

Temple Beth Sholom
Board of Directors Meeting

Wednesday, October 20, 2021 7:00pm

18 Board Members & Staff in attendance

Attendees:

Mike Winston
John Bornstein
Jeff Altshuler
Arnold Shugarman
Rachel Benson
Rabbi Lipper
Karen Warren
Ruth Irving
Melanie Pollak
Mitch Cohen
Shani Boone
Mary Gonzalez

Jeff Merkow
Nancy Silverman

Via Zoom:

Steffanie Belasco
Ari Ohls
Cantor David Reinwald
Ruth Aptaker

Absent:

Johannah Sohn
Tamara Levin
Paula Pitluk

Guests:

Linda Weissberg
Harvey Grossberg

Meeting called to order: 7:00 p.m.

Opening Blessing- Rabbi Lipper

1. D'var Torah
 - Poem about Sukkot
2. Approval of September Minutes- Shani Boone
 - Motion passed unanimously
 - The minutes are approved as presented. They will be filed for audit.
3. Gift Discussion
 - Linda Weissberg here to discuss "fund for the future"- TBS endowment program- Article 15 in TBS bylaws
 - 1990's the board wanted to secure long term financial stability
 - Endowment gift had to be minimum of \$10,000
 - Majors gift fund- between \$1500-10,000
 - Had to be 7 people on the fund committee
 - Lots of rules
 - How do we invest the money? First Temple in OC to set up the fund with the Jewish Community Foundation- custodial account
 - Raised \$281,000 cash and \$750,000 in bequests in wills

- When the fire happened, the board decided to borrow money from the endowment. \$270,000 was taken and it was interest only. No corpus was taken at that time.
- The question is do we now reimburse the endowment from what we borrowed?
- Discussion open- investment has grown so Corpus is now at \$371,000 approximately.
- We need to have a committee dedicated to overseeing the endowment fund, and a point person to follow through with the bequests, etc.
- The bylaws packet (7 page details for the endowment fund) is not included in detail in our most recent update of bylaws, but it does refer to the original write up in article 13.
- Jon Bornstein's committee recommends that the first \$50,000 go to an education fund in Bernie's honor (Arnie's suggestion), coordinated with a challenge drive to encourage congregants to fundraise; and then the \$250,000 should be placed in TBS fund for the future- custodial fund
- The \$50,000 education fund could be used at any time with a challenge campaign to be detailed at a later date.
- Rabbi discussed recommendation that a more balanced amount be given to the education fund (i.e., \$100k) and that there be specific restrictions or guidelines (spending limits) tied to the fund so all of the money could not be used in emergency for example to pay for a salary.
- Motion to pass the resolution as read by Mike Winston as written by the committee (50/250) motion does not pass
- Motion to pass the resolution with increasing to 100 education/200 for fund for the future endowment. First and 4th 50k to go to the education fund, remaining 200k to fund for future. Motion passes with one abstention

4. Social media policy

- Discussion to change wording currently stating to get permission of parent and directors, and change to and/or when contacting a parent or director to get approval to post a picture of youth (is there a consent form)
- How do we enforce that everyone's consent is in before posting a video or picture
- Potentially ask for legal guidance
- We should have all members sign permission to use photos and if they don't we need to be aware of those we cant post
- Changes to be made to the policy section: Aiii change to "or" contact ECC director "or" religious school director
- Motion to pass the social media policy- passes unanimously

5. Rabbi search committee update

- Application has been put out to CCAR
- Mike W. will share the application with the board

6. Focus groups update

- Very successful
- 108 participants (70 families)
- 15 different groups
- Community effort
- Themes include:
 - * Personal connection to the Rabbi- relating to non jewish members
 - * Rabbi who makes congregants feel special no matter their involvement or financial contributions
 - * Accessible for those in need- really involved in community
 - * Relate to and engage all generations
 - * Teacher and scholar
 - * Collaborator, facilitator, role model
 - * top 3 priorities: 1) help us connect as a community 2) life cycle events 3) worship
 - * meeting again to continue analyzing data from focus groups

7. Staff/Board Reports

a. Presidents report

- Thank you notes for HHD appeal were personal and appreciated
- Sukkah building contest was excellent and well attended
- Pet Shabbat was excellent- so fun
- Tot Shabbat was so well attended
- Help needed- we need to be a funnel and not a sponge- get information to senior staff quickly
- Please invite Rabbi and president and allow them to decline- they need to be in the know. Invite to committee meetings etc.
- Onegs are starting up again- Karen reported that they will be using Covid protocols- please let her know if you can help
- Family service second Shabbat of the month
- Johanna is leaving- This Sunday is last day- so sad to see her go, but best for her family. Appreciate everything she has done.
- Family meeting this Sunday to discuss this
- Moving quick to find someone to take over for the rest of this year- interviewing process
- We did not have the need or means to hire her full time
- Now starting to consider what we need for next year: cantorial position and youth educator or maybe one position?
- Décor committee- history wall, presidents picture wall, etc.
- HHD appeal- we are close but not quite at 20K- thank you to Lew Seigler for matching donations
- Can we start up Sunday nosh in the living room for families? Steffanie will set up

b. Treasurers report

- Report was presented by Jeff Altshuler
- Current collections are \$271,140, compared to last year \$215,375
- Preschool is booming
- Financially doing well this year but we will not have PPP loan next year- will need increased revenue

8. Old business

- Nothing

9. New business

- Karen reported- Menorah lighting in Orange Circle for Hanukkah
- Steffanie- membership along with Education committee- blow out event December 5th after Religious school- multigenerational

10. Good and welfare

- Mitch is an Uncle
- Steffanie is on Vacation

Meeting Adjourned at 9:43 p.m.

Respectfully submitted,
Shani Boone
TBS Board Secretary