

**TEMPLE SINAI BOARD OF TRUSTEES**  
**MINUTES OF BOARD MEETING – March 23, 2022**

**Present [meeting conducted virtually by Zoom]:** Michael Baratz, Naomi Camper, Dora Chen, Jill Chenok, Glenn Engelmann, Larry Freedman, Nancy Golding, Ken Jaffe, Deborah Lewis, Myron Marlin, Howard Oppenheim, Matt Pachman, Debbie Rappaport, Deitra Reiser, Catherine Ribnick, Liz Rose, Steve Sacks, Natalie Selzer, Marcie Solomon, Seth Speyer, Laura Steel, Anita Stoll, Michael Sussmann, Regina Ziegler, Senior Rabbi Jonathan Roos, Director of Early Childhood Education Ali Hurewitz and Executive Director Ellen Agler.

**Call to order:** With a quorum of the Board members present, the meeting was called to order at 7:32 p.m. by Temple Sinai President Marcie Solomon.

**D’var Torah:** Liz Rose delivered the D’var Torah.

**BOARD OPERATIONS AND GENERAL BUSINESS:**

- **Board Meeting minutes:** The February 2022 Board Meeting minutes were approved.
- **Membership report:** The March 2022 membership report was approved.
- **Financial report:** Ken Jaffe provided a summary of the written financial report. The financial picture for next year is bleak and the Finance Committee is in the process of preparing the budget, but a significant deficit is being projected. The current financial situation is deceiving because our income has been supplemented (and artificially inflated) by the receipt of approximately \$1 million in PPP loans, COVID relief funds and other grants and government benefits. Although we continue to see strong member financial commitment income, membership revenues are still depressed, school enrollments are down, and costs have increased. While we still have money in the Surplus Fund, these funds will not last forever and we will have a challenging year ahead and into the future. It will be necessary to manage costs, grow membership and increase school enrollment. This frames the challenges ahead in budgeting for next year.

**UPDATES AND DISCUSSION:**

- **Sinai House Updates:** Sinai House Board President Amy Schear shared a summary of the Annual Report concerning the operations of Sinai House, which is celebrating the 30<sup>th</sup> anniversary of its founding. The Report included a discussion of: a) the partnership with Jubilee Housing, which gives placement preference to families completing the residency phase of the program, while also helping to add to the supply of affordable housing; b) programs for services for children and adults; c) assistance provided to residents to move out of Sinai House more quickly to affordable housing; d) adaptations of the program to the challenges of the pandemic, including the graduation of all four families from the residential phase of the program; e) development of a new post-residency

program; f) refurbishment of the buildings and facilities; g) anticipated development of services with virtual programs and protocols to ensure residents, staff and visitors can safely use the facilities; h) the Career Development Program funded by generous grants from the Arcana Foundation to provide current and former residents with counseling in job-seeking, job retention and career journey (such as advancement and higher-pay careers); i) the resident referral and selection process; j) community engagement; and k) development and fundraising. The slate of Sinai House Board members (which is contained in a document in the Dropbox) was approved by the Temple Sinai Board on motion and vote.

- **Growing The Congregation Task Force Update:** Michael Sussmann, Chair of the Growing The Congregation Task Force, is in the process of information gathering and trying to devise a plan that is strategic and smart in how to grow our membership base.
- **Renovation and Expansion (R&E) Update:** Ken Jaffe provided a status of the renovation and expansion plans for Phase 2 for the South Addition. Ken shared the current floor plans and drawings, and he discussed the future processes for Phase 2, including the recent issuance of a Request for Proposal (“RFP”). In terms of timing, the hope is to hire a general contractor and to start construction by June 2022. It is presently anticipated that the construction process will take approximately 14 months and will allow for ongoing congregational activities.
- **Capital Campaign and Fundraising Update:** Naomi Camper provided an update regarding the Capital Campaign and the resumption of fundraising. A celebratory event for donors is scheduled for April 24<sup>th</sup> and the Capital Campaign has just generated \$400,000 towards raising an additional \$2.5 million (above the \$10 million already raised). Efforts are currently underway to establish a matching fund to encourage new donors, to seek a pastoral care endowment, and to plan new outreach efforts.

#### **REPORTS:**

- **President’s Report** – as submitted. Marcie also added that next month, we will be resuming in-person Board meetings. Kol Ha-Kavod to Board member D. Jean Veta for her important work in connection with the nomination of Judge Ketanji Brown Jackson to the United States Supreme Court.
- **Senior Rabbi’s Report** – as submitted. Rabbi Roos discussed the return to in-person activities at the Temple. There was also discussion regarding the recent URJ report about sexual harassment and abuse in the Reform camping system.
- **Executive Director’s Report** – as submitted.

**EXECUTIVE SESSION:** Personnel and confidential matters were discussed in executive session. During Executive Session, on motion, the Board approved (with one revision) the proposed Policies for Temple Sinai Clergy/Senior Staff Evaluation And Contract Renewal.

**Adjourn:** The meeting was adjourned at 9:32 p.m.

Respectfully submitted, Laura Steel, Secretary