

TEMPLE BETH SHOLOM

*Dedicated to making our Congregation a focal point of Jewish family and communal life
for our members, through excellence in professional and lay leadership,
education, programming, and spirituality*

Board of Directors

Wednesday, February 20, 2019

7:00pm

AGENDA

Blessing:

ברוך אתה יי אלהינו מלך העולם אשר קדשנו במצותיו וצונו לעסוק בצרכי צבור
Baruch atah Adonai Eloheinu melech haolam asher kidshanu b' mitzvotav v'tzivanu la' asok b'tzorchai tzibur.

Praised are You, Adonai our God, Ruler of the universe, who sanctifies us
through *mitzvot* and has commanded us to engage in the needs of the community.

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| 1. D'var Torah | 7:00-7:10 |
| 2. Approval of Minutes | 7:10-7:15 |
| 3. Staff & Board Reports | 7:15-8:00 |
| Financial- Harvey | |
| Security/IHDS Updates/Dues Committee- Ruth | |
| 4. Executive Session | 8:00-9:00 |

Temple Beth Sholom
Board of Directors Meeting
February 20, 2019

TBS Board Room - 12 in attendance

Attendees:

Mitch Cohen, Acting Pres.

Brenda Beck

Matthew Griffin

Harvey Grossberg

Jodi Kaufman

Melanie Pollak

Michele Shugarman

Lew Siegler

Andrea Wasserman

Bonnie Wenneberg

Cantor David Reinwald

Ruth Irving

Absent:

Jack Holmes, Pres.

Gary Holloway

Rabbi Heidi Cohen

Meeting called to order: 7:03 p.m. - Opening Blessing & Welcome - Mitch Cohen

1. D'var Torah- Cantor Reinwald

- This week's Torah portion starts with a census/poll tax and some "uplifting" requirements- that a half shekel was required from both rich and poor alike. This serves a reminder that this was not just for "counting" purposes, but also to remind the people that they have a purpose and are to be counted, regardless of their stature in the community.
- Reminds us all that we are part of the community and part of the "whole"- and that this is still reflective in, and relevant to, today's world/community.

2. Approval of prior Board meeting minutes - Bonnie Wenneberg

- Jan. 16, 2019 Board meeting minutes were reviewed - approval MSP unanimously.

3. Staff and Board Reports - (**reference written reports for all areas**) - some highlights include:

1- Education - Matthew Griffin-

- Has fielded many emails from the pre-school parents and has responded positively to them.
- Has had excellent support from Ruth, as well as Cindy (Asst Dir Preschl) & Hemma (teacher) for the growth changes occurring for the preschool.
- Has had good response for job applicants for the new Preschool Director position. Matthew and committee will soon begin the interviewing process.
- The preschool teachers have responded with great continuity for the students and they feel empowered to better assist the preschool for positive growth and good changes.

2- Financial - Harvey Grossberg-

- Re TBS money at Farmers & Merchants Bank (checking account only is here), they have responded and agree to pay 1.5% on the money we have with them with a six-month evaluation. This would currently yield about \$7500/year for TBS in interest.
- Dues forecast has been adjusted down for this fiscal year based on the numbers from 2nd quarter. Although this was done to be conservative - and we have cut out some dues that appear to be non-attainable - the overall projection for the year looks good.

3- Executive Director - Ruth Irving-

- Re Security & New Fencing- Ruth is drafting an email to go to all congregants shortly that will update everyone re this whole project including parameters, building, and financing of such. Ruth is still working with City on the specifics and also getting electrical bids.
- re: Chapel- One upper glass panel of the chapel (on Tustin Ave side) is broken - unclear yet if this was vandalism or damage from high wind debris. It is getting evaluated for this, as well as to see if it is covered by insurance. It will then be replaced.
- Re Irvine Hebrew Day School- they do want the additional classroom and they will be able to have that space when TBS Summer Camp ends. The MPR will be used for infants so there will be some reconfiguring of the MPR but not as extensive as originally thought as we don't need bathrooms there. IHDS will be paying rent plus CAM for their additional room and for renovations to MPR.
- Some work in the MPR to prepare for next August's move-in by IHDS will start now and the rest will be done after camp ends this summer.
- Kudos to our TBS custodial staff who have made several repairs to prevent leaking from the recent rain storms.
- Budget meeting scheduled for next Monday, 2/25 at 6:30 p.m.
- Design & Décor committee meeting on 2/27.
- Membership committee meeting on 3/12 to look at dues and such for next fiscal year.
- TBS data base (membership management system) will begin the switch over next week and will take several days.
- It's been noted that there are very few people who have used a charge card for dues payments and have not paid the asked-for additional 3% to cover the bank fee costs. Thus, we have paid substantially less in charge card fees this year.

4- Social Justice - Michele Shugarman-

- The Social Justice Research committee has found via the "listening campaign" that there are three areas we may want to pursue, and partner with existing community forums to do so. The committee plans to do a presentation soon, probably in March.

4. Executive Session - Board went into 'Closed Session' for discussion of personnel matters, and possible restructuring budget area of Religious School to take into account declining enrollment and percentages within income & expenses.

Meeting Adjourned at 9:35 p.m.

Respectfully submitted,
Bonnie Wenneberg,

TBS Board Secretary

Mitch Cohen

1. Last month's activities:

- a. TBSOC Board meeting 1/16/19
- b. 8th Annual Love of Israel Brunch w/Keynote speaker Bari Weiss, 1/20/19
- c. Present Board & Brotherhood gifts at Bat Mitzvah on Leia Fidel, 1/26/19
- d. "The Clandestine Heroine" at Chabad Yorba Linda, 1/27/19
- e. Deliver extra food from TBS to food bank in Fullerton, 1/27/19
- f. "Is Jewish Guilt Really Guilt or is it Shame?" Session 3 of 5 with Jodi & Allissa, 2/3/19
- g. Purim Carnival Meeting. Pinewood Derby Track 2/3/19
- h. Deliver food to Wise Place, Isaiah House, & Southwest Community Center 2/3.
- i. Introduced Alon Ben-Gurion at JNF Planned Giving Luncheon, 2/6/19
- j. URJ Scheitz Seminar, 2/7-2/10/19 in Newport Beach
- k. Shabbat Service, 1/18, 1/25, (Scheidt Seminar 2/8) 2/1, 2/16
- l. iEngage, 2/11/19 (not able to attend.)

2. Plans for Next Month:

- a. TBSOC Board meeting, 2/20/19
- b. JNF Orange County Board meeting, 2/21/19
- c. Attend Miriam Van Raalte's Retirement Gala, 2/23/19
- d. TBSOC religious school mini-detail, 9am-1pm, 2/24.
- e. Wenneberg Open House, 2/24/19
- f. TBSOC Budget Committee Meeting, 2/25/19
- g. Meet with Survey committee, Nancy Fidel, Randie Noel, & Ruth Irving, TBD.
- h. Purim Carnival Committee, confirm pinewood derby track for 3/24.
- i. iEngage 2/26/19 w/Dr. Yehuda Kurtzer
- j. TBSOC Design & Décor meeting 2/27/19
- k. TBSOC Brotherhood Poker, 2/27/19
- l. "Is Jewish Guilt Really Guilt or is it Shame?" Session 4 of 5 with Jodi & Allissa, 3/3/19
- m. The Future of Aging, 3/4/19
- n. Anne Frank at Chapman University, 3/6/19

3. Issues or Concerns:

- a. Need to install speed bumps
- b. Need to create list of security priorities & communicate to congregation
- c. Message board must be updated & turned on 24/7
- d. Need to create "Legacy Giving" like Scouts BSA Orange County Council
- e. Cost & implementation of security
- f. Active Shooter drills during Shabbat Services, Torah Study, & upcoming events where people congregate in different areas of our campus
- g. Create PowerPoint re: Scheidt Seminar experience.

h. Need login info for cameras & security system (I have both apps.)

4. Lessons I've learned:

- a. Don't take suggestions as criticism.**
- b. Success at TBSOC means different things to different people**
- c. Amazing resources at URJ! Need for all of us to utilize via Yammer & direct contact with URJ.**

5. I need Help with...I Can Help with...

- a. Director for Communications (replace myself)**
- b. Filling board positions for the balance of this term & the start of my term, 2019**

Matthew Griffin
VP Education

1. Last month's activities:
 - a. Closed Session
2. Plans for Next Month:
 - a. Working with ECC Director Search Committee
 - i. Ruthe led the development of the ECC Director Job Description and posting.
 - ii. Met with families of ECC along with Mitch after dismissal of ECC Director.
 - iii. Answered many emails of concern for dismissal.
 - iv. Met with all teachers, emailed all teachers.
3. Issues or Concerns:
 - a. Waiting for return of resumes from job posting
 - i. JewishJobs.com
 - ii. Indeed.com
 - b. Will work with committee to narrow down resumes
 - c. Develop first round interview group
 - i. Teachers
 - ii. Cindi
 - iii. Jodi
 - iv. Ruth
 - d.
4. Lessons I've learned:
 - a. Work can be hard but the support of staff and board is imperative.
 - b. ECC teachers are amazing and are such a shining star of the school.
5. I need Help with... I Can Help with...
 - a. Help with support of ongoing work.

TBS Fundraising Board Report – February 2019

Last month's activities:

- Fundraising was pretty quiet in January, which it always is. Brotherhood did their pancake breakfast on Dec. 25th, Sisterhood did their Dining Out opportunity drawing, and this was the extent of the fundraising that happened.

Plans for Next Month:

- Lots of planning going on. Upcoming events include Purim Carnival, 2nd Annual Backyard Bash, and the Guest Speaker event, which is likely to be a dinner hosted before the Maxine Horowitz program at the end of March. Details TBD. Mitch put together an awesome car wash/car detailing at the end of February to raise funds for the religious school.

Issues or Concerns:

- Trying to find the time to hold regular Fundraising Committee meetings.
- Working on getting Backyard Bash Committee together.

Lessons I've learned:

- Recruiting volunteers is difficult even when the event is really fun, and you promise to keep the meetings to exactly 1 hour or less.

I need Help with...

- Committee recruitment for the 2nd Annual Backyard Bash. We need, at least, 5 more committee members, and if anyone would like to step up and chair the Bash, that would be super.
- Suggestions for congregants who would be interested in serving on the Fundraising Committee. If you know a congregant who has a nonprofit or fundraising background, I would like to meet them.

Melanie Pollak
02/14/19

Brenda Beck – Sisterhood President
02.20.19

1. Last month's activities:

Attended temple board meeting, attended Sisterhood potluck and assembled grooming kits for the homeless, met with Sisterhood Ex. VP, attended Sisterhood Shabbat meeting, prepared for Sisterhood General Board meeting, attended Sisterhood General Board meeting, attended Sisterhood Shabbat dinner and service, chaired selection committee for Sisterhood Social Justice Conference attendees, finalized accounting report for January Maxine Horwitz event, tabulated responses from Sisterhood membership questions on Yammer, attended planning meeting for May Maxine Horwitz cultural event, attended Sisterhood membership meeting, attended the Dining in Good Taste raffle drawing, attended the WRJ YES Fund event at Temple Beth David in Westminster, assisted in coordination of the Sisterhood museum field trip.

2. Plans for next month:

Maxine Horwitz Cultural Event planning meeting, Sisterhood Executive Board Meeting, Sisterhood membership meeting, crafting event, Sisterhood General Board Meeting.

3. Issues or Concerns:

Monitoring multiple event schedules and publicity.

4. Lessons I've learned:

5. I need Help with...I Can Help with...

Thanking everyone who attended and participated in the Sisterhood Shabbat and Service on 1/25. It was a wonderful evening full of spirituality and Sisterhood.

Also, thanking everyone who supported the "Dining in Good Taste" raffle sponsored by Sisterhood by purchasing a ticket. Your generous purchase helps TBS Sisterhood continue to support our congregation and youth programs and activities.

Rabbi Heidi Cohen Monthly Report, February, 2019

Last Month's Activities:

- Responded to emails, phone calls, and personal meetings.
 - Counseling meetings with individuals and families.
 - Pastoral calls and visits.
 - Visited with a congregant at home to discuss thoughts regarding anti-Semitism in our world and especially in our Jewish community. The question is, how can we bring more awareness of this issue and get the message out there. Challenge: while we may talk about it in classes or Shabbat services, it is the same people who are attending. How do we get others to come out or make Jewish involvement a priority?
 - Met with a congregant to help him create connections as well as to discuss how we can expand how we reach individuals on a different level. There are assumptions that the congregation is only for going to services, but instead, how do we get the message out that there are more doors to congregational participation. (see below)
 - Sarah Lazerson, z'l, died suddenly on 2/13. She was 24 years old. I've been working with the family and will be officiating at the funeral on 2/20. Sarah became Bat Mitzvah at TBS as well as her other 3 siblings. Unfortunately, they are no longer members, but I am grateful that time wise I am able to do this for them.
- Shabbat services
 - D'var
 - Sisterhood Shabbat
 - How do dates impact our memories? Sacred Time
 - Tot Shabbat with Cantor
- Preschool - Supporting the board, teachers and parents during this transition.
- Meet with Jack and Ruth for weekly check in. Starting to bring Mitch into these discussions as he prepares to transition to presidency.
- Attend, participate and lead Torah study.
- Weekly robo-calls, email communication with congregation, text communication with congregation and social media communication.
- Continued work with CCAR committee.
- Attended the grant writing workshop at the Federation. This workshop has been very helpful in how to write not only the Community Foundation Grant but also how we can write grants for other organizations. A good resource is: oneoc.org.
- Wrote with Ruth, a grant from the Community Foundation for Shmoozin' Shabbat. An exciting Shabbat program that will involve dinner and Shabbat all in one. Jodi and Jill are also writing an Arts Grant for a culinary arts program.

- Teaching - each of these classes includes preparation and review.
 - Attended and organized Community Scholar Program - One Month Scholar - Prof. Marc Dollinger.
 - 7th Grade - Tuesday afternoons.
 - Holocaust curriculum, including bringing in two survivors and adults for Better Together.
 - Working with upcoming B'nei Mitzvah students on divrei Torah.
 - Parent Talk - Conversation focused on how we view what we see in the media and the challenges of reacting vs responding.
 - Confirmation/Teen Kehillah - Over two weeks we have joined the entire Teen Kehillah program to focus on Civil Rights and the Reform Jewish communities participation in the movement then and today.
 - Participate in school events on Sunday mornings.
 - Preparations and teaching for iEngage class.
 - Preparations for the Confirmation Retreat 2/22-24.

- Social Justice
 - RAC-CA Southern California Gathering hosted at TBS
 - Worked with Lee Winkelman on the program including leading breakout sessions.
 - Meetings with Lee Winkelman to discuss our progress with TBS' Social Justice work. He reminds me that this is a long process and that we are on the right track.
 - Participate in RAC-CA Leadership team meetings via zoom. Specifically talking about where congregations from around the country are in their social justice work and how those themes are interwoven in our work.
 - Met with Representative Lou Correa in his Santa Ana office, with Susan Glass and representatives from AJC (American Jewish Committee). Goal is to strengthen our relationship with him as well as lobby him to be a part of the taskforce on
 - Working with TBS' Social Justice team as we conclude our Research work and are preparing to bring the three main topics, Hunger, Homelessness and Immigration to the congregation for a decision as to which we will focus on in the coming year.

- Miscellaneous
 - Establishing a community discussion with local Reform rabbis regarding where we go now with the changes in the Introduction to Judaism course. How we can create a community based program.
 - Continuing to learn more about ShulCloud and explore it's modalities.
 - Planning the program for Interfaith Coalition of Central Orange County meeting that I will be hosting at TBS in February.
 - Programming and planning for Eastern European Tour. We have 15 participants!

- Cindy Smith and other representatives from JFFS met with me, Ruth and Jodi to discuss future plans for the community and how we might all partner together to build a stronger and more vibrant Jewish community.

Plans for Next Month

- Setting goals for worship, education and pastoral work.
- Continuing Professional development: reading and processing Dare to Lead by Brene Brown with Jodi Kaufman and Alissa Ackerman.
- Purim preparations with both Cantor and Jodi Kaufman and the Purim team. Including preparations for Adult Purim.

Issues or Concerns

Getting excited about the Social Justice Research coming to a conclusion soon. The group is working on the final presentation format and I can use the board support in attending it once it is announced. We will let you know. But please, they all have been working very hard on this and we can use the support.

Lessons I've Learned

"Life's too short, eat dessert first!" Norman Landsman, Sarah Lazerson's grandfather. He spoke those words when his daughter died 23 years ago and again as he says goodbye to his granddaughter.

I Need Help With/I Can Help With

All you have to do is ask - and I have to remember that too!

Ruth Irving

Executive Director's Report

February 20, 2019

This Month

- Coffee with members, contacting prospective members and following up with members behind on dues
- Attended Shabbat services, met with Wendy at Jewish Community Foundation about Endowments, met with JFFS and Shabbat Dinner in 30 minutes Class.
- Worked with Rabbi Heidi on a JFFS and Community Foundation General Grant
- Working with Sylvan on the updates to the IHDS lease
 - Met with Len and Cindi/Hema about the plan to move rooms
 - Reached out to the fire inspector about the changes required
- Covered all rental requests and tours while Marla was on vacation.
- I'm continuing to work on security and our needs.
 - I have reached out to two electricians to bid for the work needed to add electrical to the fence project.
 - Working with the city to determine what, if anything, we need to do to receive approval for the project. I have a point person there who is assisting me. They are checking on the requirements.
 - Met with the Fire Alarm company to look at ways to integrate our fire system across the campus.
 - I am doing final edits on the updated policies and procedures for all emergency situations. Once completed the staff will go through each situation and determine if adjustments need to be made.
- Worked with Harvey and Pam on financial items.
 - Went over 2nd quarter forecast numbers with Pam
- Working with the Preschool
 - Weekly check-ins with Cindi and Hema
 - Wrote the job description and job posting. Posted on JewishJobs and Indeed. Collecting resumes.
 - Continuous communication with Matthew
 - Coordinating email communications between Matthew and the parents/members.

- Working with Clergy and Mary Gonzalez on the New Member Shabbat Recognition
 - Occurring on March 29th. This service is open to all. There will be a pre and post oneg and new members will have the opportunity to participate during the service. Each family will also receive a goody bag.
- Working with the Jewlennials group. I have planned an upcoming event (Happy Hour on March 5th) and am meeting individually with young adults to find out what they are looking for. Sending event emails out and working with Yanir (our marketing person) on Facebook postings.
- Weekly meetings with: Senior Staff, Staff Admin, Heidi/Jack/Mitch, and Jodi.
- Attending to all facility and maintenance requests and issues as they come up.
 - In discussion with glass company and Building committee regarding the chapel glass repair

Next Month

- Budget planning
- Work on Fundraising
- Work on Purim and Passover
- Membership Commitment Renewal Forms

Issue or Concerns:

- Continuing to be mindful of our budget and that we are halfway through the year.
- As a temple, we consistently have a lot going on and our focus area is quite large. How are we utilizing staff and resources? How can we best meet our members needs with the resources and staff we have.

I need help with/can help with:

- Please plan to attend the New Member Recognition Shabbat if you are in town. If you can help that evening (greeting, decorating, etc.) let me know.

Cantor's Board Report: February, 2019

1. Last month's activities:

Teaching the following classes:

Hebrew 5th/6th grade

Creating the Purim Shpiel: GREASED PURIM! (coming March 24th)

Preschool music/Tot Shabbat

Adult Ed: History of Jewish music – class 5: Current State of Jewish Music

Training 8 b'nei mitzvah students

Sisterhood Shabbat service: Friday, Jan. 25

Attended semi-annual exec. board meeting of Am. Conf. of Cantors in Chicago (Jan. 27-29)

Family Service with Tefillah band: Feb. 1

Sat on ACC membership testing panel – Feb. 5

Attended OC Board of Rabbis and Cantors meeting – Feb. 6

Lifecycle:

Regular check-ins with congregants currently hospitalized, homebound, or ill

2. Plans for Next Month:

All educational programming from above will continue

Planning out future services and programming

Planning out future classes

Tefillah Band rehearsal for March family service

Bar Mitzvah of: Aidan Arnold (Feb. 16)

Shabbat services w/ Rabbi Donnell (Feb. 22 and 23)

Assisting with budgeting items

3. Issues or Concerns:

No issues or concerns.

4. Lessons I've learned:

We have a lot of amazing students here of all ages and they continue to grow in their enlightenment. In turn, as a teacher, working with different students is always a continual learning process of how to meet those students where they are.

5. I need Help with... I Can Help with...

Nothing specific at the moment.

Jodi Kaufman
Director of Congregational Learning
February 2019 BOD Report

Last month's activities:

- General business- responded to phone calls, emails, teacher meetings, parent meetings, meetings with other congregants, weekly staff meetings, weekly meeting with Ruth, budget review, begin budget process
- Met with Alyssa Polhemus and her 4th grade son about membership and Religious School Enrollment (Joined January 24 and enrolled)
- Met with Flavio and Andreia Bernat and their 4th grade son about membership and Religious School enrollment (Joined February 3 and enrolled)

- Religious School
 - Teacher meetings and curriculum development
 - Met with Eden Jacnuk to discuss our Wellness curriculum and planned a staff meeting to teach mindfulness activities to our teachers to use in the classrooms
 - Weekly Parent communication using Constant Contact and Remind
 - Provide all classroom setups
 - Worked with committee to begin planning our Purim Carnival and Adult Purim Party
 - Worked with teachers to plan their grade level Shabbatot
 - Preparations for our February Confirmation Retreat
 - Met with Rabbi Cohen to plan the Better Together Program for our 7th grade class
 - Met with Matthew Griffin to begin the School, Camp and Youth Budget process

- Adult Education
 - Prepare for lunch and learn (2 hours prep time), iEngage Course (6 hours prep time)
 - Prepare and disseminate Adult Education promotional materials
 - Updated calendar
 - Logistics for classes and setups
 - Communicate with all adult education presenters
 - Prepared for Is Jewish Guilt Really Guilt or is it Shame? With Alissa Ackerman
 - Taught Is Jewish Guilt Really Guilt or is it Shame? With Alissa Ackerman
 - Upcoming classes include: Lunch and Learn, TBS Coffeehouse, Is Jewish Guilt Really Guilt or is it Shame?, Shabbat dinner in 30 Minutes, iEngage
 - Preparations and communication regarding the February Shabbaton with Rabbi Donnell and Wendy Bocarsky

- **Congregational Work**
 - Attended Shabbat services
 - Met with various congregants including helping Rosalee Lubell prep for leading Torah Study
 - Mosaic for 75th Anniversary- a project of our Better Together Program. Mosaic is in progress. Board is now hung. Waiting for drier weather to hang the panels.
 - Attended Torah Study
 - Met with Alyssa Polhemus and her 4th grade son about membership and Religious School Enrollment (Joined January 24 and enrolled)
 - Met with Flavio and Andreia Bernat and their 4th grade son about membership and Religious School enrollment (Joined February 3 and enrolled)

- **Community Work**
 - Serve as co-President of the Jewish Educators' Association (JEA)
 - Co-lead JEA meeting
 - Meetings with colleagues
 - Create agendas for JEA meeting
 - Planning meeting for JEA Teachers' Professional Development Day 2019

Plans for Next Month:

- Teacher meetings/observations
- Prep for upcoming Adult Education programs including- Lunch and Learn, iEngage
- Work with Parent Team to plan for our Family Fun Day at the Santa Ana Zoo (Date changed to April 14)
- Work with Parent Team to plan for our Purim Carnival
- Professional Development- Reading Dare to Lead by Brene Brown with Rabbi Cohen and Alissa Ackerman

Issues or Concerns:

- New Teen Kehillah program is a work in progress. Will continue to observe, reflect and make changes as needed along the way

Lessons I've learned:

- Teen Kehillah will need continued promotion and communication
- Personal conversations with parents and students is important to help open doors to involvement

I need help with...

I Can Help with...

- **Always happy to help with any Jewish educational programming or congregational programming**