

Temple Beth Sholom
Board of Directors Meeting
August 29, 2018

TBS Board Room - 15 in attendance + 18 guests

Attendees:

Jack Holmes, Pres.	Gary Holloway	Bonnie Wenneberg
Brenda Beck	Melanie Pollak	Rabbi Heidi Cohen
Mitch Cohen	Michele Shugarman	Cantor David Reinwald
Matthew Griffin	Lew Siegler	Ruth Irving
Harvey Grossberg	Andrea Wasserman	
Jodi Kaufman		

Absent:

Pam Ranta

Meeting called to order: 6:30 p.m. - Review Agenda / Opening Blessing - led by Jack Holmes

1. Gala Committee presentation- Karen Warren & Joyce Mogabgab

- "Diamonds Are Forever" on 11-3-18 to celebrate TBS's 75th anniversary.
- Presentation of update on event including food and fundraising, sponsorships, underwriting, etc. (see handout)
- Request that each Board member attend and also contribute to the wine pull, underwriting, etc.
- Gave each Board member a packet of tickets to sell for the 14-Karat Opportunity drawing.
 - Only 200 tickets will be sold and there will be a cash prize payout.

2. Updates:

- Anat Hoffman, Executive Dir at Israel Religious Action Center, will be at TBS to speak during Shabbat services on Fri, Oct. 5, 2018 - Services will start at 7:30 pm, and this will be publicized to the wider Jewish community.
- Shabbat Services- starting Oct. 12, on a regular basis, services will begin at 6:30 pm with oneg AFTER. There will be a few exceptions during the year (ie: Sisterhood and Brotherhood Shabbats).
- High Holy Days-
 - the only entrance that will be open will be the Rose Garden (Fairview) entrance.
 - Chelle Friedman circulated a form for Board members to sign-up as a 'greeter' if possible.
 - HH packets have already been mailed and should have been received by all congregants.
 - there will be encouragement via TBS to have everyone vote in the upcoming election (NO bias or party pushing) with an "I pledge to vote" postcard which will be collected and then mailed back to each person about 2 weeks prior to election - just to remind them to vote.
 - tickets for HH admission will be in the mail shortly - expect this week either Thurs or Fri.
 - reminder that Sept 5 is deadline to RSVP for Rosh Hashanah 2nd day lunch.
 - shuttles will be used back & forth from LDS on Yorba Street as LDS is letting us use their parking lot.

3. Treasurer's Report - Harvey Grossberg

- This (July, 2018) report shows we are behind in dues vs July 2017, but accounting in August's amounts, we are very close to 2017 figures for dues income.

- There will be additional funds in the Farmers & Merchants bank account that will be shifted to Pacific Premier soon - all income goes to F&M first because PP does not have a local branch.
- Transfers were completed as previously proposed- Torah Mantles and Prayer Books Special Funds went in to the General Reserves and Capital Maintenance.
- Currently rebuilding our Reserves and also putting portion aside for URJ dues which will be due in 2019-20.
- Kudos to Stacey Silberman and Jodi Kaufman for a very successful Camp Sholom which had a terrific new program and schedule, and also came in above budget income.

4. Social Media Discussion- Board members and guests at this meeting

- This specific discussion came about due to a question of appropriateness of a Facebook posting via Rabbi Heidi that showed a "pranking" of Rabbi's office by some staff/friends upon her return from Jewish 'away' camp, and the concerns of some congregants.
- TBS's HR manual is being reviewed and a new manual will be drafted for presentation at the Oct. Board mtg. This will then be reviewed by an HR lawyer, with the intention for the Board to make any final recommendations at the Nov or Dec mtg in order to have new proposed guidelines and policies in place to protect our clergy & staff.
- Rabbi Heidi gave an educational presentation on the bullying (such as disparaging remarks on her sunny disposition, over-enthusiasm, constant smiling, laughing) that has actually been going on against her from a very limited number of congregants ever since she started at TBS. With the issues brought up with the 'Facebook matter', Rabbi consulted with various colleagues and professional resources and has since found out that (sadly!) this bullying goes on for about 65% of Rabbis as well as Cantors and Educators, across all denominational lines. Also discovered that there are no existing guidelines regarding this, with most congregations offering no help via their synagogue leadership.
- All non-Board members (guests) and then Board members were given a chance to express their thoughts on this matter, on Rabbi Heidi's 'decorum' in particular, and in regards to bullying in our congregation (of clergy, staff, & others)- there is overwhelming & unanimous support of Rabbi Heidi (& her decorum) and dismay at the 'big deal' that has been made over the 'Facebook' posting.
- This matter will be discussed further in the Board's 'closed session' as the writing of policy to protect against the mistreatment of clergy/staff will be handled in depth.

5. Prospective Open House Shabbat Debrief- Ruth Irving

- Have had several new members and also prospective ones recently come to TBS.
- Had over 100 attending the Open House Shabbat.
- Reminder that we all need to be ambassadors, and welcoming for whomever we meet here at TBS.

6. Approval of prior Board meeting minutes - Bonnie Wenneberg

- July 18, 2018 Board meeting minutes were reviewed - MSP unanimously.

7. Board went into 'Closed Session' for discussion of personnel matters.

Meeting Adjourned at 10:04 p.m.

Respectfully submitted,
Bonnie Wenneberg,

TBS Board Secretary