

**TEMPLE ISAIAH BOARD MEETING**  
**MARCH 20, 2018**

Present: Soo Borson, Larry Fechter, Steve Gorosh, Richard Jeffery, Shoshana Barer, Joan Behrmann, Carol Fragen, Mitchell Karp, Ron Martinez, Chris Spellman  
Non-Voting Member Present: Rabbi Lazar  
Absent: Adam Gilbert, Linda Gould

1) The Minutes of the February 20, 2018 meeting were approved.

2) Finances:

A. Dashboard: Steve G. presented the new financial “Dashboard,” explaining it was directing at highlighting the key financial metrics for the month, and the key action items for improving our problematic cash flow, which projects a negative cash position of (-)\$ 23,500 on June 30, 2018. Joan offered to provide some suggested edits to the Dashboard format for ease of interpretation.

B. CrowdRise fundraiser: Soo and the Rabbi announced the new “CrowdRise” fundraiser. Gannett is offering a grant program for non-profits, but the “entry pass” requires grant seekers to raise at least \$3000 on the CrowdRise website. We are all strongly urged to make a donation at <https://www.crowdrise.com/caring-kitchen> to help meet the \$3000 minimum. If we qualify, we apply for the grant; either way we keep the money we raise on the site. Donations can be made on the website, or in the form of a check to Temple Isaiah with a note that the money is for the CrowdRise fundraiser, but direct donations to the Temple will not be credited by the funding agency. The Rabbi and Madalina will be working on a video for the Temple website informing members of the project, soliciting funds and detailing the steps toward donating on the CrowdRise site, or by check.

C. Dues Increase: Soo noted that the Executive Committee recently decided to recommend a 5% increase, effective FY 2018-19, for all membership categories. It estimated the measure would provide an additional \$9,000 for the Temple by the close of the Calendar year. After discussion, Mitchel made a formal motion seconded by Joan. Commenters expressed concern about the effect of a mandatory increase on members in a tight financial condition, but the proposal passed unanimously. Soo and Larry will take the lead on announcing the increase in a sensitive and constructive manner.

D. Late fees: Steve explained that, although dues letters go out by May 1, our current bylaws define a member in “good standing” as one promising to pay their dues by the Annual Meeting in December, and there are no late fees or penalties imposed on anyone who pays by the Annual Meeting. In order to improve our cash flow by incenting Members to pay dues before December, the Executive Committee decided to float a suggestion for a new policy of declaring fees “late” at some time after the expiration of the “Early Bird” dues payment deadline on July 15, but prior to the Annual Meeting, i.e., August 1 or September 1. Members who failed to pay before the “late” date would face a monthly “late fee” of (perhaps) \$25.00 for each month they did not pay their dues, and would be considered not to be in “good standing” for purposes of voting, or serving on the Board or Executive Committee. A preliminary discussion followed, with a mix of questions, support and concern about the possible negative effects of such a policy. The Executive Committee will consider the feedback and report back to the Board as early as the April Meeting.

E. Dues Adjustment. Soo reported that a recent analysis revealed that about 1/3 of our Members currently receive partial or full dues assistance. There is concern that the number of people receiving

relief has grown over the years without an adequate or transparent process for determining need. Soo suggested moving to a new process requiring a written application. As with the initial late fee discussion, commenters had questions, support, and concerns regarding possibly losing Members who found the questionnaire process embarrassing, offensive or burdensome. The Executive Committee will consider the input and report back to the Board as early as the April Meeting.

F. Legacy Donor Program. Soo stated that it was time to start moving towards a Legacy donation program. Suggestions were made that we should schedule a meeting in November for interested members, perhaps with an accountant and a lawyer present to explain how such programs work, and to answer questions.

G. Rehab Update. Ron stated that that he was still waiting for the “exit” plan that was overdue, but the contractor had requested more information and was hopeful it would be provided soon.

H. May 31 Rabbi Contract Extension Review. Soo informed the Board that the Rabbi’s contract includes language suggesting the Board had until May 31, 2018 to determine whether to offer a contract extension now. This language does not relate in any way to either the present contract or a future offer. Soo will provide the applicable contract language to the Board at a special board meeting set for April 3 to discuss the matter. Soo requested written comments in advance of the meeting, especially for those unable to attend in person.

#### **I. NEXT MEETINGS:**

**TUESDAY, APRIL 3 @ 5:00 P.M. — SPECIAL MEETING TO DISCUSS MAY 31, EXTENSION EVALUATION.**

**TUESDAY, APRIL 17 @ 5:00 P.M. - REGULAR BOARD MEETING.**

Minutes prepared by S. Gorosh on 3/23/18.