

## Temple board minutes

Nov. 17, 2020

Zoom

Attending: Miles Dolinger, Rabbi Paula Marcus, Ziesel Saunders, Olivia Stagnaro, Michelle Dennis, Tanya Lorien, Josh Karter, Amy Harrington, Margaret Gordon, Cary Sunberg, Leta Miller, Sarah Tziporah, Judy Yokel, Dave Liotta, Shani Ginsburg, Tori Ow, Rabbi Shifra, Nathaniel Deutsch

### **I. Jewish journey**

Olivia Stagnaro, presentation

### **II. Consent agenda**

1. Approval of the minutes
2. Adoption of resolution for security grant: Be it resolved by the Board of Directors of Jewish Community Center of Santa Cruz, California, Inc. that Miles J. Dolinger, V.P. of Operations, or Tanya Lorien, Executive Director, are hereby authorized to execute for and on behalf of the named applicant, a public entity established under the laws of the State of California, any actions necessary for the purpose of obtaining federal financial assistance provided by the Federal Department of Homeland Security and subgranted through the State of California for the following grant award: FY 2020 NONPROFIT SECURITY GRANT PROGRAM

**MOTION** to approve both items on the Consent Agenda: Moved and passed unanimously

### **III. Calls to members who have not renewed**

Each board member will take 6 names to contact. Those on the list have been screened; they have received personal email messages and hard copies in the post. Discussion of script: Rabbi Paula will post one. Phone calls preferable to email.

### **IV. Finance/Budget Update**

This discussion is a monthly check-in and does not involve passing a new budget, which will take place next year, probably in April or May. Purpose: Look at first quarter numbers so as to decide whether we can afford to give raises that were put on hold in June to the staff.

See document below: Note that numbers look promising: Previously we expected \$32K deficit, but now are looking at only \$12K (see "total" line in document above).

Income minus (Expenses)				
	July 2021	Revision Proposal		
		Budget	November	
<u>01 General Ops</u>				
01.1 Admin	\$359,093.47		\$330,798.58	<i>\$10k that we said we would not take from the restricted funds unless we needed, \$10 less available from budgeted overage of Cantorial fund, various adjustments in</i>
01.2 Clergy	(\$327,906.92)		(\$310,226.38)	<i>Saved thousands payroll taxes (due to higher than predicted parsonage allocations), paying no honorariums this year, etc.</i>
01.3 HH & Events	\$7,293.33		\$3,600.20	<i>Shortfall in all fundraising areas (Yickor, Reserved Seating, Parking) - made up some due to lower expenses</i>
01.4 Bldg & Gnds	(\$140,999.16)		(\$105,631.56)	<i>Saved \$35k in expenses</i>
01.5 Shofar	(\$3,194.72)		(\$1,545.00)	<i>Removed all wages and printing - saved \$1,650</i>
01.8 Cemetery General	\$72,533.20		\$61,572.00	<i>Estimated plot sales down \$20K- saved money in other areas so income only dropped \$10k</i>
<u>02 Temple Programs</u>				
02.1 Lifelong Learning	(\$1,400.00)		(\$1,400.00)	<i>Made no changes here</i>
02.4 Youth Group	(\$2,427.00)		(\$2,427.00)	<i>Made no changes here</i>
02.5 Camp Kayetz	\$36,077.28		\$4,477.14	<i>Reduced tuition income to two estimated pods of kids</i>
<u>03 Temple School</u>				
	(\$13,586.62)		(\$1,299.23)	<i>Reallocation of resources and expenses plus a generous donor</i>
<u>04 Simcha Preschool</u>				
	(\$17,443.82)		\$9,761.74	<i>Down two teachers</i>
TOTAL	(\$31,960.96)		(\$12,319.51)	
Proposed Wage Increases			(\$27,000.00)	<i>Wages, Payroll Taxes, Pension, Workers Comp 5% for staff earning \$50,000 and under 4% for staff earning over \$50,000</i>
	(\$31,960.96)		(\$39,319.51)	<i>The actual effect on this fiscal year cash flow is only 2.5% and 2% respectively, as this would be for 1/2 the fiscal year</i>

Best Case PPP	231,000	100%
Worst Case PPP	145,000	63%
<i>Should be fine even at our worst predictable case.</i>		

## DISCUSSION:

Cemetery: drop in income comes from fewer plot sales; decline is surprising.

Camp: only 2 pods of kids.

Temple school: \$70K in red last year; \$35K projected for this year. This year we allowed people to pay what they could for temple school; so income declined. 6<sup>th</sup>–8<sup>th</sup> grades still mostly enrolled; reduction in the lower grades. Reduction from \$13.6K to \$1.3K in the document above due to \$15K gift from a donor. Also \$2K thus far from school fundraiser.

PPP loan forgiveness: Worst case \$145K, best case \$231K.

Proposed wage increases for staff other than Cantor Alisa (who is on a one-year contract) and the temple school teachers: Those under \$50K: 5% increase on Jan 1; those over \$50K: 4% increase. Normally increases have been 2.5% and 2% every 6 months. Rabbis gave up their contracted raises this year. Entire cost for the raises would be about \$27K. Temple school teachers not included in increase because they work irregular hours, are paid different amounts depending on qualifications, and negotiate for various levels of service responsibilities. Objective: regularize the raises (Tanya says we have not been consistent over the years) and give raises once a year.

PPP: subcommittee has been meeting and has been advised to wait for clarification from state before submitting request. Further discussion anticipated in February.

## **V. Building and Grounds: Bathrooms update**

“Flush Fund” fundraising project has been established. Bathroom committee received estimate of \$150,000 to renovate the 3 baths; they then reduced the estimated cost to \$130,000 by eliminating the unisex bathroom except for painting, omitting fancy mirrors and tile on walls, et al. But Tanya cautions that construction costs often exceed estimates. Building fund is now at \$160K and we are spending \$15K on furnaces, \$4K on ceiling joists in sanctuary.

### **DISCUSSION:**

Bathroom renovation cost is not that high when one considers how long it will be before we have to renovate again.

In view of COVID, board agrees by consensus that hands-free sinks and toilets are mandatory. Floor-length partitions increase privacy and are friendly to transgendered people. Lighting will be increased but LED fixtures will require less electricity. Waterless urinals save water, make us greener. Odor problem in women’s room due to trap feature in floor drain and poor ventilation from having too many lines going through a central duct. Both problems can easily be fixed. One member states that the men’s room is not problematic and we could significantly reduce costs by leaving it alone; Rabbi Paula counters that she has received numerous complaints from men in the congregation.

Arguments for proceeding now: With temple closed, we have a unique opportunity to get the project done. Costs will only increase in the future. Potential big donor is interested and will be contacted by Rabbi Paula. We have services of Rick Hochler now and might not have that benefit in the future. Playful Chanukah campaign in the works should bring in more funding.

**MOTION:** proceed with plan, not to exceed \$150K, but the committee should continue to try to reduce the costs as much as possible. Passed with one dissent.

## **VI. Fund Development Committee**

We have established a bathrooms registry that people will be able to access and buy items as Chanukah presents for the temple. Three 10<sup>th</sup>-grade boys are making a promotional video.

## **VII. Jewish Journey schedule**

Dave Liotta: December

Tori Ow: January

## **VIII. Miscellaneous items**

1. Finance committee needs to meet soon and develop a plan for reinvigorating the Building Fund.

**ACTION ITEM: Cary.** Call a meeting of the finance committee and bring plan for building fund to a meeting early next year.

2. By-laws committee needs to meet

**ACTION ITEM: Judy.** Call meeting of By-laws committee

### **IX. Rabbis: concluding remarks**

Rabbi Paula: Chanukah: there will be some kind of candle-lighting ceremony every night at the temple. Importance of community; sustenance in the face of COVID increases.

Chanukah is about rededication: Reclaim what is important to us. *How* are we rededicating ourselves and *to what* are we rededicating ourselves? Wednesday evening before Thanksgiving: Tent of Abraham event.

Rabbi Shifra: this weekend there is a Rock Shabbat event in person. People will be present with masks. A havdalah and bonfire event with the youth group took place with 24 kids: extremely nourishing.

### **X. Closed session**

**MOTION** was passed to approve the proposed \$27K in staff raises effective 1/1/21. These raises are described above under Section IV Discussion.