

January 28, 2020

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 for January 28, 2020 and Additional Closed Session on February 4, 2020 APPROVED

5:00 p.m.

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

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

Absent: Vice President of Human Resources – Robyn Slater, Member at Large – Doug Sommerville

AGENDA

1. Roll call and approval of agenda (7:00pm).....2 min
2. Drash/Jewish Journey – Josh Karter10 min

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Josh shared his Jewish journey.

3. Approval of minutes from December 20192 min
APPROVED.

4. Fund Development, Fundraiser May 3 (Margaret Gordon & Amy Harrington)....10 min

Margaret reported that we have \$6,000 in pledges/donations and expect about \$1,500 in audience donations. We will likely not attain our goal of \$10,000 but will make enough to make the fundraiser worthwhile. Note that each board member is expected to contribute a bottle of wine.

From the Hanukkah appeal, we have received \$13,000. Between these two fundraisers, we will meet our \$20,000 fundraising goal for the year.

5. Nominating Committee (Amy Harrington, Josh Karter, Ziesel Saunders, Robyn Slater, Scott Roseman)10 min

There was a brief discussion of how we would like to have some younger members of the Nominating Committee, and how to achieve that. Amy will talk with Lisa and Sarah about possible leaders from Simcha and Temple School parents.

Scott stated that in the bylaws, there is no longer a nominating committee, only a leadership committee. So the leadership committee is taking on the responsibilities of the nominating committee. If anyone wants to be on the nominating committee, they should contact Amy.

Scott provided the following update on what board members are thinking so far about continued service on the board when the new term starts in July.

Shani, Margaret, Michelle, Melody and Nathaniel have all agreed to continue on the board in their current roles.

Paul will continue in his role through 12/31/20, after which he will leave the board.

Ziesel, Miles and Judy will continue serving on the board, possibly in different roles from their current ones.

Gus and Doug are both leaving in the board in July.

The nominating committee will continue to work on filling all board positions.

6. Membership Update (Melissa Sunberg)5 min

Membership info was provided in Tanya’s ED report on the Tent. Conversation on the Tent. We are close to meeting our budget for membership—total to date is \$790,983, just shy of our \$794,000 budgeted goal. Scott raised a question about the number of members, which appears to be less than last year’s. Paul said he would double-check the numbers and report back. The average membership dues per household is higher than last year’s. A graph in Tanya’s report shows the distribution of dues paid per household.

7. Finance Report (Paul Jacobson)15 min

On the Tent, Paul had posted a summary of our six month income statement ending 12/31/19 as well as a more detailed income statement. The statement shows that, after the first 6 months of the year, we are running ahead of budget. Income and expenditures for the rest of the fiscal year are currently being projected and will be available soon.

Paul reported that the meeting regarding TBE’s investment portfolio with Steven Shapiro and Rachel (last name?) was very productive. The meeting with Community Foundation will be held on Thursday 1/30 at 10 a.m.

Rabbis and board members commended Paul & Tanya for all their hard work that has resulted in an accurate budget. Many kudos to them. The process will be even better this year, for next year’s budget.

Paul reported that TBE needs to replace the furnace that heats the lobby and school wing. We need \$4,500 for this and need to determine where we take it from—building fund or general fund. Gus remarked that the building fund is most appropriate for a large capital expense like this.

MOTION that we use the building fund, in an amount not to exceed \$5,000 to replace furnace. APPROVED.

8. ED Report (Tanya Lorien)5 min

Tanya had posted a written report on the Tent. Board members had no questions beyond the earlier membership discussion.

9. Simcha Expansion Report (Lisa Mendez).....15 min

Lisa Mendez reviewed her written proposal to create a Transitional Kindergarten/ Kindergarten extension of Simcha Preschool because many families need extended care and want continuity for their children. The program would offer a play-based curriculum, Jewish values and customs, and academics. The proposal is for one teacher with up to 10 children. New sinks (one for adults and one for children) would need to be added to the classroom. A Hebrew teacher would come in the afternoons to teach Hebrew. Five current families are strongly interested. Lisa reviewed the finances, and the program would pay for itself through student tuition.

MOTION that the Board will adopt a resolution that states the following: The Temple Beth El Board of Directors hereby resolves to create a new Transitional Kindergarten/Kindergarten class as part of Simcha Preschool. It is further resolved that the Temple Beth El Board of Directors authorizes the Temple Beth El Executive Director to prepare and sign all applications and forms necessary for increasing the school’s capacity from 35 children to 45 children, including licensing and other necessary permits, approvals or inspections. APPROVED.

10. Bima/Greeter & D’var Torah (Michelle Dennis)5 min

We are no longer doing sign-ups for Bima/Greeter on Friday nights. If you arrive early for services, please greet people.

D’var Torah: Rabbi Shifra in February, possibly Nathaniel in March.

11. Rabbinic Remarks – Rabbi Paula10 min

Rabbi Paula briefly touched on recent life cycle events, including a Bat Mitzvah with a holocaust survivor family. These events are very moving and such an important part of the fabric of TBE life.

12. Closed Session15 min

MOTION to approve the hiring of a cantor for a temporary contract beginning part-time in March or April 2020 and continuing full-time from July 1 2020 through June 30, 2021 with a financial package of \$100,000 per year for full-time salary and benefits. APPROVED.

Adjourned at 9:20 pm with additional brief closed session to be held on February 4 at Amy’s house.

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Additional Closed Session Held on February 4, 2020 at 7:00 pm

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

Absent: Immediate Past President—Scott Roseman

MOTION: Empower the board president, secretary and VP of HR to enter into a new contract with Executive Director Tanya Lorien with a term from 2/1/20 through 6/30/21 and authorize a 3% raise effective 7/1/20.

Adjourned at 8:00 pm.