

Temple Sinai Board of Trustees Meeting Minutes
Wednesday, September 20, 2023
6:30 p.m. Board Meeting

Present

- **Board Members:** Liz Daoust, Becky McEntee, Stephanie Eckhaus, Julia Fromson-Mayhew, Eva Fostovsky-Geckeler, Kate Lucas, Ari Levy, Karen Tiedemann, Jon Braslaw, Jill Saper, Michelle van Tijen, Sydney Firestone Schimmel, Sean Sawyer, John Ehrlich, Natalie Crouch, Glenn Oleon, Calvin Gibbs, Anne Schmitz
- **Incoming Board Members:** Betsy Block
- **Nominating Committee:** Barry Dubin
- **Staff:** Molly Peritore, Terrie Goren, Rabbi Mates-Muchin, Cantor Keys, Rabbi Bressler, Hadas Rave

Absent

- **Board Members:** Aaron Saxe, Bill Bonnet, Laurie Leiber, Myriam Easton, Dayna Orange, Susan Kagan Waitkus, Lori Waltzer

The meeting was called to order at 6:34 p.m.

1. D'Var Torah

- a. Share an intention for the new year

2. Action - Approval of Minutes – August 16, 2023

- a. **Motion to approve: with the attendance, name correction, and attention to the resolution creating the Safety and Security Committee:** Stephanie Eckhaus
- b. **2nd:** Jon Braslaw
- c. All in favor
- d. Motion passes

3. Action - Bimah and Usher sign-up

4. Information and Action - Consent Calendar - Membership Report

- a. 22 new members
- b. Board members signed up for calling and welcoming all new members

5. Information – Financial Report (Lori Waltzer)

- a. Lori was absent and sent Financial report, which was reviewed by Terrie via email and copied here after the meeting:
 - i. Income:

1. Membership: 87.19% subscribed, we still have 130 members not renewed through today's date per Terrie's report; still hope to reach budgeted number, membership calls will begin soon
 2. School; Youth revenue: 62.72% to date (August 2022 was 64.30% for comparison)
 3. Fundraising income: 2.73% to date, events to come later this fiscal year
 4. High holiday income: \$10k of \$40k budget collected, we'll see final numbers on next month's report
 5. Other Income: 2% to date, still early in the year
- ii. Operating Expenses:
1. Generally speaking, things look relatively on track from the expense side when we compare 16.66% of expenses (2/12 months of the year) as a benchmark as compared to 12.55% spent. Personnel expenses are at 13.25% so a bit closer to benchmark. No issues or expected savings to highlight at this point (too early in the year)
- iii. Mortgage balance:
1. As of 8/31/23, mortgage balance is \$2.0mm, no change from last month
 2. The \$250k line of credit does not have a balance on it and we do not expect to need to draw upon it for *operating* support this year
- iv. Cash Reserve:
1. Cash balance is approximately \$3.2 mm at 8/31, when we subtract remaining \$700k excess loan draw allocated for the remaining dome costs (pre-drawn due to banking crisis), we are at approx. \$2.5mm. This is where we expected to be at this point in the year
 2. Ending cash at 6/30 from the cash flow is tracking in the \$1.3-\$1.5mm range
 3. I am putting the finishing touches on this year's cash flow (past 2 years had been in the \$1.6-\$1.7mm range most of the year. I believe this is ok and related to us spending \$165k of capital project dollars put aside as well as covering the projected \$86k budget deficit this fiscal year, we will continue to monitor)
 4. Endowment balance history (net change from prior quarter is primarily investment gains of +\$84k and -\$4k of mgmt fees paid to JCF):
 - a. \$2.92mm at 6/30/23
 - b. \$2.84mm at 3/31/23
 - c. \$2.57mm at 12/31/22

- d. \$2.59mm at 9/30/22
 - e. \$2.52mm at 6/30/22
- v. Capital Needs:
 - 1. Dome repair underway, we are tracking costs to date – approx. \$1.0mm spent of the \$1.6mm (through end of August). We still project dome to be on budget. Smaller other amounts spent for seismic, boiler and other projects under investigation total just over \$60k to date

6. Information – Nominating Committee Update (Barry Dubin)

- a. Thank you to the Nominating Committee
- b. Reached out to many parts of the community in different ways
- c. Ended up with 20+ people to consider for the Board; will keep the list of other people to consider for next year
- d. Reviewed and came up with 5 nominees
- e. Welcoming new board members at Annual Meeting- Sunday, November 5
- f. October meeting will be the last month with Anne Schmitz, Sydney Firestone Schimmel, Laurie Leiber, Jon Braslaw

7. Information – Development Committee Update

- a. Oct 3- volunteer appreciation in the sukkah
 - i. Please RSVP and please submit reason why you volunteer by 9/21
- b. Chanukah party - Dec 9
- c. B- Mitzvah for Building- May 4
- d. Capital Campaign- talking to consultants to help with donor research and campaign planning

8. Information – Capital Needs Task Force Update (Terrie Goren and Lori Waltzer)

- a. HVAC - looking at heat pump HVAC- provide heat and cooling through electrification- it is slightly more expensive than replacing like for like boiler, but will be more energy efficient
- b. Waiting for the seismic report
- c. Reviewing the envelope study
- d. Talking to architect about kitchen and bathroom design
- e. Committee will be meeting soon and will come to a future board meeting to give a more in-depth update
- f. New key fob system, PA system, and phone system all are completely installed

9. Information – Security Update- John Ehrlich

- a. Oakland PD will be present during HHD services

- b. Working to prepare on how to respond to bomb threats/swatting
- c. Security training later in the year in the spaces for events like evacuations

10. Information – High Holy Days Update- Rabbi Mates Muchin

- a. Rosh Hashanah went smoothly
- b. Erev: Friday night services were down (about 360 people in person), online numbers were up (80 streaming locations), need to consider moving back to sanctuary for Erev next year, very good feedback for the streaming, concerns with parking and walking late near the Paramount
- c. Day: 350 people for early service, 400 people for late service, and 45 streaming locations (750 people total in person)
- d. Thank you to the greeters and volunteers who helped with parking

11. Information- Annual Meeting Agenda Planning

- a. November 5, 9-11:30a.m.
- b. Terrie will put together a Powerpoint and include a slide template for each Committee to fill out
- c. Presidents gathered feedback on what should be shared with the community?
 - i. Schmooze and Relational time (Rabbi Bressler)
 - ii. Successes
 - iii. Community Highlights
 - iv. Capital Needs
 - v. Development
 - vi. Financial Report
 - vii. Security
 - viii. Education
 - ix. Committee Overview or booths
 - x. Upcoming Highlights- Ethics Code, Capital Needs, Events
 - xi. Survey for attendees to get feedback for next year (Michelle)

12. Information- Leading With Jewish Values 2024

- a. Leadership development cohort that has been organized 3 times in the past- led by Molly Rosen and Rona Bar-Din
- b. Looking at starting another series in the fall of 2024
- c. 8 month series, meeting 1x per month (historically on Sunday afternoons)
- d. Recruitment is the first piece; let Presidents know ideas for possible participants
- e. Looking for 20-30 people minimum by end of October

13. Clergy and Staff Updates

- a. Rabbi Mates Muchin

- i. Jewish Afterschool Accelerator Program
 - 1. Exploring Jewish after school programs, applied for a 2-3 year grant through JASA; Hadas and Rabbi Mates-Muchin will visit the program in action in Atlanta in October
 - 2. Grant would start to be built in next few months and would be a potential new income stream to start in the Fall of 2024
 - 3. Considering a Task Force to think through all of the logistics, benefits, transportation, challenges (including designing accessible spaces for kids of all learning styles)
- ii. Protest Support
 - 1. Protest at Tesla for Israeli Prime Minister Benjamin Netanyahu's visit to Elon Musk. Musk has been attacking the Anti Defamation League and allowing Anti-Semitic rhetoric on his platform
 - 2. About 20 Sinai members protested
- b. Keshet
 - i. Great Keshet opening and much positive energy in the building
- c. Preschool Update- Molly
 - i. Teacher Bob was accepted into the teaching education program

14. Information – Important Dates – Mark your Calendars!

- a. Volunteer Appreciation Event in the Sukkah – Tuesday, October 3
- b. Simchat Torah Celebration – Friday, October 6
- c. Annual Meeting – Sunday, November 5
- d. New Board Member Orientation- Tuesday, November 14 (also open to current board members)
- e. Board Workshop- Sunday, January 21

15. Good and Welfare

The meeting adjourned at 7:59 p.m.

Executive Session

The Board met in Executive Session