

TEMPLE SINAI BOARD OF TRUSTEES
MINUTES OF BOARD MEETING – February 17, 2021

Present [meeting conducted virtually by Zoom]: Lori Berman, Naomi Camper, Dora Chen, Andrew Engel, Larry Freedman, Gary Friend, Nancy Golding, Cathy Goldwyn, John Hellerman, Kenneth Jaffe, Deborah Lewis, Nancy Liebermann, Matthew Pachman, Debbie Rappaport, Catherine Ribnick, Elizabeth Rose, Steve Sacks, Marcie Solomon, Seth Speyer, Laura Steel, Anita Stoll, Michael Sussmann, Lisa Tucker, D. Jean Veta, Regina Ziegler, Rabbi Roos, Rabbi Goldstein, Cantor Croen, Cantor Educator Robins, Acting Director Ali Hurewitz, and Ellen Agler.

Call to order: With a quorum of the Board members present, the meeting was called to order by Temple Sinai President Deborah Lewis at 7:33 p.m.

D’Var Torah: Mathew Pachman delivered the D’Var Torah.

BOARD OPERATIONS AND GENERAL BUSINESS:

- **Board Meeting minutes** – the January 2021 Board Meeting minutes were approved.
- **Membership report** – the February 2021 membership report was approved. Ellen Agler also provided a supplemental report regarding the Temple’s 5-year membership trends and she highlighted the net membership loss this year (40 member units and with fewer new members joining the congregation) and the URJ Pulse Report. It was noted that Temple Sinai is doing better than most temples in maintaining a loyal, dedicated membership.
- **Financial report** – Marcie Solomon provided a summary of the financial report, including the Finance Committee’s approach to preparing the budget for next year. Given the inability to make solid predictions, Marcie is recommending that the Finance Committee prepare a very conservative budget in light of declining revenues and unanticipated expenses. Of importance is that the Temple’s PPP loan bank has approved our application for the second round of PPP funds, which has now been forwarded to the Small Business Administration (SBA). Securing PPP funds is critically important to our institutional recovery. On the revenue side: a) regarding member financial commitments, for cash collected, we are at 94% of last year’s budget which is better than the 12% reduction projected for the year and is actually only 6% below; b) as to the Annual Fund, we have exceeded our goal of \$160k, with approximately half of the donations coming from members fulfilling capital campaign pledges with annual fund designations. Per the written report, on the expense side, administration-related expenses are tracking below budget due to cost containment and staff furloughs, security costs are below budget due to reduced staff hours and Religious School/Youth Programs are tracking below plan due to careful management. The Nursery School is also tracking close to expectations, even considering unplanned costs and planning for a new “Out front Program” that will permit limited, on-site, in-class experience. Overall, the Temple deficit January year-to-date is approximately \$1.1 million (calculated without the benefit of any offset for PPP funds that will substantially close this gap).
- **Audit Report** – Barry Wides summarized the annual Audit Report for fiscal year 2020, which was approved by the Board.

UPDATES AND DISCUSSION:

- **Second Round of Paycheck Protection Program (PPP):** Deborah Lewis discussed the recent Congregational Member Meeting on February 11, 2021, which appears to have been well-received. Naomi Camper discussed the second PPP application, which is currently pending. The SBA still has to process the application and Naomi is optimistic and considers it a good sign that the Temple's documentation is buttoned up.
- **Religious School Update:** Cantor Robins provided a summary of the Religious School goals, the plans for future operations, planned programming by grade, and anticipated rotations for engagement on-site at the temple to ensure social distancing as may be required. Cantor Robins also discussed the considerations around future reopening of in-person learning and/or remote attendance to occur in accordance with governmental and advisory guidelines. There was also discussion about the modified confirmation process and future major staff changes at the Religious School, including important administrative staff relocation and retirement.
- **Social Justice Center:** Rabbi Roos presented a proposal for the new Social Justice Center (to be named the "Davis Center for Social Justice at Temple Sinai") that arose from the significant historical Temple interest in and support for social justice. The Temple has \$415k in earmarked donor pledges (the majority of which has already been received) that have been dedicated to social action. The mission, objectives, focus, funding and structure of the Steering Committee are outlined in the Founding Overview and in the proposed Resolution. There was also extended discussion about the anticipated operational functioning and programming of the Davis Center, planned allocation of budget monies for a variety of social justice programs and clarification of the role of the Board oversight over the organizational structure, but not the programming, of the Davis Center. The (amended) Overview and Resolution – the texts of which are attached – were both approved.
- **Membership Support Groups:** Marcie Solomon outlined the COVID conversations (4 sessions of small groups) wherein congregants can discuss pandemic-related challenges.
- **Membership Outreach:** Ken Jaffe and Anita Stoll provided a summary of a new membership outreach program to expand the opportunities to engage with congregants, particularly around the Jewish holidays. Additional details will be provided.

REPORTS:

- **President's Report** – as submitted.
- **Senior Rabbi's Report** – Rabbi Roos provided an oral report and advised that the clergy is engaged in considering COVID-related planning for possible on-site ritual events. We also extend condolences to Seth Speyer on the death of his mother.
- **Executive Director's Report** – as submitted.

Adjourn: The meeting was adjourned at 9:37 p.m.

Respectfully submitted, Laura Steel, Secretary

Resolution to Create The Davis Center for Social Justice at Temple Sinai

February 17, 2021

Whereas, Temple Sinai was committed to social justice as one of its founding principles and has reaffirmed among its current core values: “We believe that tikkun olam (repairing the world) is an essential element of Judaism and are committed to Temple Sinai continuing as a strong, audacious leader for social justice,” and

Whereas, *The Honor Our Heritage, Build Our Future Campaign* has placed social justice at the heart of its appeal and its vision for the future, and

Whereas, Temple member Tim Davis has made a cornerstone pledge to that campaign to support our congregation’s commitment to social justice, therefore

Be it Resolved, that effective immediately The Davis Center for Social Justice at Temple Sinai is hereby created according to the attached description (“Davis Center Founding Overview” dated February 17, 2021).

The Davis Center for Social Justice at Temple Sinai
(amended) Founding Overview
February 17, 2021

Mission: Repair the world through bold action, learning, and advocacy and strengthen the sense of community and purpose among Temple Sinai’s members, its partners and the wider community.

Objectives: The Davis Center will:

1. Build community and foster relationships through tikkun olam. The Davis Center will engage Temple Sinai members and others from youth to older members in learning about and acting on Jewish values for justice, equality, and a better world.
2. Achieve meaningful impact. Through direct assistance and support for individuals and groups in need and through activism on matters of policy, civic life and social justice, the Davis Center will put Jewish values into practice to make a real difference today and in the future.
3. Be highly visible to our members and to the broader community.
4. Encourage innovation and seek to impact the broader conversation and efforts of congregations in the Reform movement and partner organizations in the DMV.

Focus: The Davis Center will focus on

- Action
- Relationships
- Education
- Youth Engagement
- Advocacy
- Innovation

The Davis Center for Social Justice will organize, support, and strengthen the social justice work of Temple Sinai. The Center will be governed by a Steering Committee that will take on the role and the work of the existing social action committee (with the Center’s launch, there will not be a separate social action committee). The Steering Committee will create and oversee an annual social action budget as part of the Temple’s overall budgeting process; in consultation with clergy and lay leaders, set priorities for programming, advocacy, partnerships and memberships in affiliated organizations (like WIN, et al.); encourage engagement; and maintain robust communications including website, social media, email, text, etc., to ensure that social action initiatives at Temple Sinai are visible and easily accessible. The work of the Center will be supported by a part-time staff member. The Steering Committee will work closely with the leaders of the Temple’s issue-focused initiatives and affiliates just as the social action committee does currently. The Center’s revenue will come from:

- Annual allocations and dedicated gifts from the Honor Our Heritage, Build Our Future Sustaining Fund
- Annual Sinai Operating Budget allocation (including the Lipman Fund Transfer)
- Donations from members (beyond “dues checkoff”) and others including grants
- Fees associated with participation in any programs or events

The Steering Committee: The Steering Committee shall comprise 7-9 Temple members appointed by the Board. One-third of the Steering Committee members shall be appointed each year for a three-year term.

No member shall be appointed for more than two consecutive three-year terms. A clergy representative will be an ex-officio member of the Committee. The Board will designate one member of the Steering Committee to serve as chair for a three-year term. The initial Steering Committee appointments will be: 3 members for a 1 year term, 3 members for 2 year terms, and 3 members for 3 year terms to create the staggered rotation described above. In its first year, the Committee will review current social justice projects and initiatives and such initiatives may become part of the Center after consultation between the relevant initiative leadership and Steering Committee and upon approval of the Temple Board. The Davis Center Committee will thereafter report at least annually to the congregation.

The Center's Creation and Name: The Center will be created by a resolution of the Temple Sinai Board at its February 2021 meeting. It will be called "The Davis Center for Social Justice at Temple Sinai" (aka "The Davis Center") for the period established by the Board for the Honor Our Heritage, Build Our Future Sustaining Fund, e.g., through the end of FY 2027.