

Temple Board of Directors, March 22, 2022

Present: Leta Miller, David Ginsborg, Amy Harrington, Judy Yokel, Melissa Sunberg, Michelle Dennis, Olivia Stagnaro, Josh Karter, Shani Ginsburg, Rabbi Paula, Tori Ow

Absent: Dave Liotta, Cary Sunberg, Rabbi Shifra, Jerry Frank

Guests: Shirley Ginzburg

I. Rabbi Paula report

She was on a zoom call Sunday with rabbis from around the world, including Israel, Ukraine, and Eastern Europe. One rabbi now in Israel had left Kiev with four hours notice. He tried to notify all congregants of the opportunity to depart for Israel. The group crossed three borders and managed to get to Haifa. The World Union program has raised \$1.5 million to support Ukrainian Jews; the funds are being used for housing, communication, financial relief, etc. Rabbi Paula shared a prayer. "For Three Leaders for the World." by Solvey. She also notes that on April 8 Bruce Thompson will share remarks on the Jews of Ukraine on Zoom.

II. Consent agenda

MOTION: Approve the minutes of Feb. 22. VOTE: Approved with one abstention from a person who was not present at that meeting.

III. ED report (David)

The following report was submitted by ED Ginsborg:

Membership

Of the 577 members, 546 have renewed. To date, we have raised a total of \$808,774, exceeding our projected budget; However, included in that total is approximately \$35,000 raised in response to Josh's request that members give above 5% to support our building and facility needs. Of the 546 members, 273 gave over 5%! I have transferred from the operating account \$35,000 to the Building Fund in accordance with this commitment to our members.

COVID

As the omicron variant of COVID has now receded, Temple Beth El has implemented new practices to reduce some of the limits on mask wearing outside. In addition, we have hosted several functions inside with attendees both masked and vaccinated/boosted, such as the Megillah reading for Purim. Our objective continues to be to protect the most vulnerable; so for example, the Purim Carnival was moved to an outdoor venue but as many children were attending who are ineligible for vaccination we required masking. We will continue to flex as nimbly as possible to any future changes resulting from COVID.

Budget

Thanks to the leadership by Paul Jacobson, our Budget Chair, we have had extensive meetings with every department and our Treasurer, Cary. We are on track to deliver a budget to the board on time. Below is a tentative calendar of

budget milestones.

March 2-25	Department meetings; data gathering
April 26	Deliver recommended policy on balanced budget, reserves to board
May 2	Deliver budget to board
May 15	Board retreat
May 24	Board votes on budget
June 16	Congregational meeting

Facilities update

Fence

We have made significant headway on several projects. For example, in the last month we have completed all three of the major fence projects at the preschool. This was a significant challenge as we had a problem finding qualified vendors willing to bid on this project which was either too big for a small vendor or too small for a major fence contractor. Fortunately, temple member and teacher Micah Posner, who has experience as a contractor, was able to assist thereby reducing our costs and helping us construct the fence on multiple Sundays, thereby reducing the impact on the preschool. Additionally, the project uncovered significant wood rot which has now been addressed.

Irrigation Repairs

Another project previously approved by the Board and nearing completion is replacing the well pump and several of the pipes. When completed we will be able to resume use of well water for all our outdoor programming.

Misc.

An onsite Health and Safety Inspection was completed and renewed. We are in the midst of a Board of Equalization compliance review, which is required for maintaining exemption status. We have submitted 40+ pages of documentation. I do not anticipate any problems; the review is similar to an audit and has not occurred in decades.

Operationally we are eliminating the 50 different codes required to use the photocopier. We successfully migrated Camp Kayetz to an online registration system integrated fully with Shulcloud; to date 21 campers have enrolled (this is now being expanded to Simcha and Temple School). We are on track to sign a contract with Comcast to upgrade our 30-year-old legacy phone system with a modern VOIP system. We are planning a staff retreat to build team cohesion.

Security, Safety and Training

I am pleased to report that yesterday we received the reimbursement from the State for the parking lot gate and kitchen security gate totaling \$12,385. This is the first payment of funds from the Federal Security Grant applied for by Miles in 2020.

The newly created Security Committee met to discuss the planned security camera upgrades and to select a vendor to perform a security assessment. We had four

proposals for a security assessment. Unfortunately, the vendor selected is unable to meet our requirements. Thankfully we had multiple strong bids, which we had ranked, and are in discussions with them. In addition, Rabbi Rick has agreed to assist with raising the funds to pay for this security assessment. This assessment is designed to provide a blueprint going forward for other potential changes to increase security of facilities at our campus. Many of these changes may not be as visible as the new parking lot gate but will be very important. Principally I want to strengthen our greatest resource, our staff members, by adding trainings and updating procedures.

In April we have scheduled a “Stop the Bleed” training for staff which will go over the basics for stabilizing an individual with a medical emergency prior to the ambulance arriving.

IV. Outdoor space discussion (Josh)

Josh is writing a blurb to explain the purpose of the outdoor walks, which are preliminary to making any decisions about the use of the space. Tori and Amy will be leading a walk on May 1. Shelley Sonnenberg and Gus Gold will lead some walks. We need to be active in messaging congregants. Board members are welcome to pick a day and invite people on walks. Notes should be kept and made available to successive walkers.

V. Building and Grounds (Miles)

One member of committee suggested that indoor improvements be included in the capital campaign, but others thought they should be kept separate. No decision has been made on this matter. Everything is still fluid and under discussion. Part of the May 15 retreat will be devoted to the use of PPP funds. David is organizing a presentation on a capital campaign. We are at a very early stage and no decisions have been made; all proposals are under consideration.

The Reserve Study has determined that we should save \$105,000/year to cover maintenance of the facility. Questions: how much should we allocate to seed the Reserve Fund? Should annual contributions to the Reserve Fund be built into the annual budget? How can we raise money for BG purposes along with a capital campaign for outdoor improvements?

Completed and Ongoing Projects:

- Repair Simcha wood fence and gates – done
- Repair well (used for irrigation) – in process.

BG Committee recommends these maintenance/repair projects in the next 12 months:

Concrete walkways: Repair the concrete pathways and remove trees that are causing the damage. David has obtained multiple bids and we are ready to go.

MOTION: Authorize \$15,000 for repair of sidewalks and tree removal.

DISCUSSION: This repair is also needed to enhance mobility/accessibility. Some trees must be removed as they are dead or have fungus. We must be sensitive, however, to ensuring that we don't lose our canopy. Replanting will be a future project and request.

VOTE: Unanimous approval

Tree trimming: It should be done every year as part of the annual maintenance starting next fall

Replace shingle roof over Sanctuary: Researching solar shingles. There may be federal grant money.

Social hall floor – NOT recommending replacement yet (\$85K estimate). Recommending professional cleaning and waxing instead (\$3500). Work commences Monday. Chris has been working on it and it's progressing nicely We will clean the baseboards and then decide if we should replace them.

Phone system: Recommending "renting" equipment from Comcast – and so it will be paid from operations budget and not B&G reserves.

Fountain area gate/fence repair: We are currently getting bids.

Simcha door at end of hallway: cost is about \$4k. David is working on a temporary fix.

Repair, reseal and restripe parking lot: Would cost more than \$60,000. Josh and Miles are recommending that we put this project on hold pending our planning and expectations for a large outdoor improvement project, so that we avoid damaging new asphalt with heavy equipment. The condition of the parking lot, which is "alligatored" down the middle, will not get much worse if we wait, and will not cost significantly more money if we wait. First bid is \$64k +.

Note: parking lot repair may also require the removal of some trees whose roots are causing uplifting in driveway and/or curbs.

2020 Federal Security Grant Items:

Parking lot gate – done and reimbursed

Kitchen gate – done and reimbursed

Security cameras – working on contract with Bandit

Security guard – applied for reimbursement

Boulder Barrier – B&G Committee decided to use some of that grant money to install bollards near Simcha playground at end of parking lot. Remaining funds can be used for boulders

Cemetery: Miles submits an updated price list and requests board approval.

Services	Old price	Proposed new price
Full Body Open & Close (Beit Olam)	\$2,500	\$3,275
Full Body Open & Close (Home of Peace)	\$2,500	No change
In-Ground Cremains Open & Close	\$800?	No change
Cremation Niche Open & Close	\$600	No change
Exhumation	\$3,750	\$4,000
Complicated Open & Close (add on)	See Cemeterian	
Sat/Sun/Holiday (add on)	\$400	No change
Additional right change single-dbl depth	See Cemeterian	
Additional Right Cremation	See Cemeterian	
Monument on plain concrete base	\$500	\$600
Mon. on large concrete base (add on)	See Cemeterian	
Flower Vase (add on)	\$150	No change
Wet Set Base	\$600	\$800
Wet set base for large marker (add on)	See Cemeterian	

MOTION: Approve new price list. **VOTE:** Passes.

Fence in the Soquel cemetery.

Miles reports: This issue is still not resolved and neighbors are still demanding we replace the 200-foot-long failing wood fence with a retaining wall and fence. We estimate it will cost \$52,000 or more for a concrete retaining wall and wood fence. Our insurance claim was denied. Which parties are liable may depend on whose property the fence is on. SMT agreed with Miles's recommendation to hire a surveyor to survey and plot property line and the fence along that one side, and then hire an attorney to analyze the question of liability. Miles obtained two bids for the survey work: \$3,415 and \$3,750. The company that owns the crematorium, Foundation Partners, indicated they will partner with us in dealing with this issue, and we will ask them to share the cost, but David and Miles want authority to pay the entire amount in case Foundation Partners decides not to.

MOTION: authorize up to \$3,500 for the fence survey. **VOTE:** Passes.

Additional cemetery issues:

Tree Work: The Cemetery Committee is recommending we do some tree work this year to remove dead and or dangerous trees and limbs at both cemeteries. We are also planning to take down a large, dead oak at Soquel Cemetery at cost of approximately \$2,000.00. The Cemetery Committee is recommending putting \$3,500/year/cemetery into future budgets for ongoing tree work as part of cemetery maintenance.

Wall to Separate Jewish Section at Beit Olam/Columbaria: The Cemetery Committee is still recommending we do this wall project, but tabled it because materials and labor prices are so high right now. In addition, the Committee is considering a separation wall with cremated remains niches on the outside in certain areas, and need to do more planning around this idea. The Committee will also be exploring building a new, stand-alone columbarium. We hope to have a recommendation within 12 months to include in the 2022/2023 budget.

Rules and Regulations: The Cemetery Committee crafted a summary Rules and Regulations document that we will be giving to buyers of new plots, and sending to buyers of plots over the last year. We did not make any significant changes to existing Rules and Regs; we just re-packaged it.

Fence at Home of Peace: The Cemetery Committee will be getting bids to add a new section of rod iron fencing at the front along Meder Street in order to complete that line of fencing so it looks nice and to create a deterrent to trespassers.

VI. Miscellaneous issues (Judy)

Jewish journey or d'var torah: We will put this task on hold for the present.

In the Zoom chat: Possible replacements for the Jewish journey or d'var Torah. These suggestions include: short discussions re Jewish topics, current events, or holidays; personal check-ins; visions for TBE in future; brainstorming upcoming issues, or radical experiments; breakout rooms with relational questions.

URJ biennial convention. We usually to send a team when this conference is in-person. Will be held on line this year. May 1-3. Judy and David will attend. See this link:

<https://web.cvent.com/event/e23debba-adca-4f33-932b-38dbec3215c7/summary> Rabbi

Paula encourages people to attend. Judy will send email with link and asks people to respond if they are interested in going.

Board members for next year:

These board members intend to continue: Leta, Miles, Shani, Tori. Still undecided: Michelle, Olivia, Dave. Judy will check with Cary. Jerry is only halfway through his term. We don't have a VP for Fund Development and we just lost Nathaniel.

Recruiting new board members: Nominating committee to develop a slate is formed including Judy, Amy, Tori, and Leta. By-laws require two people more people outside the board. Amy will recruit them.

VII. Guest comment (Shirley)

She remarks on the value of attending board meetings and expresses surprise that more people aren't tuning in. The gift shop is open W and Sun with extended hours around holidays.