

December 17, 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 for December 17, 2019 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, Vice President of Human Resources -- Robyn Slater, Member at Large - Miles Dolinger

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

Absent: Senior Rabbi – Paula Marcus, Member at Large – Doug Sommerville, Congregant Facilitator - Nathaniel Deutsch

Guests: Sharon Papo, Andrew Goldenkranz

AGENDA

1. Roll call and approval of agenda

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2. Approval of minutes November 19 and November 24 2019 board meetings—
APPROVED.
3. Report-outs from Biennial Team. Members of the TBE team that attended the URJ Biennial conference reported out on what they viewed as highlights of the conference, briefly summarized below:

Rabbi Shifra: How to get college grad age people involved, also we could have a code of conduct based on URJ's code of conduct.

Miles: Do planning, revisit mission & vision, priorities re engaging millennials etc. Get ahead of curve. Also, training future leaders.

Judy: Importance of engaging younger people, could we have a millennial staff person or even a third clergy member, who would focus on millennial age group? Also learned about emergency assistance available to congregations through URJ.

Andrew: Teens, how to engage them more meaningfully and not baby them. (Also, distributed a detailed handout on sessions he attended at the conference.)

Sharon: How do we put health & wellness at the forefront, welcoming young families, Jews of color, could have our own workgroup on diversity/equity/inclusion.

Tanya: Everyone organizes their world differently (cell phones example).

Scott: "Come alongside," benchmarking and assessment administered by URJ, planning/where are we going, need to spend time on big issues at board meetings. Discuss fund development.

4. Jewish Journey—Ziesel described her Jewish journey. Josh or Nathaniel will present theirs next month.

5. Fundraiser--Margaret & Amy: Congregant Ivan Roseblum is a talented pianist who has generously offered to provide a concert with other musicians, performing a variety of types of music, as a gift to TBE. It will be Sunday May 3 at 3 pm. Will charge \$20 for tickets and it will be a donation to TBE. We are getting sponsors, so far there are almost \$3,000 in sponsorship funds. Amy and Margaret would be happy with \$10,000 or more. Money would go to general fund. Afterwards, there will be a wine, chocolate & hors d'oeuvres reception. Asking Board members to each donate a bottle of wine. If anyone wants to get a winery to be a sponsor, that would be great. Josh said that he will approach Salamandre Winery. Margaret will post solicitation to the Tent.

6. Simcha Expansion proposal—Rabbi Shifra: Please read the report and send questions in advance of January meeting, when we will vote on it. To start a K program in the fall, we need to move quickly. We would only hire an experienced K teacher. It would be a full-day program

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with a half-day option. Proposal is for 10 students. Lisa has calculated that we would get a \$20K profit. Send questions and be ready to vote at Jan meeting.

7. Membership update—Paul: As of today, we're at \$760K pledged in membership dues, budget is \$794K. We're at 95.7% of target. Need another \$34K. We hope to get it.

8. Financial update---Paul and Tanya:

- We are working with Sisterhood, and soon Brotherhood, to have control of their books. TBE will manage their books, and Sisterhood/Brotherhood will also track, and we will look at it in June and if all agrees, our bookkeeper will take over and they can stop doing it themselves.
- Budgeted net income as of Nov 30—we are virtually at the budget. But we have concerns: Membership slowing down a little, but donations are up. Cemeteries continues to deliver well, but that has slowed down. Simcha—we might come up short for the year. At end of quarter, will have a financial statement. First budget meeting of the year will be January 15.
- In January, there will be a couple of field trips, to Community Foundation and Morgan Stanley. If interested in attending, let Paul know.

9. Executive Director's report--Tanya: New custodian has started, his name is Mason, he is doing very well and getting to know people, and has initiative. For our other vacant position, Tanya had a good interview and is working on checking references, etc. Various building issues are being worked on. Piano rebuild will be delayed a year so the person Leta wants will be available to do it. Also, we have a water leak outside that the district will be working on.

10. Bima greeter: There will be no more sign-ups, for this; board members are just asked to greet and orient people who look like they need it.

11. Rabbinic Remarks—Rabbi Shifra: We have a very special congregation. Rabbi Shifra has never felt that her boundaries were not respected. We are an exceptionally thoughtful and progressive board and community. We have made radical changes in the congregation in the past decade, and we really are a cutting-edge congregation. Santa Cruz is special and our congregation is special. Rabbi Shifra said she wanted to thank everyone for putting our hearts and souls into something we can be very proud of.

Adjourned 9:20 pm.

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