



We deepen relationships to Judaism and our community
by engaging the soul, heart, and mind.

Board of Directors Meeting

– Minutes –

15th of October, 2020

27th of Tishrei, 5781

Directors present: Gary Goldbaum, T.J. Stutman, Benjamin Glatstein, Betsy Maurer, Heather Camp, Shelly Cohen, Carole Aaron, Ronnie Shure, Barbara Droker, Rachel Zerrell, Corinne Fligner, Galen Basse, Sara Jensen, Laura Karassik, Steven Snyder, Lou Kotler, Josh Sampson

TBA Congregant: Theresa Glatstein

Staff Present: Davida Sims, Sam Rosen

Clergy Present: R. Zlotnick, R. Levine, R. Benson

The meeting took place via Zoom

7:00pm D'var Torah by Reyna Abraham

7:07pm Blessing for Serving the Needs of the Community

ברוך אתה יי אלהינו מלך העולם אשר קדשנו במצותיו וצונו לעסוק בצרכי
צבור:

*Baruch atah Adonai Eloheinu melech haolam asher kidshanu b'mitzvotav
v'tzivanu la'asok b'tzorchei tzibur.*

Praised are You, Adonai our God, Ruler of the universe, who sanctifies us through mitzvot and has commanded us to engage in the needs of the community.

7:10pm Icebreaker with all the Board members

7:20 pm Consent agenda –Ben

1. September Minutes
2. Small Groups Committee Charter
3. Advancement Committee roster
4. Investment account board resolutions

TEMPLE BETH AM VALUES:

Inclusion • Inspiration • Purpose • Engagement • Curiosity • Responsibility

VOTE: Motion to pass the recommended Consent Agenda Gary Goldbaum, seconded by Steven Snyder. None opposed, none abstain.

7:22 pm Discussion of the Gan Committee & Charter (Goal 2) –Ben (framing discussion); Rabbi Ruth, Davida, Rabbi Jason, Reyna, Sam, Theresa

-240 children enrolled currently

-140 less students than originally expected

-It is an issue for many children to be in front of a screen and school at this time can only be online

-Discussion of how to do observations, performance reviews and evaluation of programs

-Previously if children were not enrolled in Religious School they were excluded from a lot of informal learning opportunities and community experiences. now all school age children through high school can be included and involved

-Can we clarify in the charter that this group is an inclusive part of community engagement

-Are there other groups in other synagogues are doing similar things

-This is one of the first schools that is addressing the need for change in how Religious School is structured

-Deliverables: report to the Board from time to time and define what is the Va'ad

-Scope: ensuring the inclusivity- definition of that term, composition requirements, and who is accountable to ensuring these components

7:49pm High Holy Days feedback (Goal 1) –Rabbi Ruth

-Put out a survey last week and looking forward to learning from that feedback.

-Hoping to use learnings and positives to do best in coming years

7:50pm Announcing the Board Chair survey–Ben

-Ben will elicit feedback and interested to hear what will be said.

7:53pm Financial update (Goal 1)–T.J. & Davida

- Income significantly less than budgeted
- We were able to save on some elements because this issue of less income than budgeted was considered a possible outcome, thus able to work to adjust and end year in the black
- We got the budget wrong originally
- Change to an accounting services, payroll and accounting, no cost difference than doing it in-house
- Continuing into the future, considering and target and proactively manage financial goals
- PPP loans are still shown as a loan, not granted forgiveness yet
 - TBA's bank has not yet granted any forgiveness yet, Davida is checking regularly
- What are we doing with any budget surplus?
 - We are keeping any surplus in cash at this point due to significant worldwide instability
- Other questions are taken offline in the interest of time

8:17pm Diversity & inclusion update (Goals 1 and 3). Rachel Zerrell

- Focus not on being visible but Mission aligned goals thinking, what does it mean to be included in our community. Approach these issues with care and consider the full range of individuals.

8:20pm EXECUTIVE SESSION (with Rabbi Ruth)

8:30pm Executive Session

8:55pm Out of Executive Session to vote on below motion

Motion: The Board authorizes the Executive Committee negotiate and execute a one-year extension of the current Rabbinical Engagement Agreement with Rabbi Zlotnick, with any changes to Earned Compensation subject to the same principles the Board previously approved for other clergy contracts. Betsy Maurer motioned, Gary Goldbaum seconded.

All in favor, none opposed and none abstained.

9:00pm

New Members to Welcome

Jasmine Joshua & Michael Messenger w/ Vivien (5) and Abigail (5)

Heather Camp and Gan to welcome

Janet & David Newman

Heather Camp to welcome

David & Jennifer Goldberg w/ Holden (9), Hattie (7) and Charlie (4)

Heather Camp and Gan to welcome

David & Lauren Appelbaum

Heather Camp to welcome

Jane & Jason Shay w/ Micah (10) and Jessica (8)

Barbara Droker to welcome

Sara Karlin & AJ Benaltabe w/ Nora (baby)

Heather Camp to welcome

Jane Weil & Nicholas Baker w/ Nevaeh(14), Taylie (9), Donazia (9) and Alyssa (7)

Barbara Droker to welcome

9:00pm

Adjourn