

Temple Beth El Board of Directors, April 26, 2022

Present: Amy Harrington, Rabbi Paula, Judy Yokel, David Ginsborg, Miles Dolinger, Josh Karter, Melissa Sunberg, Shani Ginsberg, Cary Sunberg, Tori Ow, Rabbi Shifra
Absent: Michelle Dennis, Dave Liotta, Olivia Stagnaro, Jerry Frank
Guests: Wendy Strimling, Risa Lower, Ken Chizinsky, Lenore Hindin, Shirley Ginzburg

I. Judy reports that Jerry, Dave, and Olivia will be leaving the board.

II. Rabbis' reflections

Rabbi Paula: Shows photos of the Dayenu circle, an initiative (started by a rabbinical colleague of Rabbi Shifra) dealing with climate change at congregations having a green team or climate change initiatives. 21 congregations have participated. Demonstration held outside Chase Bank, which is the number 1 investor in fossil fuels; Kibricks delivered a letter to them.

Rabbi Shifra: Provides information on the temple school students' work with the homeless garden project. Announces the counting of the omer and its connection to harvest.

III. Comments from guests

Risa: proposes holding an outdoor silent auction in conjunction with a Rock Shabbat. People can bring items to donate. Shirley concurs with the idea and adds that Jewish-related items would be preferable. Rabbi Shifra will discuss this idea with Risa.

IV. Consent agenda

MOTION: Approve the minutes of March 23. **VOTE:** Approved with one abstention from a person who was not present at that meeting.

V. Executive Director's report (David)

A. Passover: seder was a great success. Thanks especially to Melissa Sunberg and many volunteers.

B. Financial status: David writes: "As of March 31, reconciliation of our actuals compared to the budget to date indicate that our income exceeded the projected budget income to date by \$15,766 and our expenses were below the projected budget to date by \$45,747. Were we to stay on this path the projected budget deficit of \$149,916 would shrink by \$61,513 to \$88,403. It is important to point out this does not include our net other income which is where we have PPP/ERC funds and totals \$563,161."

C. Budget: Thanks to Paul Jacobson, staff, and volunteers, we are on track to deliver a draft budget in May.

D. Facilities: Installation of a new modern VOIP phone system will take place May 18. Replacement of the Well Pump is underway and due for completion before the next board meeting; costs will be met from the Garden Fund, not the Building Fund (correction from information presented last month). Chris Irvine has been promoted to serve as Facility Maintenance Manager (FM2); his purview will be the physical health of the TBE campus and the two cemeteries. David writes that Chris "will be responsible for creating a physical environment that feels safe, clean and cared for, thereby enabling clergy, staff,

children, and members to congregate, pray and learn free of distraction due to any problems with the facility.”

- E. Surveyor: David is signing a contract with Bridgette Land Surveying to survey the southern boundary of the Soquel Cemetery in order to detail the property lines between the cemetery and the land owned by two adjacent property owners, as the first step toward resolving responsibility for replacing the existing, substandard retaining wall and fence. Cost for the survey is \$3415 (under the \$3500 authorized by the board). This task is the first phase of a much larger capital project; funds will come from the BG restricted fund.
- F. Repair of walkways. We have determined which areas are most critical to repair in order to avoid tripping hazards. Twenty-seven locations have been identified. About 45% of them are needed for the safe operation of Simcha. David has selected Whitlow Concrete to complete the repairs. Work will be loud and disruptive and therefore will be scheduled for the summer breaks of Simcha and Temple School and the time when Camp Kayetz is off-site on a camping trip. Thanks especially to Marilyn Valencia for her help. Implementation will be handled by Chris Irvine. Cost summary:

Soquel walkway (6 Grinding Locations)	\$250	6
Simcha (9 grinding location)	\$960	9
Simcha (2 locations, remove/replace)	\$1500	2
Office Walkway (1 grinding locations)	\$150	1
Bottom of Stairs (3 grinding locations)	\$800	3
Back of Temple (2 grinding locations)	\$200	2
Social Hall Patio (4 locations, reduce concrete pressure on patio structural beams)	\$1600	4
Total	\$5460	27

- G. Tree work. Several dead trees will be removed on May 2–3. Also removal of an oak tree at the Soquel Cemetery.
- H. Stop the Bleed Training: Staff completed on-site training last week. Many thanks to Dr. Marc Yellin for arranging it at no cost to the temple.
- I. Staff retreat: will be held on April 28. Purpose: provide opportunities to get to know one another better and to understand specific duties and responsibilities.
- J. Employee Manual: David and Caitlin are working on an overhaul of the TBE and Simcha Employee Handbooks to make them more consistent with current laws and transfer them to an electronic platform to facilitate readability and make them easier to amend and administer. David will use a platform from a statewide association of nonprofits and an HR consultant. If substantive changes are anticipated, David will seek input from employees and board approval.
- K. Sukkah. Efforts are underway to build a new Sukkah. Anyone interested in helping should contact Melissa. The current Sukkah has outlived its usefulness.

DISCUSSION OF THE ED REPORT:

Budget: Longer discussion anticipated at the May 24 Board meeting. David and Rabbi Shifra will confer about how much detail will be included in the report for that meeting.

Sukkah: Alan Miller's work on the present Sukkah and its previous expansion should be recognized. The Brotherhood dedicated a plaque to Alan that was hung in the Sukkah each year since Alan passed away. This plaque should be located and installed in the new Sukkah.

Security assessment funding: We received one federal grant for security in 2020; the 2021 grant application was not successful. RFP for 2022 grants has not yet been published. For the security assessment, David and the security committee asked for bids from several companies; 3 strong contenders; Aegis selected. They have deep experience in providing security for Jewish organizations. Costs might at least be partially offset by donations. Rabbi Rick kick-started the fundraising with a \$1,000 donation and volunteered to reach out to about twenty members. Good possibility that 30-50% of cost will be covered.

MOTION: Authorize \$11,000 expenditure for the security assessment.

DISCUSSION OF MOTION: Q: Was the recommendation of Aegis unanimous? A: approved by consensus. No vote taken, but no dissent. Q: How much money is in the security fund? A: only about \$700–800. Rest will come from reserve funds while we try to solicit contributions. Q: How optimistic is Rabbi Rick re contributions? A: Very optimistic.

VOTE: Passes

VI. Update on Board nomination process (Amy and Judy)

The nominating committee is headed by the past president. Therefore Amy is directing the process, aided by Judy. The committee is looking for age diversity and more men. We have had some success in recruiting and a slate will be ready for a vote at the May meeting.

VII. Building and Grounds (Miles)

We have received an energy audit and are looking to improve efficiency, which will be a requirement for the next round of federal grants (which are independent from the security grant we will apply for). A firm in Fresno gave us a report and we're also trying to get an audit from local company.

We hired a firm to advise us on saving and spending annually in terms of building maintenance. We should be saving ca. \$120K per year, which is way more than we have been saving up to the present time.

Outdoor walks for members are taking place to gather ideas for developing the outdoor space, including expansion of the patio area outside the social hall. The ground there is uneven and can be dangerous. Miles has assembled a small committee to discuss that matter.

We have waxed, cleaned, and buffed the social hall floor in order to defer expensive replacement, and we plan to do some painting.

A new state law for schools and childcare centers will require us to prove that the water doesn't contain lead. We don't anticipate problems but we could add bottled water in kitchen for the school instead.

Cemetery: we have received an anonymous donation to expand fence at Home of Peace (cost: \$6155).

MOTION: Authorize David and the BG committee to spend up to \$10,000 for improvements to Home of Peace to implement recommendations from the cemetery committee.

DISCUSSION OF MOTON: the anonymous donation is \$10K to improve Home of Peace. The existing fence doesn't span the whole length of the cemetery.

VOTE: Passed.

Deteriorating fence at the Soquel cemetery: We are hiring a surveyor to determine who is responsible (see the ED report above). Consensus of the cemetery committee is that we should build the fence and retaining wall. Cost would be ca. \$50,000. A retaining wall is needed, but was never constructed.

Tree trimming: \$2500–\$3500 is needed annually.

Chris is being promoting to facilities manager (see the ED report above). He is needed in this role rather than engaging in mowing and weed-pulling. We'll need to hire a landscaping maintenance firm instead.

VI. Miscellaneous issues (Josh)

Congregant walks for assessing use of outdoor space: Four walks have been scheduled. A survey will likely result. Then the design process can proceed with member feedback. These considerations will be discussed on the walks: use of the space; security; equal access; shade, etc. Thanks to Amy and Tori for leading the first walk. We hope to have 80–100 members participating in the early stage of the project.

Fundraising concert: May 22, 1 p.m., led by Ivan Rosenblum, pianist. Each Board member should donate one bottle of wine. Admission by donation. Discussion of publicity through Cabrillo and UCSC music departments.

Retreat: Postponed until August. Re the May 15 scheduled date, Board agrees to a short in-person budget/finance workshop at the temple: 2–5 p.m. This will not be an official board meeting, no decisions to be made.

May Board meeting: Josh requests that extra time be allotted for this meeting in order to have a thorough discussion of the budget. Biggest question: how are we going to raise the \$115K needed for the BG reserve fund? Also: do we want to have a major capital campaign?