

Temple Beth Shalom
Board of Directors Meeting

Wednesday, December 15, 2021 7:00pm

18 Board Members & Staff in attendance

Attendees:

Mike Winston
Jeff Altshuler
Rabbi Lipper
Karen Warren
Ruth Irving
Shani Boone
Jeff Merkow
Melanie Pollack
Ari Ohls
Mary Gonzalez

Via Zoom:

Steffanie Belasco
Rachel Benson
Ruth Aptaker
John Bornstein
Arnold Shugarman

Absent:

Mitch Cohen
Nancy Silverman
Cantor David Reinwald
Paula Pitluk

Meeting called to order: 7:04 p.m.

Opening Blessing- Rabbi Lipper

1. D'var Torah- Rabbi Lipper
2. Approval of November Minutes- Shani Boone
 - Motion passed unanimously
 - The minutes are approved and will be filed for audit.
3. Rabbi Search Committee- Ari Ohls
 - 3 candidates are going through reference checks
 - Others did not seem to fit the bill
 - Second interviews will be happening over the next 2 weeks
 - Mike shared that there are many rules set from CCAR regarding interviews in person due to Covid19
 - Must remember to preserve candidates anonymity- Rabbi
 - On site interviews- mid week
4. Thank you policy
 - How do we thank donors?
 - Melanie Pollack put together a draft policy of what to do when gifts come in
 - acknowledgement within 5 days
 - anonymous donors will be respected
 - acknowledge in kind donations
 - all donors get a thank you letter along with a tax receipt

- higher levels- gifts above \$500 get personal notes
- above \$1000 thank you online newsletter
- other thank you may include personal calls, one in honor of donor
- Discussion: we need to offer one thank you no matter what the donation, not be nailed down to a certain number meaning different recognition. Another suggestion is that we need to have clergy involved.
- External recognition- all donations get thank you notes, name in voices, possibly Shabbat recognition of all donors
- Internal recognition-personal touches, board needs to know, when does clergy get involved in a thank you
- Another discussion on who is in charge and the process for following up on legacy donations that in the past have gone without seeing to fruition
- This was a draft and all discussion will be considered for a second draft

5. Staff/Board Reports

- Rabbi-acknowledged the Chanukkah event, and expressed the need to acknowledge each other more regularly. Need to acknowledge on Slack, etc.
- Presidents report
 - *Lets Gelt Together was a true community event-multigenerational
 - *Candle lighting was a great success-Thank you to those who helped out
 - *January board meeting needs to be in person for all!!- strategic planning
 - *Covid policy- all indoor events must be masked
 - *PPP loan- we got approved for loan forgiveness
 - *6 month reflection- start thinking about board positions and nominating committee. Please look at job descriptions
- VP- Jeff Merkow
 - *came across our Temple Master plan – 95% is very relevant today
 - *we will resurrect that at the January meeting- board members will get and read the master plan in advance of the meeting.
 - *we will write goals and strategies for 1, 2, and 3 years to complete
 - *Board members will need to create sub committees to write measurable goals
- Treasurers report
 - Report was presented by Jeff Altshuler
 - Budget for Rabbi search- \$4000 in a miscellaneous fund- staff recruitment is also \$5000 fund
 - Highlights- dues collections through November \$313,000, now above \$350,000. Total population is 419, which is right on for 1st quarter projections.
 - Preschool was positive 34,000 in November, up 180,000 this year.

- We need to find out what the ECC should be making-don't put so much pressure on ECC
 - Projected cash balance is equal to special funds– we have a surplus but expenses will exceed revenues over the next 7 months.
6. Old business
 - Board members need to pay attention when they are in charge of board report, they need to greet congregants, and be present!
 7. New business
 - Camp Sholom? Thoughts? Are we doing it, do we want to keep it? Is it viable? A survey to the whole community needs to go out.
 8. Good and welfare

Meeting Adjourned at 9:11 p.m.

Respectfully submitted,
Shani Boone
TBS Board Secretary