

Temple Board of Directors, ,
Meeting, April 25, 2023
Minutes

Present: Judy Yokel, Leta Miller, Rabbi Shifra, Miles Dolinger, Jessica Olamit, Michelle Dennis, Shani Ginsberg, John Lubell, Cary Sunberg, Wendy Strimling, Tori Ow, Melissa Sunberg, David Ginzborg

Absent: Ray Kaupp, Bonnie Morr, Josh Karter

Guests: Shirley Ginzburg, Risa Lower

I. Preliminary actions

A. Agenda: No changes proposed

B. Guest comments: None

C. Board members announcements

Wendy: RAC webinar tomorrow night 7–8:15, as part of the clean energy campaign.

Jessica: Spring social on Sunday, 10–11:30. About 30 people have responded so far

D. Relational question: Finding balance in our lives

E. Approval of consent agenda: minutes

MOTION: Approve the minutes of March 28. **VOTE:** approved unanimously

II. ED report (David)

A. Highlights from the written report:

Associate Director search has been narrowed to two finalists. We are checking references and hope to have a decision this week.

Bank balance: In view of recent bank failures in the country, we are transferring some funds out of Santa Cruz County Bank that are in excess of the FDIC limit.

Payroll employee interface: We are implementing a new system that will allow employees to use their phones to log in and out; managers will be able to track and approve of time sheets.

Finances:

	Actual	Budget YTD	over Budget	Annual FY 22-23 Budget
Total Income	\$1,820,622	\$1,878,522	(\$57,901)	\$2,134,622
Annual Contributions	\$809,608	\$850,350	(\$40,742)	\$850,350
Total Expenses	\$1,606,042	\$1,696,896	(\$90,854)	\$2,266,106
Payroll/Healthcare	\$1,256,886	\$1,288,486	(\$31,600)	\$1,726,679
Net Operating Income	\$211,070	\$181,627	\$29,443	(\$131,484)

Chaplaincy Grant: Application has been completed for a grant of \$40,000 to allow us to work with Jewish chaplain Wren Ganin-Pinto on reviving Chevra Kadisha and other cemetery issues. Sponsor is Chaplaincy Innovation Lab at Brandeis University. We should know by the next meeting if the grant is successful.

Computer server: New server was installed and is functioning well.

Facilities: Small flooding in the kitchen was detected and corrected. We are continuing to search for a vendor to get a quote on repairing the stained glass windows in the sanctuary. The temple's roof may be reaching the end of its useful life.

B. Updates from the meeting:

We moved \$600,000 to Morgan Stanley in two accounts: savings (at 4%) and CDs that will be bought on Monday. We will have to check each pay period to see if everything is in synch.

Congregational learning coordinator position: Recruitment is ongoing to replace Chelsea. Rabbi Shifra and Shani are handling the search.

The \$131,484 on the chart above represents the anticipated shortfall. We anticipate that expenses will exceed income by a significant amount in the last few months of the fiscal year.

Water leak: It spread into the library, but did not affect any of the books.

In the last month, we held three incredible seders: 130 attended the community seder. The young families seder attracted many families not associated with the temple. The interfaith seder was very successful. Kudos to the rabbis, David, Melissa, and staff.

III. Friday night greeters (Judy)

Vladimir and Yelena Kraz's son will speak on Apr 28 for Yom ha-atzmaut.

May 5: Rock shabbat: John Lubell will represent the board.

May 12: Carol Skolnick will lead services.

May 19: Senior send-off at Rabbi Shifra's house.

May 26: Shavuot.

IV. Board slate for next year and restructure of VP of Education position (Wendy, Rabbi Shifra)

May meeting would normally be time for vote on any new board members. Judy not aware of anyone leaving board. Cary will be leaving as treasurer and may want to leave the board (his decision not made yet). We will be nominating Sharon Hoffman as the new treasurer.

VP Education position: R Shifra proposes keeping Shani and bringing in Jen Kanter as a second VP of Education, dividing the two positions between Temple School and Simcha (Jen to take care of temple school). This proposal would need to run through the Leadership Development committee, as it involves changing the structure of the board to add second VP of Education. **DISCUSSION:** Board has previously moved to eliminate having so many designated positions. Shani feels the structure is fine as things are. Rabbi Shifra suggests that it would be great to have someone who is very involved in the temple school and visits it often thereby gaining intimate knowledge of its workings. Questions arise about the role of VP in education: oversight or aid for Rabbi Shifra? This VP is an advocate for the school and simcha.

MOTION: To approve of establishing a second VP of Education and to ask the Leadership Development Committee to bring a nominee to the board in May along with a proposed change to the bylaws. **VOTE:** 6 yes, 3 no, 1 abstention

V. Update from the budget committee (Wendy, David)

The committee has met several times on the issue of raising more money through our voluntary dues program. The committee has also discussed other budgetary issues. We

seem to be on track regarding the budget schedule and anticipate that the May 9 budget workshop will take place via Zoom on May 9 at 7 or 7:30. URL to follow.

VI. Building and Grounds (Miles)

Toddler room expansion: We need to hire an architect for the county's permit process. We got a first bid of \$18,000, which seems excessive. We'll be getting a few more bids. R Shifra asks if a designer would suffice. Miles will confer with R Shifra.

We are still getting bids for the stained glass weather stripping repair in the sanctuary.

Bids are coming in on the retaining wall at the Soquel cemetery, one at \$40,000 and another at \$90,000.

Miles is setting up a meeting regarding the sound wall question in the front of the building as it affects the use of the outdoor space adjoining the social hall.

Gutter work will start in next 7–10 days.

Sewer easement requested by the neighbors: We just got a new map today. There are serious problems including taking away parking spaces on one side and uprooting oak trees on the other side.

VII. Meeting schedule (Judy)

May 23: regular board meeting, 6:30 on Zoom

June 14: Congregational meeting on Zoom (in the evening)

VIII. Spiritual reflection: R Shifra

May we find balance, joy, and meaning in our work for the temple.

IX. Closed session

The Board held a closed session and the meeting was adjourned at 9 p.m.