

Temple Beth Sholom  
Board of Directors Meeting

Wednesday, August 18, 2021 7:00pm

20 Board Members & Staff in attendance

Attendees:

Mike Winston, Pres.  
John Bornstein  
Jeff Altshuler  
Mary Gonzalez  
Paula Pitluk  
Arnold Shugarman  
Rachel Benson  
Rabbi Lipper  
Jeff Merkow  
Nancy Silverman  
Ari Ohls  
Karen Warren  
Ruth Irving  
Cantor David Reinwald

Johannah Sohn  
Tamara Levin  
Melanie Pollak

Via Zoom:  
Steffanie Belasco  
Mitch Cohen  
Ruth Aptaker

Absent: none

Guests: Michelle Shugarman

Meeting called to order: 7:03 p.m.

Welcome- Mike Winston: Reminder to jump in when appropriate during meeting, reminder to respect time, others, etc.

Opening Blessing- Rabbi Lipper

Rabbi asked meeting participants to please wear a mask indoors when we can not socially distance.

1. D'var Torah -Rabbi Lipper shared a story of Twins and moral being that we are not alone and we must work together, call on each other.

2. Approval of Minutes (May Minutes approved in May)

3. Policy and Procedure Discussion -- Opening/Closing the Building

- Ruth shared that since the Pandemic staff hours have been limited and there are not always staff members here. For small groups that come during non staff hours, do we need to have staff here to open the building, what is the liability? Can certain people open doors, set alarm, etc. Alarm can be set remotely if the group or designated group member has locked up the building.

- Mike W. shared responsibility issues and keys/entrance issues. If it's a group that is paying, that can pay for security.
- Nancy S. asked what it means to allow someone in who is not staff. They would be given a gate or keypad code to open doors, and then they would have to lock all doors and call an approved person to set the alarm. Nancy S. seems that flexibility of security staff is a good solution.
- Ruth I. shared that there are some meetings that are weekly and longer, and do we want to allow someone into the building without a staff member. This is the question. Who should have this level of responsibility?
- Mike W. shared that this is going to be a discussion for a couple people to discuss and come back with recommendations. Need to manage risk vs people who are responsible.
- Arnold Shugarman and Jon Borstein will come up with recommendations.

#### 4. Gift Allocation Discussion

- Mike W.- we are getting a large gift from Brad Horowitz. Approximately \$300,000 over 3 years, split into multiple installments. He has given us a lot of flexibility in how it is spent.
- Ruth I. shared that there has been no discussion of how we were going to spend that. We ended the year with a surplus and did not need to use the gift in that area. Brad asked that the funds be in his fathers name.
- Ruth suggested using possibly for an endowment for education and to encourage others to give as well. Do we put all 50 thousand into the endowment, or should we put 25 thousand in endowment and 25 thousand into reserves. Discussion about the fund for the future and what percentage of that money can be used and for what.
- Michelle Shugarman shared about our legacy program called L'dor V'dor what we are doing for future generations.
- Ruth I. shared that anyone who writes a letter stating they are planning to give to the fund in the future, they can get matching funds from Jewish Family Federation.
- Rabbi Lipper shared that the message you give the community when we invest in our future, because we believe in our future, is big. Encouraged us to make a strong commitment because it is a message that sells to the community.
- Arnold S. shared that he was going to say the same thing. The money sends a message. Where it is spent sends a message. He feels all the money 50 thousand should go to the endowment fund.
- Ruth I. shared that more will be coming and we can discuss how that is spent once it comes in.
- Jeff M. suggested that we do not spend time doing "committee work." Half of our board is new. Jeff A. has already provided financial information and we need to educate ourselves as a board. We need to form a committee to come up with a plan that Brad approves of, rather than discussing this in every board meeting.
- Steffanie asked how Brad wanted to spend the money.

- Michelle S. said that building improvements were not what they wanted the money to go to. He wants to see what good things we can do for our congregation.
- Jeff A. suggested that whether it is a board decision or committee decision, Brad is the only one that can change what we decide.
- Mike W. asked if we can table this decision if there isn't a time table. Mitch shared that we can sign a letter of intent to give TBS any amount they choose. He suggested that everyone commit to something.
- Mike W. asked to table the discussion.
- Jeff M. asked if Jon Bornstein would take this committee on and he agreed. He will get a committee started that will come back to the board.

5. Staff & Board Reports – Did not discuss everything in the following reports- just for review

### **President - Mike Winston**

Please sign up for Shabbat board announcements on the sign up sheet for Shabbat services- sent around room

We have bought room filters. Our facilities are very safe.

ECC looking for someone to make hats and t-shirts

Religious school has 26 students

TBS President Board Report – 8/18/2021

Mike Winston

This month's activities:

- Multiple "Our Voices" writeups from the President
- Started HHD President Address. Meet with Rabbi Lipper to discuss ideas and topics.
- Created Rabbi Search Committee and asked Lori Griffin to chair the committee.
- Worked COVID protocols
- Called board together for emergency meeting regarding Cantor David Reinwald's request for letting out of his contract in June 2022.
- Presented presents to B'nai Mitzvah.

Plans for next month:

- HHD Presidential Address
- Meet with Clergy and Exec Dir on a regular basis

Concerns:

- None at this time.

Lessons learned:

- The President spot is a lot of work 😊...but worth it.

I need help with:

### **Fundraising- Melanie Pollack**

Shared that Backyard Bash is this weekend, she has reserved the beers and wines, BBQ will be fantastic, lemonade bar for designated drivers. Cindy Dubrow is setting up fun for the kids. There will be an ice cream truck which is a big hit. Weather should be great. Raffle baskets will be there too. There are currently 50 reservations.

### **Nancy Silverman- Sisterhood**

Our year began and had first meeting. First event- apples and honey- are services going to be in person? So far yes, but anything can change. Ruth I. requested that any events/dates be added to the calendar.

### **Rabbi's report- Rabbi Lipper**

HHD are shaping up. Hopeful that we will be able to be in person. Email went out about HHD and mask policy. He looks forward to HHD because it is a time for annual giving. Whoever is making the ask, they need to be able to say that our board is 100% in. No specific dollar amount must be committed, just all in, in some capacity. Second message- relief efforts for Haiti and Afghanistan. 2 organizations on charity navigator where 100% goes to charity. Lastly- register for the holidays. 1<sup>st</sup> Aliya Rosh Hashana all board members- stand at our seats. Holidays should be about community.

Rachel B comment/question- just paid membership dues- feels like a lot- big ask, is it a bad time to ask right after membership. Rabbi said a pledge is as good as a gift.

### **What is an Interim Rabbi?**

This time period called the "interim" provides congregations an opportunity to engage a rabbi to provide transitional leadership during a period of rabbinic transition. Such transitions may arise because of a move, resignation, retirement, death, or some congregational trauma. When the vacancy arises, the congregation needs time to think through the nature of the congregation and begin the transparent process of data collection, values clarification, and visioning which will lead to a successful rabbinic search.

During this interim period, the congregation needs help to heal any wounds or sense of loss the congregation may be suffering, discover and explore their purpose and mission and provide a continuation in rabbinic leadership — in worship and pastoral caring.

Interim work also is about seeking effective ways to organize staff and lay leadership, recruit, train and develop new leadership. It involves assessing the way decisions are made by the Board and determining if there are more inclusive ways to handle this task. This is a time to look at how the congregants relate to one another, the surrounding neighborhood, and the wider Jewish and interfaith community. Finally, this is a time for a congregation to discover their identity apart from rabbi. This is an opportunity to develop a vision that will help meet the spiritual needs of members and enhance their feelings of connection. With this kind of clarity, the congregation can find a new rabbi who will equip them to engage direction and purpose.

### **Rabbi's First 6 weeks**

I arrived in Santa Ana on July 1, 2021, and immediately began engaging with congregants to learn more about the community. The search/transition team pre-set meetings with small groups of folks to begin building relationships and focus. In the first 2 weeks, I had 12 distinct gatherings and learned much about the congregation, the history and the recent trauma surrounding the departure of the previous rabbi. I met continually with staff who each shared their stories of the past 2-3 years and began to hear from congregants as well about the wounds they received during these difficult months.

I believe this is an important piece of the work any rabbi should do. Most members of congregations, even in the most transparent communities, do not feel that they have a voice or are listened to when trauma happens. While Board meetings are open to the community, no one generally attends to hear what is on the agenda and agendas and Board actions often happen without communal disclosure.

How can we encourage more transparency and communal input into our future?

In my discussions with lay leadership, I identified 6 areas of work that would be the focus of my time this year and would help TBS move forward in its journey as a sacred community. These areas are not listed in order of importance or in time spent.

- 1) Transitioning to a new “settled” Rabbi by building congregant engagement
- 2) Seamless transition for Life Cycle events (B’nai Mitzvah and Confirmation)
- 3) Spiritual Development in the Pulpit and consistent sermons
- 4) Deeper engagement in Lifelong Learning
- 5) Pastoral Care
- 6) Guiding the congregation forward in celebrating Cantor Reinwald and defining the process to engage a new cantor/soloist

Each one of these areas has been defined in my meetings and interactions over the past 6 weeks and is very achievable.

What I have learned to date:

#### Heritage

The congregation’s heritage is the foundation upon which the present rests. Paying attention to heritage means encouraging and listening to all the stories about the congregation’s past and embracing the diversity that has formed the community. There is a rich heritage here. The number of members who have been here for 2 or more generations is amazing. There are some people in leadership who have been raised solely in this community. There is pride in the current membership, especially those who lived through the fire in 2014 and the rebuilding. There is a gap though between those who recently joined for the sake of school or congregation and have no sense of the heritage.

Consider creating a walking tour of the building with architectural notes as to the design features. This gives members who do not know the heritage, knowledge in which to take pride.

Update photos of Temple Past Presidents, Sisterhood and Brotherhood Presidents that are in the small conference room. Consider moving them to the Board Room.

## Leadership

The interim period gives us time to evaluate our process by which people step up into leadership. Congregational leadership is more about partnership than decision making. Consensus building is essential to healthy communities. Any decision made by a narrow majority should be re-evaluated. Due to the trauma and loss of membership, TBS is in a cycle of recycling leadership. TBS needs to look at creating better leadership transitions that will encourage younger members to step into leadership roles on the committee level. There is good age diversity on the Board, but some committees are less diverse.

## **Cantors Report- Cantor Reinwald**

- Led weekly services
- Met weekly with Rabbi Lipper to organize Shabbat services, b'nei mitzvah, Tot Shabbats, and have met several times with specific focus on HHD preparation
- Updating all cue sheets and re-organizing music for me and Paul for all HHD services
- Rehearsing currently with Paul Zuill all HHD music and going through specific changes for this year
  - Changes made are on the basis of both not having a choir involved and also changes that have been made to suit my partnership with Rabbi Lipper and his vision of the service
- Will soon be working on setting up our Selichot service
  - Service will use slides projected on the wall from the Mishkan HaLev siddur (newest prayerbook for Selichot from CCAR Press)
  - I have purchased these slides for the temple, and they can be used as desired in the future.
- Tot Shabbats
- Attended Worship committee meetings

## **Pastoral/Lifecycle**

- Checking in on those in need
  - Please note: Board members are able to track some of the lifecycle/caring community needs happening by joining the appropriate group on the board Slack (Caring Community and Lifecycle). I will continue to use this for the main posting of this information. When there is something major to announce, I will place it in the "General" group.
- Leading/facilitating private memorial service/celebration of life/meal of condolence for Richard Miller (aunt of Marla Vaughter/brother of Marilyn Eisenman) on Sunday, Aug. 22

## **Education**

- Completed b'nei mitzvah of Evie Hoddevik and Adam Huczneker (Adam will become a bar mitzvah this Saturday, and we are also doing a special Tefillin weekday service for him on Thursday, by family request -- the first one of its kind here at TBS)
- Weekly Preschool music for Preschool Shabbats

## **Administrative**

- Oversaw all administrative needs for b'nei mitzvah services
  - Certificates and Honor Sheets
  - Overseeing organization of temple gifts and congregational presenters
- Senior staff meetings and additional staff meetings as is necessary
- Managing all scheduling for b'nei mitzvah lessons
- Managing all parental communication for scheduling and parental concerns surrounding b'nei mitzvah

## **Executive Directors report- Ruth Irving**

### Working On/This Month

#### -Financial:

-We are one month into the new budget, and while it is early, we are off to a great start. Our budget estimate was conservative, and I anticipate more positive projections after our 1stquarter.

-We have 3new families, 3 members who rejoined, and some prospective members.

-Working with Melanie on the Backyard Bash. It will be great! We made over \$1,000 on the last Music Series program.

#### -High Holy Days:

-Worked with Jeff Merkow and Ruth A. to get the HHD edition of the newsletter out.

-The HHD email with sign-up information has gone out. We are asking everyone to register so that we can have an estimate of numbers.

- Working with Karen Warren on volunteers

. Please sign up to help greet, hand out badges, etc. and encourage others to do so too.

#### -Membership

-Speaking with members about membership renewal. Please encourage those who have not yet renewed, to do so, as well as members who may be looking to rejoin.

-Attended the Open House Shabbat service

-Rentals in progress. Speaking with event planners, updating postponed events, etc.

We began rentals in July and our first half of the year is almost filled up. We are slowly filling in the second half of the year.

-Purchased movable air filters for general use and HHD's

### Working Next Month

#### -High Holy Days

-there is a lot of prep work that goes into this.

-Continued Membership renewal conversations

-Legacy Planning Thank you's

### Concerns/Need Help With

-Don't forget to register for HHD's.

-I'm having trouble filling the part-time reception position and may not have the position filled by HHD's. If you have time to volunteer in the office the week or two before HHD's, we can always use the assistance. Thank you

### **VP Membership report- Mary Gonzalez**

- This Month's Activities:
  1. Shabbat Parade
  2. New/Prospective Shabbat Services – 8/13 & 8/20 – handing out challah and candles to all people attending services.
  3. Calls to new and prospective members
  4. Calls to current members who have not turned in membership renewal
  5. Call/connect with members who took a “pause” and see if ready to come back. Invite them to services etc.
- Plans for Next Month:
  1. HHD calls for all members
- Concerns:
  1. Increasing membership
  2. Getting events on the calendar
  3. Not getting names/numbers of new ECC families to be able to contact regarding free membership

### **VP Report- Rachel Benson/Jeff Merkow**

- This month's activities:
  1. Planning Focus Groups: Congregational focus groups are being planned to acquire input for two main purposes: information to be used by the settled rabbi search committee, and information gathering for the Board's strategic planning process.
    - Proposed dates are:
      - Sunday, Oct 3<sup>rd</sup>: 10am-12pm (during religious school) & 2-4pm
      - Tuesday, Oct 5<sup>th</sup> – 10am-12pm
      - Wednesday, Oct 6<sup>th</sup> – 10am-12pm, & 7pm – 9pm
      - Thursday, Oct 7<sup>th</sup> – 7pm – 9pm

Ruth I. can get information on who has signed up for which dates.
- Securing Facilitators for the groups  
Arranging training for facilitators: We have arranged for a guest lecturer, Abby Mandel, from the USC Marshall School of Business to assist with training. The training will take place on September 29<sup>th</sup> from 7:00pm-9:00pm.
- Plans for next month:
  1. Recruitment for the Focus Groups
  2. Complete the Training for Facilitators
  3. Solidify the Focus group questions
  4. Rachel will attend the FWYC committee meeting
- Concerns:
  1. Getting the congregation involved / Recruitment Plan for Focus Groups: We want to include a representative from every congregant household. Would like Board members, on their High Holy Days solicitation calls to include a recruitment effort. Will have sign-up tables at H.H. services, as

well. Perhaps also begin recruiting now through the weekly Temple Shavu'on News emails.

- Lessons Learned:
  1. Becoming more aware of our Temple neighbors/competitors – thinking outside our bubble

### **VP Religion Report- Karen Warren**

Selichot is coming- August 28<sup>th</sup>. Movie and discussion before services. Mingle outside where we sample apples and honey recipes- informal taste test

Second day Rosh Hashana services will be informal and Dora Lippur will be speaker. Topic- One person can make a difference.

This Month's Action

- Coordinating with Clergy on High Holy Days
- HHD Newsletter
- Echo's Elul
- Greeters/Ushers for HHD

Next Month Action

- Help with HHD (Greeters, readers, etc.)
- Shabbat Services/
  - Oneg?
  - Greeters
- Chanukah planning
- Getting younger representation on committee

Concerns

- COVID and how it impacts services
- Getting younger people involved
- Think TBS needs to look at how we communicate to congregation (email, robo call, messages, newsletter)

I need help with

- Greeters at services - anyone at anytime can be a greeter. No need to sign up. If your at services stand at gate and offer a "Shabbat Shalom" and name tag. Or pass out prayer books with a greeting.

### **VP Education report- Steffanie Belasco**

- THIS MONTH'S ACTIVITIES:

Camp Katan was bursting with kids enjoying, a magician, water play, and finally a visit from a princess. Our littles campers came ready to play and meet new friends. Cindy and Tamara led tours throughout the summer of prospective students for the fall.
- Our small but mighty Camp Sholom created ruach and friendships in the well planned programming of Johannah.

- I met individually with Tamara and Johannah to understand the programming and talk about marketing our schools in an engaging format.
- I consulted with past VP's of education
- I attended the FWYC meeting and the Adult Education Meeting
- Adult education is working on inter-generational programming. Rabbi Lipper will present three series scheduled as follows:
  1. Judaism 101: The 10 Most Important Ideas Judaism Brings to the World, Beginning October 3 for 7 Sundays from 10:00-11:30
  2. Sacred Texts of Jewish Time beginning on Monday December 6 for 5 sessions from 7-8:30
  3. Searching the Prophets for Values beginning on Monday March 7, for 6 sessions from 7:00-8:30
  4. The works are a film series, cultural cooking for the holidays, and speakers. All programs are being evaluated so that they could be presented virtually or in person.

#### PLANS FOR NEXT MONTH

- \*Coordinated with Sisterhood to provide breakfast for opening day of ECE and Religious School
- \*Recruiting volunteers to support activities in Religious School and Preschool programs
- \*Plan teen activities that will build involvement and participation

#### CONCERNS:

- \*Keeping on top of the TBS website to make sure it promotes education opportunities
- \*Rolling out an emergency plan and for active shooter, evacuation of campus, and a posted fire drill plan for the classrooms

#### LESSONS LEARNED:

I have a lot more to learn about how to integrate all of our educational programs to support inter-generational learning.

### **Director of Youth Education Board Report – Johannah Sohn**

#### This month's activities:

- We had 14 (plus 2 staff kiddos) for the 4 weeks of Camp Sholom. Matthew Kontour was a star counselor and Shobi Loewenstein worked wonderfully with Matthew. Cantor Reinwald was very supportive as usual and the kids loved singing with him. Rabbi Lipper also had a nice "ask the rabbi" experience with the camp kids, it was very nice to introduce them all. The best part of the camp experience was getting to know the families and the excitement that one family decided to join TBS and send their two children to our religious school.
- Religious School enrollment is going very well. The first day is 8/29 and so far we have 26 students K-7 enrolled. I anticipate at least 3 more will sign up before the end of the week.

### Plans for next month:

- Cantor and Steffanie have been helping with outreach to teens – there are 23 in the pool of potential students – so far we have one 8<sup>th</sup> grader signed up and one verbally committed.
- High Holy Days are planned and we are excited to implement! I will be here for Rosh Hashannah and at TBESOC for Yom Kippur. We are currently seeking support to run the children's program for Yom Kippur.

### Concerns:

- Our pool of teens is pretty small, I'm hoping that some will join us...

### Lessons learned:

- Running a summer camp while trying to prepare two religious schools is challenging...

### I need help with:

- A pool party for the teens! I love that Steffanie said she would host!!

### **ECC Directors report- Tamara Levine**

#### This Months Activities:

- Camp Katan is wrapping up a very successful camp program. Our last day of camp is on Friday, October 20.

Ari requested that Tamara reach out to new families to tell them about HHD and free membership

FWYC- Ari shared that there will be a sukkot building on campus on September 25<sup>th</sup>- Havdalah will follow and dinner, crafts for kids

- We continue to conduct multiple tours and are happy to report that we have attracted the attention of the Israeli community. I received a phone call yesterday from an Israeli parent who said word of mouth is that we are the school "to go to." In addition, the Israeli community appears to be very receptive and enthusiastic about the Temple membership included in the preschool package.
- Teacher orientation and preparation will commence on Monday, October 23. I have hired five additional fulltime teachers and a part-time aid who will work as needed. This year, I plan on enhancing the Judaic curriculum in the preschool. To this end, Johannah Sohn will be presenting a workshop to the teachers during their orientation week. It is important that the teachers familiarize themselves with Johannah in order to better unite the preschool and religious school.
- Our new preschool website is online. It is still a work in progress, but it is significantly easier to navigate than our previous site. Two potential families called the school because they loved our website!
- Together with Cindi, completed the mammoth task of finalizing the preschool calendar and preparing the preschool fall packets. In addition, I finalized class placement,

prepared in-service training for the staff orientation, prepared current staff evaluation reports, and facilitated the creation of the new preschool logo. Please look below.

Plans for the Coming Month:

- Preschool in-person Meet & Greet for the children will be held on September 1 at 9:30, and the parent orientation will take place later that evening via Zoom. September 2 is the first full day of school
- Establish PTA and begin plans for our Vegas night fundraiser.
- Mentor and support the staff and families as they acclimate to the new school year.
- Find a local competitive vendor for preschool shirts and hats bearing the preschool logo. Issues or Concerns: Shulcloud has several glitches that make it difficult for some families to enroll. This is especially evident when families need to make changes.

I Need Help With: Finding a competitive vendor for our preschool shirts/hats. We have an out of state vendor, but not sure if this is the best pricing due to freight charges.

### **Treasurer's Report – Jeff Altshuler**

Monthly financial summary as of July 31, 2021

See Excel generated attachment

Budget and finances have been submitted to the board for review.

- Standard Monthly Reports
  - Profit & Loss – July- dues were about 3 x as much as last year, but we are still at a loss
  - Special Funds
  - Detailed receivables ageing
  - Bank Accounts (operating is just over 1 million dollars)
    - Pacific Premier (Operating)
    - Farmers and Merchants (Operating)
    - Sisterhood (Bank of America)
    - Brotherhood (F&M)
    - Rabbi's Discretionary (F&M)
    - Cantor's Discretionary
    - Fund for the Future (Pooled investment account at JCFOC)
- Highlights in July 2021
  - July dues receipts were \$168,067, vs. \$57,723 in July 2020
  - Preschool has had a great start to the year
- Areas of focus moving forward
  - Reserve funding requirements for TBS for capital assets
  - TBS Finances after PPP Loans
  - Addressing recommendations from the Special Committee's Report

6. Rabbi Search Committee – activity to do today Lori and Jeff Winston working with Rabbi Lippur- they want board input. Board took time to write important qualities in new Rabbi- small groups

#### 7. Old Business

- SWOT paper reviewed- please keep in binders.
- Family services every month, 2<sup>nd</sup> Friday of the month at 6 pm- kids will be leading parts, stories, music (through January)
- Rabbi's presentation is on Slack
- When providing board announcements- introduce some board members, feel free to talk to board members here if questions
- Board members at services- just welcome members at the gate, no need to sign up

#### 8. New Business

- Karen asked how we should be prepared for board meeting. Should we print out the budget/financial report? Ruth I will print for next meeting

#### 9. Good and Welfare

- Members shared positive happenings

Meeting Adjourned at 8:58p.m.

Respectfully submitted,  
Shani Boone  
TBS Board Secretary