Temple Board
Minutes, Feb 2, 2021

In attendance: Tanya Lorien, Leta Miller, Michelle Dennis, Melody Randel, Scott Rosenman, Amy Harrington, Rabbi Paula Marcus, Judy Yokel, Olivia Stagnaro, Margaret Gordon, Cary Sunberg, Zeisel Saunders, Shani Ginsburg, Rabbi Shifra Weiss-Penzias, Josh Karter, Miles Dolinger, Tori Ow, Nathaniel Deutsch

Absent: Dave Liotta, Melissa Sunberg

Guests: Nancy Barr, Risa Lower, Shirley Ginzburg, Lenore Hindin, Andrew Goldenkranz, Bob Kibrick, Sarah-Tziporah Moser

I. Welcome back to Melody Randel and good-bye to Nancy Barr
Nancy Barr is moving to Nashville. Rabbis and board members express deep thanks to her for her contributions to the temple community.

II. Comments from guests
Risa: thanks to rabbis for the classes and services they are providing.
Sarah: reaching out to Amy for d'var Torah to be presented at our March meeting
Feb meeting: Melissa will present her journey

III. Jewish journey: Tori

IV. Approval of minutes
No corrections.
MOTION for approval. Passed

V. Report from the Social Justice Committee: Andrew Goldenkranz
Andrew reports on the work of Beth-El's SJC and the URJ's RAC, a 501-c-3 organization governed by the URJ and the CCAR
RAC has a lay steering committee with 90 members. Andrew is one of them
Non-partisan group. The eight states with largest Jewish populations are individually staffed. CA has a full-time organizer
RAC also has program to organize high school students
Organizing principles: Activities with roots in Jewish values. Can we make a difference? Can we use RAC to grow the congregation? Can we build partnerships?
2019–20: Worked on bill for a fossil free electrical grid by 2045. Gov Brown signed the bill on RH.
2019–20: worked on bill for safe and affordable drinking water. Legislature started a safe drinking water fund.
2020–21: voter engagement dominated the agenda. 600,000 contacts. Postcarding and texting from Beth El. We were one of the top 3–4 congregations in the country in terms of the number of postcards sent. Post cards targeted voters of color, lower income people ,and

unmarried women (many of whom were purged from voter rolls). SC county had highest turnout ever: 86%.

Most recent project: Diaper drive. Baby supplies are a high need. In one weekend we got 20,000 diapers and 20,000 wipes. This work led to a $5K grant from URJ

20% of reform Jews are people of color or biracial.

Priorities now: RAC is nonpartisan but will work on these issues: COVID relief and vaccination, racial justice, immigration, religious freedom, resistance to white supremacy, support of Israel, women's health, gun violence, climate change, LGBTQ equality, health care.

VI. By-laws update: Judy

Thanks to Judy and subcommittee: Rabbi Shifra, Zeisel, Cary, Nathaniel

Revision submitted to the board

Change to article 6 section 1 (Term of office. Term limits) as directed in discussion at the December meeting.

New language: Members can serve for FIVE successive two-year terms (i.e., ten years). But exceptions can be made for extension by a majority vote of a quorum of board members. Previous language had specified four terms.

Discussion: Scott thinks extension exception should be by a 2/3 vote, not majority. General consensus agreement with this change

Other comments: new board members should be mentored. The immediate past president takes on this task in his/her role regarding leadership development

MOTION to approve amended By-Laws with the change from "majority" to "2/3 vote" as described above. Moved, seconded, and approved.

ACTION ITEM: JUDY. Implement the change to 2/3rds and finalize By-Laws

VII. PPP update: Cary

New round of PPP now available for entities that suffered a loss. We are going to apply.

Resolution presented to the board authorizing the application and acceptance of a loan through the Paycheck Protection Program: "It is resolved by the Temple Beth El board of directors at a meeting February 2, 2021 that we will obtain the SBA loan through the Paycheck Protection Program (PPP), as provided for in the Coronavirus Aid, Relief, and Consolidated Appropriations Act, 2021 (CAA21) to the full extent of our ability to be paid back."

MOTION to accept: Moved, seconded, and approved.

VIII. Budget process: Cary

As specified in the (new) By-Laws, an annual budget committee will be appointed consisting of:

Executive VP: Judy

VP of Operations: Miles

VP of Education: Shani

Two at-large members: Melody and Ziesel

ACTION ITEMS: CARY AND TANYA Cary will send message to the committee with a timeline. Cary and Tanya will meet with various departments/committees to assess needs.

IX. Replenishing building fund

Tanya's presentation: New by-laws state that members shall be ENCOURAGED to contribute.

Tanya consulted other congregations. Some approaches that other congregations use include: (1) assessing congregants 45% of annual dues for eight years and then requiring a fixed contribution; (2) keeping a capital reserve to implement a five-year plan for repairs; (3) hiring a structural engineering firm to create a plan for long-term repairs; (4) assessing an amount equivalent to 1% of the real estate value divided among membership; (5) instituting annual fundraising events; (6) requesting a 5% one-time bump in members' annual commitments.

Josh estimates that increase of c. $100K may be needed for: 1. increasing the reserve fund; 2. sustaining the building fund; and 3. continuing salary increases for staff

Discussion. These suggestions are raised: a. Ask members to raise dues 5% each year; b. Institute a check box for voluntary donations to the building fund on membership renewal forms (one year we had a check box asking for $50 and we raised $5,000 by that means); c. Clarify for the membership what is covered and not covered through dues (suggestion for two lists: what dues cover and what they do not cover).

ACTION ITEM: Budget committee and ED should bring a concrete proposal to the board

X. ED report

Bathroom rebuilding project is going well; should be done by the end of this month

Chris is doing a great job and including the cemeteries in his work; recent storms have had considerable impact. This added work means that we could increase his hours.

New calendar mailer was not successful. Process was rushed. Need to re-evaluate.

Moving toward the printing the shofar about five times a year.

Looking at possibility of post cards to advertise events.

Renewals are strong. 91% of members have renewed. We are at 102% of budget. Many members increased their dues. A few reduced them (see numbers below)

| | FYE 2019 | $795,923.00 FYE 2020 Actual $ | FYE 2020 % of Budget | FYE 2021 Actual $ | $749,000 FYE 2021 % of Budget |
|---|---|---|---|---|---|
| 1-Aug | $ 252,009.59 | $ 400,101.59 | 50% | $ 424,164.94 | 57% |
| 1-Sep | $ 436,825.63 | $ 574,134.18 | 72% | $ 567,485.35 | 76% |
| 1-Oct | $ 521,191.92 | $ 705,965.71 | 89% | $ 654,507.92 | 87% |
| 1-Nov | $ 586,284.75 | $ 736,166.71 | 92% | $ 698,781.56 | 93% |
| 1-Dec | $ 638,390.63 | $ 749,528.47 | 94% | $ 742,437.56 | 99% |
| 1-Jan | $ 682,410.75 | $ 779,789.27 | 98% | $ 761,757.97 | 102% |

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|---|---|---|---|
| Number of Renewals through Dec 31: | 524 | % of Congregation Renewed | 91% |

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|---|---|---|---|
| Number of *these* families who renewed higher: | 323 | Increased Amount: | $79,205.43 |
| Families who renewed at same level: | 107 | Change: | $0.00 |
| Number of *these* families who renewed lower: | 94 | Lost Dues: | ($38,556.43) |

| | | |
|---|---|---|
| Number of Pillars | 2 | $12,000 and up |
| Number of Patrons | 55 | $3,900-$11,999 |
| Number of Sustainers | 19 | $3600-$3899 |
| Number of Contributors | 311 | $360-$3599 |
| Number of Donors | 137 | $1-$359 |

XI. Spiritual reflection:

Rabbi Paula: she has been sending birthday greetings to members, which has prompted positive responses. A series on Israel will be held through life-long learning. Collaborations with other congregations planned on an event featuring Gershon Gornberg and a Purim celebration. B'nai mitzvot moving ahead as best we can.

Rabbi Shifra: Preschool is functioning amazingly well. Temple school has some big classes. Adult classes are very successful. Feb 28th: in-person family Purim event

XII. Closed session was held.