

Temple Sinai Board of Trustees Meeting Notes

11/06/18

Attendees	Present	Attendee	Present		Present
Larry Jacobson	X	David Eisner	X	Amy Rittenberg	X
Vicki Goldman	X	Sandy Korn	X	Gene Rosenthal	X
Frank Urman	X	Jeff Lavenhar		Bob Steine	X
Lane Feingold	X	Alix Joseph	X	Kathy Zeiger	X
Wendy Vean	X	Barbara Lettes	X		
Bruce Tully	X	Larry Polman	X		
Rabbi R. Rheins	X	Janet Brunitsky	X	Ron Leff	X
Rabbi S. Rheins	X	Shelia Purdin	X	S. Nesis	
Lisa Thorner	X				

Time: 6:00pm -8:40pm

Agenda:

I. Call to Order & Quorum	Lawrence Jacobson, President
IIa. Consent Agenda	Bruce Tully
II. D'Var Torah	Rabbi Rick Rheins
III. Security Discussion	Bob Steine
IV. Financial Report	Frank Urman
V. Budget Discussion	Board
VI. Succession Planning	Lawrence Jacobson, President
VII. Miscellaneous	Open
VIII. Executive Session	

I. Call to Order & Quorum **Lawrence Jacobson, President**

IIa. Consent Agenda

Bruce Tully

- Motion to approve previous meeting minutes:
 - Motion:
 - 2nd:
 - Motion approved

II. D'Var Torah

Rabbi Rick Rheins

- Rivalry/Conflict/Resolution

III. Security Discussion

Bob Steine

- There were several Pre-school family members present for the meeting and provided the feedback below.
- Elise & Adam Kaplan – feel that we may be behind on the level of security. They believe that having an armed security guard is a positive/insurance/deterrent.

- Current security team members do not look appropriate/professional and the families are pushing for a more professional look and presence. Asking why we have armed security at the High Holy days, but not daily.
- Believes that the students and Teachers have a need for the armed presence.
- Concerned about the idea that “it won’t happen to us” and we can’t take the chance.
- We must do everything possible to make sure we have the most protection possible.
- High post-Pgh concern about Jewish institutions, and preschool kids in particular
- Jessica Kahn – recently moved back from FL, and when looking at schools in FL, all schools had armed security. Does not believe that having an armed guard will be a negative impact. Believes we don’t have a choice.
- Stephanie Zaytz – described that her children recently went through a lock-down drill.
- Adriene Greenberg – believes we’d be remiss to “not do everything we can to protect our children”. We need to take our responsibility seriously.
- General discussion: Frank asked the families present, would they share in the additional cost, all agreed. They noted that at Temple Emanuel, families were assessed a \$25 per month fee.
- A suggestion was made that all visitors should be required to check in and get an ID.

- Bob Steine presented his overview. Bob reviewed recent studies of terrorism and that the active shooters, these events “were planned”.

- A key reason that we can’t disclose much of our security is because of the potential transparency could be used against us (as a target)
- Bob let the families know that in the past several years, we have strengthened the security at Temple Sinai.
- A question about why the armed guard presence diminished so quickly. Denver Police presence was provided by the city without request from Temple Sinai.
- The decision by the Board is not expected tonight 11/6.
- There were no families present that were “against” the armed guard request.
 - Larry Jacobson read the email from the family member opposed to the “armed guard”.
- A question to the families present, “what level of presence is requested/desired?”
- Families reiterated that the we “don’t have a choice”
- General discussion within the board and staff
 - Lisa: the current security staff provide little to no value, we need at the minimum a much more professional presence.
 - Alix: provided her experience within her work environment and the level of comfort within her org between Denver PD and armed professional services.
 - Amy R: noted that Ranch Camp recently added a security assessment fee, and we need to look at DPD and a presence.
 - Kathy: suggested that if we go with an armed guard option, they would need additional training specific to working in Jewish environment.
 - Shelia mentioned that the kids truly notice that there is a gun
 - Janet suggested that we have Scott Levin/ADL come in and make a presentation about security. Our way of handling issues is not always working and not always consistent.

- The board would then come back with a proposal.
 - Bob Steine – noted that Squirrel Hill/Pittsburgh is a game changer
 - Every active shooter has plan, and we need to be ready, the shooter can't be identified just by observation.
 - Active shooters only back down when they are confronted.
 - Without the armed presence, we only can do so much to stop a "bad guy"
 - If we can't afford Denver Police, we need to find an appropriately skilled organization.
 - Bob reviewed an active shooter study (2016-17). Of the 50 incidents studied, most of the incidents were stopped by armed confrontation.
 - We need to look at potential liability of not having armed security.
 - Within the decision, it must be understood that if we add armed security (any type), we will not be able to take it away.
 - A question about can we look at perimeter fencing.
 - A review was done, and it was \$75K including a gate.
 - As part of the review last spring, we have the parameters to establish a plan and implement.
 - Bob S described several options including uniformed guard (unarmed) with a second person that carries a gun.
 - Ideally Bob's recommendation is to have a uniformed/non-armed person along with a plain-clothes armed guard.
- All agree we need to come to a decision
- Rabbi Rick R. presented a \$25K donation for security.
- Larry J. is asking about hybrid options (guns on some days and not on others)
- First step is to find a more professional firm to handle our day-to-day unarmed security
- Bob S will provide names/companies that can provide the service
- Lane asked about procedures for accessing DPD
 - There are measures in-place and part of the overall training
- Several next steps:
 - Find and hire a new security firm
 - Establish a check-in process for anyone coming in the door during the day (name tags)
- There are limitations to the DPD option
- Short-term options:
 - Bob S could get uniformed guard asap
 - Bob s will provide a list of companies
 - Allied Barton
- Motion: Immediately hire a new short-term security company (Advantage) on-site as early as 11/7/18.
- 2nd: Kathy/Wendy
- Status: approved. As part of this new plan, there's a need to increase security training for staff and teachers.
 - We need to establish the parameters on how long this new company will be available

- The ask is for 7am – 8:30pm daily security.

IV. Financial Report

Frank Urman

- Frank noted that there is an organization (in conjunction with Janet B) that has experience with ShulCloud and Sage. This vendor has access and will provide a review and then recommendations.
 - The costs are about \$120 per hour, with associates billing at \$65 per hour.
 - This org will be able to create and delivery statements
 - The auditor has approved this approach
 - There is also the continued search for a controller.
 - Currently do we have an NDA in place with this company?
 - Frank/Janet will confirm
- Frank now has full access to all data/financials
 - Cash accounts are positive and able to pay bills
- Audited financial statements have been provided in draft form
 - Audit committee is meeting on 11/15 at 11am MT
 - Will review the audit with the auditor and then submit to the full board on 11/27.

V. Budget Discussion

Board

- Corrections have been made to the current budget, current net deficit is \$195K
- A meeting with Rabbi Rick was had, there will be a meeting on 11/12 w past Presidents, leaders, large donots
 - This group is engaged to talk about the \$195K deficit
 - We also need to determine several large upcoming expenditures (Clergy incl. Asst Rabbi and Rabbi Z's retirement, security, etc.)
 - We will need to have a forward look for the following budget year
 - We'd need to have a congregational meeting in December to let everyone know what's happening
 - Part of the congregational meeting will include dues increase (20% is needed)
 - Can we come up with an incremental increase?
 - We are going to need to look at key members that have very low dues payments and begin to ask them to pay their "fair share".
 - The goal is to get buy-in and understanding of the short-term issues and start the long-term planning.
- Frank/Vicki talked with Rabbi Z, gave him the run-down of what's at risk and how we need to move forward.
- We need to create a marketing approach to the congregational meeting
 - Plan must include the "way forward"
- We have been in communication with URJ about our dues, including our budget as it exists today
- Cantor provided an update on the Artist in residence event
 - She is very excited for the event has it almost fully underwritten.

VI. Succession Planning

Lawrence Jacobson, President

VII. Miscellaneous

Open

- Annual Dinner updates – Lisa will provide an update to the board. She'd like to have live entertainment – perhaps a comedian. There would be no dinner, heavy appetizers
 - Potential honorees have been identified
 - Lisa is asking if there any additional members we should consider.
- Discussion about whether to have an honoree or not
- The annual event committee is coming together
- The raffle process is well underway.
 - Lisa is asking for each Board member is requested to sell at least 20 tickets
- The event date is 4/13

VIII. Executive Session