

Temple Beth El Board of Directors
Meeting Feb 28, 2022
Minutes

Present: Leta Miller, Jessica Olamit, Shani Ginsberg, Judy Yokel, Josh Karter, Ray Kaupp, Cary Sunberg, John Lubell, Melissa Sunberg, Michelle Dennis, David Ginsborg, Tori Ow, Miles Dolinger, Rabbi Paula

Absent: Bonnie Morr, Wendy Strimling

Guests: Risa Lower, Shirley Ginzburg

I. Comments from guests

From Risa: Visitors to the Soquel cemetery find it difficult to locate graves. We need cemetery section signs. Cost would be about \$120/sign for each of 16 sections. For the non-member portion of the cemetery, the situation is particularly problematic. Suggestion is that Risa send email to Holly, David G, and Miles as an item for the cemetery committee to discuss.

II. Relational question. Discussion in breakout rooms for a few minutes.

III. Consent agenda

MOTION: approve minutes from Jan 24: APPROVED.

IV. ED report

A state security grant for which we applied was denied. We received a score of 37 out of 47.

We were downgraded on funding history criteria, which considers whether an organization currently has federal or state security funding.

Good news in the last few hours: we learned of the approval of an engagement grant from the National Center to Encourage Judaism (NCEJ). \$3600 will allow us to hold a full seder with all of the Simcha families who want to participate. Charge for participants will be minimal. We will have childcare available. NCEJ is a private foundation that funds efforts worldwide to attract more new people to Judaism.

https://www.ncejudaism.org/wp-content/uploads/2019/06/NCEJ_Who_We_Fund_May2019.pdf

Women of TBE have made a \$3000 donation to the temple for Camp Kayetz, Purim carnival, and other needs. Thanks to Shirley and the Women of TBE team.

Use of previous security grant: Within the \$150K federal security grant, \$40K was allocated for fencing. Granting agency will probably allow us to replace the fencing at Simcha with a fence and retaining wall. Approval is not 100% secure but response has been positive. It will be a large project that will be done during one of the school breaks.

Today is Leanne's last day. We are actively recruiting for a replacement. David is meeting with one possible person soon and is waiting to hear from a second person. Pay rate is about \$70K plus benefits. David asks board members to think of possible candidates for the position. Leanne's leaving will slow down work on the fund development and outdoor space issues. She has been invaluable in developing training manuals, finalizing the

employee handbook, and other tasks. The handbook will be migrated to an electronic platform, which will make it easy to access and update.

David attended the National Association of Temple Administrators Institute, passed all tests, and came away with many great ideas.

Simcha tuition will increase by 5 percent next school year to accommodate salary increases and inflation. We are exploring expanding the toddler room.

Finances: we have received \$797K in annual member contributions, about the same amount as last year, but below our budgeted goal of \$850K. We have established an investment subcommittee of the Finance Committee, to be led by Sharon Hoffman.

V. Signing up to attend Friday night services

March 3 confirmation service: no volunteer, but Shani can reach out to members of the education committee.

March 24 choir service: Ray

John will do some service in April

VI. Building and Grounds (Miles)

Outdoor project: We are still waiting for the topographical survey, but it has been delayed due to the rainy weather.

Engineering work for the retaining wall at the Soquel cemetery: Miles will confer with Wendy.

VII. Leadership development committee

After last month's request for board members to send names of potential members to Leta, a dozen names have been placed on the list.

Cary doesn't want to be treasurer any more, but he might consider staying on the board. He will remain treasurer until the end of the fiscal year at the end of June.

Sharon Hoffman is willing to be treasurer. She is a member of the finance committee. We tried to recruit her last year for the position. She moved here a few years ago from New Jersey, where she served as both president and treasurer of her temple. She's willing to join the board and be treasurer as of July 1. She is on the board of CASA and has an MBA. In April-May, the leadership development committee will provide Board nominations; she will be on that list.

We need a VP of Fund Development. The Leadership Development Committee recommends that Josh Karter act in this capacity and he is willing to do so. This action does not require any vote since he's already on the board. Members expressed great enthusiasm for this idea and expressed heartfelt thanks to Josh.

VIII. Josh: fund development ideas

It's important to make people feel good about themselves and about the temple.

Capital campaign: We can't do major fundraising for large donations if a capital campaign is underway; so we need to decide whether we're going to pursue that idea. Josh plans to put a committee together in the spring. Most capital campaigns have a quiet phase to start; so we should not publicize it too much now. We need to discuss whether we can raise money for the outdoor space outside of a capital campaign.

Process for soliciting annual membership contributions: Goal is to put together a short-term work group in early April to address this issue. Maybe we need to encourage monthly giving. By end of June, we should have developed a fresh new approach. Tori suggests that the form congregants complete needs to be re-examined; she suggests that there be more information on the form, a series of check boxes, and examples of what a certain amount of money will cover (temple's PGE bill, for example).

Other areas to explore: More events should be scheduled for the legacy giving group.

Renting out the facility could bring in more funds.

Budget: We need to look at areas where we can trim it. Can we encourage in-kind service to save money? Can we get some volunteers to do things that we're now paying for?

Wendy has agreed to chair the budget committee this year; according to the bylaws Miles and Shani serve on it as the reps for BG and Education. Ray volunteers to be on it as well. Those interested in being on the budget committee should email Wendy. Our incoming treasurer should be involved in the process as well.

IX. Rabbi Paula remarks

She will take a sabbatical for 2 months, beginning on March 10. She is looking forward to having time to recalibrate.

April: Brotherhood will host a meeting on gun violence

December: 150th anniversary of the URJ.