

Board of Trustees Meeting 11.28.17

Board Members present:

Frank Urman, Kathy Zeiger, Amy Rittenberg, Michelle Weinraub, Larry Jacobson, Gene Rosenthal, Jeff Lavenhar, Vicki Goldman, Karen Kaplan, Wendy Veau, Grace Bach, Sandy Korn, Shirley Beer Powell, Bruce Tully, Lane Feingold, Jen Feingold

Staff Member present:

Rabbi Rick Rheins, Rabbi Susan Rheins, Lorne Maltenfort, Leslie Isaacs, Lisa Thorner, Julia Teitell, Sheila Nesis

Larry Jacobson called the meeting to order at 5:30. Abe Wagner was introduced to conduct a workshop for the board of trustees. He discussed the importance of getting members involved in processes and decision making. He feels that the more people are involved, the organization will benefit. He spoke about the importance of positive strokes for the culture and relationships of people and organizations. Abe gave various scenarios regarding the dynamic triangle of the protagonist, antagonist and victim. He also discussed auditory, visual and kinesthetic processing and how these types of processing affect communication.

Abe provided a list of confrontation techniques:

- 1) the golden rule-how would you like to be treated,
- 2) presume people have virtuous motives,
- 3) start with a negative and end with an honest positive,
- 4) Do's are better than don'ts,
- 5) give a face saving device,
- 6) share your apprehension.

The board participated in an exercise in using these confrontation techniques. Abe offered his consulting experience to the Temple at no cost. The board thanked him for the workshop.

Larry Jacobson called the board meeting to order at 6:35 and it was noted that a quorum was present.

Rabbi Rick Rheins delivered the D'Var Torah

Frank Urman presented the financial statements for 9/30/17. These statements are presented in a ledger format. Frank is working with Karen to prepare the financial statements in the previous format. Frank discussed that Karen needs to learn how to have the system prepare the financial statements, rather than pulling information from one system and putting in into another. This will be done once the audit is complete via additional training. Karen's work has been prioritized to complete the audit first, the October financials second, and the audit of congregant's accounts third. See Frank's board report for the 9/30/17 financial statements and treasurer comments. Frank is monitoring the cash accounts less payables to assess how the Temple is operating. These accounts have remained steady with a balance net of payables in excess of \$250K.

Lorne Maltenfort reported that there will be one more listening campaign session to be held this Saturday to discuss young professionals. All of the data from Phase II will be presented at the 12/4 board meeting. Over 170 people have participated in Phase II of the Listening Campaign.

Diana Kaplan is retiring on 12/15. There will be a celebration honoring her.

On Friday, 12/1, a finalist for the ECE position, Sheila Purdin from Atlanta, Georgia, will be at the Temple. She is on the national board of ECE for the URJ and she is the VP of marketing. The board was encouraged to participate in meetings with her on 12/1 for breakfast, lunch or dinner. There will also be an opportunity to meet her at the Oneg on Friday night. Preschool parents on the search committee are meeting with her at 2:00 on 12/1. Karen Kirk is willing to stay on past November if it is determined that the Temple needs to look for another candidate.

Karen Kaplan commented that she thought the Keshet was beautiful. Others felt it didn't look Jewish enough and that it was too long and the pictures appeared grainy on the computer. Lorne encouraged people to contact Aubrey regarding feedback on the Keshet. She is eager to learn. Lorne plans to continue to bring the Keshet up to a

more professional level and the Board discussed that this is the initial Kesher and that systems/bugs will continue to be worked out. He is also looking into software to put the Kesher on a digital platform that could include audio of sermons, songs etc. The deadline for the February Kesher is 1/5. All members have been tagged to receive the Kesher, as well as preschool parents and religious school parents. Lorne is able to track how many people have opened the email with the Kesher in it.

Larry Jacobson expressed appreciation for the anonymous donation. The balance of the BOF loan is approximately \$720,000. A letter will be sent to congregants requesting donations prior to year-end.

Larry asked if the board would like to continue to host the 9Health Fair. A board liaison is needed who can attend a meeting once per month. It was agreed that we would like to continue to host and Sandy Korn agreed to volunteer as the liaison. The 9Health Fair is an important community event. Last year there were 611 participants at Temple. This year the Temple will be the first fair, which may bring in more participants.

Lorne announced that the preschool event to be held 11/30 has been postponed and will be held sometime in February. The event will be planned in conjunction with preschool parents and staff and will be held at the Temple and run by the preschool.

Grace Bach reminded everyone that on 12/15 at 5:30 there will be a Chanukkah Shabbat in which birthdays will be celebrated and a pot luck dinner will be held. The tot Shabbat service will be a separate service from the family service.

Lorne reminded everyone about the holiday party to be held on 12/19 from 6:00-9:00. This is an opportunity for the board, office staff, preschool and religious school staff to all be together.

Bruce Tully will be sending out the sign-up for Shabbat announcements for next year.

Rabbi Zwerin's 81st birthday is 11/28.

Larry Jacobson announced that he is engaged to be married.

Jeff Lavenhar also announced that he is engaged.

The meeting was adjourned at 7:22 P.M. for Executive Session