meeting Minutes**  
**Wednesday, August 16, 2023**  
**6:30 p.m. Board Meeting**

**Present**

- **Board Members:** Liz Daoust, Becky McEntee, Stephanie Eckhaus, Bill Bonnet, Laurie Leiber, Julia Fromson-Mayhew, Eva Fostovsky-Geckeler, Kate Lucas, Myriam Easton, Dayna Orange, Ari Levy, Calvin Gibbs, Susan Kagan Waitkus, Karen Tiedemann, Lori Waltzer, Jon Braslaw, Jill Saper, Michelle van Tijen
- **Staff:** Molly Peritore, Terrie Goren, Rabbi Mates-Muchin, Cantor Keys

**Absent**

- **Board Members:** Sydney Firestone Schimmel, Natalie Crouch, Anne Schmitz, John Ehrlich, Glenn Oleon, Sean Sawyer, Aaron Saxe
- **Staff:** Hadas Rave, Rabbi Bressler

The meeting was called to order at 6:35 p.m.

**D'var Torah**

Ari Levy gave a thoughtful d'var torah.

**Approval of June minutes**

Julia Fromson-Mayhew proposed certain non-substantive edits to the June minutes. Laurie Leiber moved to approve the June minutes, with these edits. The motion was seconded by Bill Bonnet, and the motion carried.

**Bimah and Usher Signups**

There are fewer bet mitzvahs this year, so there will be more community Shabbats. The role of Board members at community Shabbat services will be largely the same (welcoming guests, making announcements, etc.).

Board members were encouraged to sign up for remaining Shabbat services using BetterUnite.

**Membership Report**

There are 18 new member families.

**Financial Report (Lori Waltzer)**

The treasurer's presentation focused on the fiscal year that ended on June 30.

- The June 30th preliminary financial statements were circulated to the Board prior to the meeting. Corrected preliminary statements will be circulated to the Board by email following the meeting.
- The final versions will be reviewed by a CPA prior to the Annual Meeting.
- Highlights from the end of the year:
  - \$132,000 in net operating income
    - The projected deficit did not occur; the primary reason for this being that a budgeted position of Director of Engagement was not filled.
  - The Temple received a \$176,000 legacy gift, which will be added to the endowment.
  - A \$34,000 Yesod gift was received right before the refinancing of the loan and was applied to the loan.
- The Board approved the 2023-2024 budget at the June meeting with a projected \$71,000 deficit.
  - The Board was reminded that that decision was based on a desire to provide a variety of programming post-Covid, with knowledge of the 2022-2023 fiscal year surplus.
  - In the future, the Board intends to pass balanced, sustainable budgets (if not for 2024-2025, then the following fiscal year).
- Membership, school, and youth revenue was at 98% of budget for the year.
- Fundraising income was better than budgeted.
  - Rabbi Mates-Muchin's 18th anniversary celebration was very successful; \$180,000 was raised, compared to a budget of \$145,000.
- Other income: slightly over budget from additional programming fees, mostly offset by associated expenses.
- Mortgage balance at end of June: \$2 million.
- For the dome project, the Temple has been billed and paid approximately \$1.1 million. The project remains on budget (estimated total \$1.6 million).
- Cash balance at year end was higher than the previous year (\$2.69 million vs. \$1.6 million last year), primarily due to funds from the loan for the repair of the dome, and the surplus.

As no financial statements for July were available, the August meeting will cover the financial statements for both July and August.

### **Membership Snapshot (Terrie Goren)**

Membership is currently at 687 member units, and 81% of budget by dollars.

- 239 member units have not yet renewed. If all of them were to renew, membership would be at 926 units.
  - Terrie Goren expressed the desire to reach 1,000 member units.
- Most of the Tzedakah and Chai Circle level contributions have already occurred, so future incoming membership contributions will be smaller.
- It is anticipated that more households will renew as the High Holy Days approach.
- Some additional preschool families will likely join once their tuition payments begin.

#### **Development Committee Update (Terrie Goren)**

- The development calendar is being finalized.
- Donor appreciation events are being planned:
  - Life and Legacy program
  - Chai Circle and Tzedakah event in October
- Capital Campaign
  - The Capital Campaign Committee will be interviewing consultants in the next few weeks.
  - The Committee is seeking people to fundraise and plan for special events.

#### **Capital Needs Task Force Update (Terrie Goren)**

- Dome project is nearly complete, scaffolding will come down in the next month or so.
- The Capital Needs Task Force has begun interviewing architects with experience working in older buildings to evaluate the cost of potential projects. Not all potential projects may be feasible due to cost; the goal is to understand possibilities.
- The Task Force does not yet have pricing for HVAC, envelope study, or seismic work.
- Some small projects are being conducted – new fobs, phone, and PA system – using a donation made for that purpose.
- The Temple received a Cal OES grant to cover raising the height of the fence, installation of cameras, and installation of new glass.

#### **Preschool Director Search Update (Liz Daoust)**

A search committee is to be convened in the fall, and the search for a new preschool director will begin in January.

#### **High Holy Days Update (Rabbi Mates-Muchin)**

- Services will be in-person and available for streaming online.
- Daytime High Holy Day services will be held in the Sanctuary for the first time in several years.

- The Sanctuary will be available for use after the High Holy Days until the next projects begin.
- Board members are encouraged to sign up to be on the bimah for services and to serve as ushers; Board members should wear their name tags at High Holy Days services.
- The Temple will be determining evacuation protocols for the High Holy Days and enhancing the security section on the High Holy Days website in the next several weeks.

### **Nominating Committee Update (Liz Daoust)**

- The Nominating Committee met this summer and are contacting potential candidates. The Committee will report the slate to the Secretary and the Board.
- The Annual Meeting is now scheduled for November 5.
  - Board members are encouraged to attend t'filah at the conclusion of the Annual Meeting and will receive a special blessing.

### **Ethics Taskforce (Becky McEntee)**

The URJ has asked congregations to adopt an ethics code. A task force headed by Kate Lucas and assisted by Rabbi Bressler has been meeting since the spring and is preparing an ethics code for our synagogue that the Board will be asked to adopt. Additionally, there may be a proposal to amend the bylaws to include a standing Ethics Committee.

### **Resolution to Change Safety & Security Task Force to a Committee**

Liz Daoust presented a resolution to make the Safety and Security Task Force a standing committee. Following discussion and proposal of an amendment specifying a senior staff liaison, the motion to adopt the resolution was made by Jon Braslaw, seconded by Karen Tiedemann, and passed by the Board.

As amended, the resolution states:

#### **Safety and Security Task Force to Committee Resolution**

August 16, 2023

The Safety and Security Task Force was created in March 2020. To date, the projects and tasks of the group are as follows:

1. Completed a Risk Assessment of the dangers to Temple Sinai.
2. Completed a Security Assessment of the buildings.
3. Applied for and received a NSGP federal grant of \$150,000 for strengthened

glass, additional fencing, and cameras.

4. Assisted with our COVID protocols.

5. Wrote an Emergency Procedures Manual which was finished in July 2022.

6. Trained all staff in emergency procedures.

7. Revised Emergency Procedures Manual for August 2023 staff training.

8. Continued and ongoing review of risks.

As of August 2023, the group has nearly completed the task force mandate. However, safety and security is a constantly changing and critical area of focus. It needs to be reviewed and discussed regularly, both with staff and lay leaders. New relevant procedures are constantly introduced, and consistently weighing security with community concerns is vital, especially in this day and age and given our urban location. Staff and congregants need a place to discuss, think through, and make decisions surrounding safety and security issues going forward. Realistically, the Temple Sinai community will always need to ensure that we are up to date on the latest responses to risk and that we have ongoing training for staff, lay leaders, and congregants.

Therefore, be it resolved, that the Board of Trustees at Temple Sinai hereby authorizes the transition of the Safety and Security Task Force into a Safety and Security Committee, in order to support and enhance the long-term security planning, vision, and strategy for the temple community.

The senior staff liaison for the Safety and Security Committee shall be the Executive Director.

### **Education Update (Liz Daoust)**

Liz Daoust shared an update from Hadas Rave about youth education programs at Temple Sinai.

- 238 students are currently enrolled in all youth education programs
- Keshet:
  - Enrollment is currently at 193 students
  - 14 teachers and 29 madrichol have been hired to date, plus two additional online Hebrew teachers
  - Several teachers and staff members are still needed:
    - K-1 teacher
    - 6th grade teachers
    - Inclusion consultant
    - One-on-one aide for a 1st grader
- There are three new members of the Education Committee

Molly Peritore delivered an update from the preschool:

- Preschool starts next week
- Enrollment is up, with three two-year-old classes

**Announcements:**

- Laurie Leiber gave an update on a new Bakers' Guild initiative called "The Eighteen," seeking people to take responsibility for supervising three oneg Shabbats in the coming year.
- There will be a volunteer recognition event during Sukkot, in the sukkah. It will include an anthology of responses to the prompt "what drives you to volunteer at Temple Sinai?" Board members were encouraged to participate.
- The Brotherhood will host a Whiskey Tasting on Thursday, August 24.

**Executive Session**

The Board met in Executive Session.

The meeting adjourned at 8:27 p.m.

Respectfully submitted,  
Julia Fromson-Mayhew