



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

Board of Directors Meeting

– Minutes –

18th of June, 2020

26th of Silvan, 5780

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

Staff Present: Davida Sims

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

The meeting took place via Zoom

7:00pm Blessings

בְּרוּךְ אַתָּה יי אֱלֹהֵינוּ מֶלֶךְ הָעוֹלָם אֲשֶׁר קִדְּשָׁנוּ
בְּמִצְוֹתָיו וְצִוָּנוּ לְעֲסוֹק בְּצַרְכֵי צְבוּר:

*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.

בְּרוּךְ אַתָּה יי אֱלֹהֵינוּ מֶלֶךְ הָעוֹלָם, שֶׁהֶחַיָּנוּ וְקִיָּמָנוּ
וְהִגִּיעָנוּ לַזְּמַן הַזֶּה.

*Baruch atah, Adonai Eloheinu, Melech haolam, shehecheyanu, v'kiy'manu,
v'higiyanu laz'man hazeh.*

Blessed are You, Adonai our God, Sovereign of all, who has kept us alive, sustained us, and brought us to this season.

TEMPLE BETH AM VALUES:

Inclusion • Inspiration • Purpose • Engagement • Curiosity • Responsibility

7:05 pm **Consent Agenda**

1. Minutes of May 4 Special Board Meeting

2. Master Set of Resolutions for Changing Bank Signatories

VOTE: Motion to pass the recommended Consent Agenda TJ Stutman, seconded by Sam Rosen. None opposed, none abstain.

7:07 pm **Board B'rit and Ground rules for our Board – Rabbi Ruth and Ben**

-Question: Who will be dealing with the charters for committees?

-We will be addressing that question in a bit

-Make sure this B'rit will work for all members

-How this is envisioned to keep in the top of our mind? Maybe we can revisit the B'rit once a quarter?

-Consider these for a few minutes at the beginning of each meeting or it's posted on the wall for every meeting.

-How to instantiate them in our behavior?

-This Board has had time to address, discuss and have considered this document for many months to years.

-Transparency vs confidentiality- sometimes seems difficult to mesh.

-A Venn diagram of these concepts does not always overlap. Some of that overlap needs to consider the Board process can still be confidential to maintain the process and strength/coherence of relationships.

-Are minutes and meeting agenda are public?

-Yes, they are available to congregants if they approach the staff before Board meeting for the agenda or afterward for the Minutes. The limitation is technology on the front of providing agenda before and minutes afterward.

-Board Governance will address whether and how best to provide our community ahead of time meeting agenda and timely access to minutes.

7:30pm

Signing of Board B'rit by all Board members

7:33pm

April finance / membership / PPP update – Davida and T.J.

-What we can infer from the April budget numbers is that we are behind in revenue and we were even farther behind in expenditures. Under-expenditures overwhelm the drop in revenue. This situation was identified by ED and Finance Committee early in the year.

-The reorganization will change all positions.

-There are two new positions still to hire for in the coming months.

-What are those two positions?

-We are not yet ready to roll this information out. We will keep the Board updated.

-Are we paying the URJ?

-We will do our best to pay the \$40,000 that we committed for the year and the URJ has been notified of our current situation.

-What is our diversity, equity and inclusion stance for hiring for any remaining staff?

-There is a discussion of working to figure out the commitment to this issue, but we aren't quite ready for this issue.

-We will work on the policy and procedure.

-The time to think about these issues is significantly before the hiring process is starting.

-Update on PPP loan:

-July 3rd is TBA's spend date to use money provided. The law changed two weeks ago and it took 5 weeks to get information to get details on what will get forgiven. We are being very careful with our spending to maximize the impact but also to get loan forgiven.

7:51pm

Severance Policy Recommendation

-Policy empowers ED and sets limits by Board. Unemployment taxes are not paid by TBA (except for SEED), thus TBA employees do not get state unemployment

-We have an approach that informs the amount to get paid out to the employee. We can still meet objectives of the policy and pay into state unemployment, if we choose.

-Distinction now made between discretionary terminations vs mandatory termination.

-Time of employment is now delineated in policy as to amount severance payment.

-“A single lump sum severance payment” wording is amended in policy.

-Who are part time staff?

-Part time staff are musicians and religious school

-TBA does not want to monitor how long a person is eligible for unemployment; lump sum is more administratively simple

-If a person is terminated for cause, the ED has discretion (with advice from others) to choose to award severance

-The Finance Committee will be addressing in a work plan for how to budget for severance money so that this money will have a fund to pay going forward.

VOTE: Motion made to pass the policy with listed amendments by Gary Goldbaum, Steven Snyder seconds the motion. All in favor, none oppose, none abstain.

8:05 pm **Generative thinking around religious school (Goal 2 and Goal 1) –**

-Power Point presentation to gain knowledge about youth learning experience. Discussed inspiring mentoring experience from your youth and a youth learned value learned that is still important to yo.

8:41pm **Lowen-Kaplan Award**

-Discussion of recipient, Shelly Cohen.

8:49pm **Meeting Evaluation with visual thumbs up/down scale**

8:51pm **No New Members to Welcome**

8:52pm **Closing blessing**