

Temple Beth Sholom
Board of Directors Meeting

January 17, 2018

TBS Board Room - 18 in attendance

Attendees:

Jack Holmes, Pres.

Brenda Beck (for Sisterhood)

Matthew Griffin

Harvey Grossberg

Gary Holloway

Stacy Nagel

Melanie Pollak

Michele Shugarman

Lew Siegler

Andrea Wasserman

Bonnie Wenneberg

Rabbi Heidi Cohen

Cantor Reinwald

Jodi Kaufman

Pam Ranta

Esther Herst, Interim ED

Ruth Irving, NEW Exec. Dir.

Madeline Salvatierra, OCTY

Absent: Mitch Cohen

Meeting called to order: 7:03 p.m. - Review Agenda / Opening Blessing - led by Jack Holmes

1. D'var Torah - Rabbi Cohen

- Parashat 'Bo' - the Israelites are freed from Egypt; however they are in the dark about where they were going with 'freedom'. They needed to be willing to go out and discover their future, be willing to wrestle with difficult questions, and recognize it takes courage to do 'new' and go 'new'.
- We, too, should develop our ability to have faith in times of darkness and be willing to wrestle and be courageous.
- A quote from Franz Rosenzweig (1886–1929): "The Jewish individual needs nothing but readiness."
- SPECIAL NOTE: Rabbi shared that she is now an officer in PARR (Prof. Assoc. of Reform Rabbis) and is on the (6-yr) journey to become president of PARR.

2. Presentation of prior Board meeting minutes - Bonnie Wenneberg

- December's Board meeting minutes were reviewed.
- One correction under 'Three Goals' for Stacy Nagel: #1- Help 'increase' membership retention..."
- With this correction, minutes MSP.

3. President's Report - Jack Holmes

- A heartfelt welcome to our new Executive Director, Ruth Irving.
- A huge and heartfelt thank you to our Interim ED, Esther Herst, whose last day is Jan. 19th.
 - Encourages all to attend the special Shabbat in their honor on Jan. 19.
- Healing our Czech Torah project has confirmed five areas and each has a chairperson:
 - Torah restoration - Alan Shebroe
 - Tzedakah / Fundraising - Chelle Friedman
 - Celebrations - Michelle Singleton
 - Marketing & Publicity - Norri Hennagin
 - Education - Rosalee Lubell & Michele Shugarman
- TBS Nominating Committee needs to be activated - composed of:
 - A chairperson appointed by the Board President,
 - 3 Board members, and
 - 3 non-Board members that have not served before.
 - It is the duty of the committee to present a list of nominees for each office to be filled.

- Jack has potential candidates for VP of Membership, Dir of Financial Planning & Dir of Communications, and the Sisterhood Pres is slated to be Brenda Beck.
- Next month will start nominations for the Congregant of the Year.
- **Motion presented** that our newly hired Executive Director, Ruth Irving, be added as a signatory on the TBS monetary accounts. **MSP to do as such.**
- There is a clergy benefit called 'parsonage' which is an amount allowed for within their salaries and is the rabbi's and cantor's responsibility to report on their taxes- it is a non-taxable benefit and each year is simply reported to the Board for information:
 - Rabbi Cohen's = \$55,000
 - Cantor Reinwald's = \$48,000

4. Executive Director's Report - Ruth Irving

- Looking forward to meeting individually with each Board member & excited to be at TBS.
- Having taken under consideration the many observations and recommendations in Esther's 'White Paper', there have been updates in personnel changes:
 - TBS Business Manager, Berkenda Cantlo's employment is concluded effective 1-18-18 and has been given a severance package.
 - Jill Weinthal & Marla Vaughter have been consulted re taking on updated positions for them and have accepted:
 - Jill is the new Admin Asst., Membership Services (& will move to office vacated by Berkenda).
 - Marla is the new Admin Asst., Congregational Learning (& will move to Jill's prior work space).
 - We will advertise for a new position to be filled - Admin Asst. to the Exec. Dir.
 - We will hire a temporary receptionist to be at the office front desk until the position is filled.
- A 'Welcome' from Ruth and notification of changes will be sent to the congregation shortly.
- NOTE from Esther: she encourages us to reference her 'White Paper' observations and supports a policy that this congregation not hire persons from within the congregation for staff positions.

5. Financial Report - Harvey Grossberg (**reference written Treasurer's Report**)

- Possible solutions to current/potential deficits in current budget forecast:
 - About \$17k in uncollectable past-year's dues.
 - Custodial expenses show higher because it is often higher in 1Q due to High Holy days.
 - Higher building expense due to various A/C units needing replacement or repair.
 - Higher HH days expenses due to needing shuttles for people with street parking not allowed.
 - Noted that the usual annual gala was moved from May 2018 to (next fiscal year) Nov 2018 so it could be for the 75th/Torah celebrations so lower than expected income under annual event.
 - Looking to increase fundraising via "Reservations Only" for this year.
 - Religious school is working on increasing enrollment (noted that this is particularly difficult because of our current congregational demographics).
 - Facility rentals expected to surpass budget - still have approx 20 Sundays & 11 Saturday evenings available to book for this fiscal year.
 - Preschool is doing very well in and of itself.
 - Continue to work on transition for families from the preschool to become temple members.
 - We have Living Legacy pledges of about \$150k that seem to be unattainable - these funds would have gone back into the budget.
- Encourages strategic planning with the budget each and every year, mindful of the goals so that we can get them accomplished.
- Need our management to be best-case scenario for use of our money.

MISC NOTES:

1. Madeline Salvatierra, OCTY Pres:
 - OCTY events have been mostly well-attended, and OCTY is planning a big 'end-of-year' event.
2. Melanie Pollak, Dir for Fundraising:
 - Planning a kick-off for a special "75 for 75" campaign - \$75 donations for TBS's 75th anniversary.
3. Stacy Nagel, Dir for Membership:
 - Havurah Shabbat was very successful, and Shane Boone has wonderfully agreed to chair the coordination for the havurot.
4. Pam Ranta, Preschool Dir:
 - Already have 47 children pre-enrolled for the next school year- expecting 75-80!
 - Preschool parents and staff are working on improving the outdoor space.
 - March 4, Sun., will be the Purim shpiel - "Esther Potter & the One Who SHALL be Named".

6. Good & Welfare

Meeting Adjourned at 9:05 p.m.

Respectfully submitted,

Bonnie Wenneberg,

TBS Board Secretary