

August 27, 2019

Temple Beth El Board of Directors  
Minutes of Meeting (Approved)

Covenantal Community

Commitment to Diversity

Caring Community

Warm and Welcoming

Jewish Living Made Accessible and Relevant

Fosters Dynamic Spiritual Growth

Focus on Learning

Focus on Community

Pursuing Tikkun Olam, repair of the world

**2018-2019 Board Goals:**

*Communication*

*Engagement*

*Philanthropy*

**Temple Beth El Board of Directors Meeting Minutes or August 27, 2019, APPROVED**

**7:00 – 9:00 p.m.**

**Attendees:** President - Amy Harrington, Executive Vice President – Josh Karter, Vice President of Communications - Michelle Dennis, Treasurer/ Finance Committee - Paul Jacobson, Secretary – Judy Yokel, Immediate Past President - Scott Roseman, Vice President of Operations – Gus Gold, Vice President of Fund Development - Margaret Gordon, Vice President of Engagement – Melody Randel, Vice President of Human Resources-Robyn Slater, Vice President of Education - Shani Ginsburg, Vice President of Social Justice – Ziesel Saunders, Members at Large - Miles Dolinger and Doug Sommerville

**Non-voting members:** Senior Rabbi – Paula Marcus, Associate Rabbi – Shifra Weiss-Penzias, Executive Director - Tanya Lorien, Engagement Director- Melissa Sunberg

**Absent:** Congregant Facilitator - Nathaniel Deutsch

**AGENDA**

- 1. Roll call and approval of agenda ..... 2 min.

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2. Drash/Jewish Journey – Rabbi Paula ..... 10 min.

Rabbi Paula described her Jewish journey. She was introduced to Judaism by her grandparents, who attended an orthodox shul where men and women were separated by a curtain. When her family moved to White Plains, they joined a reform synagogue. The cantor asked Rabbi Paula's mom if he could give her voice lessons, which he did. She acted in many plays and theater productions at the temple, participated in the youth group, and went to URJ camp. Through these activities, her life began to revolve around Judaism. She went to college and became a Judaic Studies major. She went to Israel for a year during college, where she stayed on a kibbutz. When she returned, she became a counselor at URJ camp. After college she wanted to move to Santa Cruz, and was hired as a 7<sup>th</sup> and 8<sup>th</sup> grade teacher at the TBE temple school. Later she was temple school principal and then director of Simcha. She never left the community, and eventually became cantor, associate rabbi, and now senior rabbi. She continues to love this community.

Sign-ups for Jewish Journey:

Tanya—September

Gus—October

Ziesel—November

Josh—December

Rabbi Shifra--January

3. Approval of minutes from July 23, 2019 ..... 2 min.

The previous minutes (actually from June, not July) were not sent out early enough for members to review them, so they will be up for approval at the September meeting.

4. Approval of consent agenda..... 2 min.

a. Green Team Temple Beth El Environmental Policy—Removed from consent agenda for a later meeting. Please send comments to Amy.

b. Cemetery Proposal: Removed from Consent Agenda for discussion. Gus reported that the Finance Committee proposed the creation of 2 funds: a fund of \$225,000 for a perpetual care/cemetery endowment fund, and a second fund of \$25,000 to use for current needed cemetery repairs and upgrades. Scott explained that the goal would be to increase the perpetual care/endowment fund to \$337,000 in 2 years. Based on current income and assuming 6% interest, we would have no problem getting to \$337,000 within 2 years. Paul stated that some of the funds would need to be put into more risky investments, but not extremely risky ones. It was reported that the Soquel Cemetery sold 5 non-Jewish plots today, which brings in significant

funds. As a result, we are already well on our way to our budgeted income from cemeteries this FY. Gus stated that, if we reach \$337,000 in 2 years, then we would no longer need to put money into the endowment fund. Ziesel asked when we will be able to put cemetery “profits” into the general fund. Scott was suggesting that as income is earned, we put 25% into the general fund and 75% into the cemetery endowment fund. Gus explained that there will be further income opportunities for the cemeteries. For example, when we repair and fix up available urns at the Soquel cemetery, they will be sold to the general public providing income that we are not currently receiving. This is only one of several ideas for increasing cemetery income. Paul stated that we will review financials each year to make sure we are still able to allocate the funds this way.

After extensive discussion, Gus made revisions to the written cemetery proposal and presented it to the Board.

**MOTION from Gus: Approve cemetery proposal as amended tonight. Seconded and APPROVED.**

5. Budget 2019/20 – Paul Jacobson ..... 25 min.

Paul reported that the budget for the Litvak wing building expansion was overspent by \$55,000 which is 5% of the budget, not a high percentage for a building project. The Finance Committee is proposing to move funds from the building fund to the expansion fund to bring it back into balance.

**MOTION from Paul: Utilize \$55,000 from the Building Fund to cover the \$55,000 shortfall in the expansion fund. Seconded and APPROVED.**

Next, Paul explained that TBE has historically charged 1% from each restricted fund to cover overhead and administration. The Finance Committee is proposing to raise this to 3%, except for Community Foundation funds and the cemetery endowment. This would be effective 7/1/19.

**MOTION from Paul: Increase the annual assessment on non-endowed funds to 3%. Seconded and APPROVED.**

Tanya stated that, with the 3% charge to restricted funds, we will come within \$2,000 of a balanced budget. The \$2,000 may be made up by income increases in a few areas.

Paul and Tanya noted that it was still not possible to provide the budget format requested by Board members due to problems with the data. However, this fiscal year (2019-20), we will begin having quarterly reports on the budget process that will include the requested information.

6. Questions on ED Report – Tanya Lorien ..... 10 min.

No questions. Thank you to Tanya for her written report and for all her hard work..

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7. Board Sign-Up Brainstorm – Amy Harrington ..... 10 min.

At the next Board meeting, TBE will provide salad and we should each bring something to add to the salad. Be here at 6:45 and then we'll see if we want to continue doing this.

8. Board sign-ups & Update: Bima/Greeter & D'var Torah – Michelle Dennis ..... 5 min.

We will begin signing up for Friday nights at the board meeting the month before. Everyone should bring their calendars to Board meetings.

9. Rabbinic Remarks..... 10 min.

In the context of President Trump's remarks about "disloyal" Jews, Rabbi Paula read an inspirational quote from Irwin Keller.

Adjourned: 9:16 pm