

TEMPLE SINAI BOARD OF TRUSTEES
MINUTES OF BOARD MEETING – November 16, 2022

Present [meeting conducted in person and on Zoom]: Lori Berman, Naomi Camper, Dora Chen, Ellen Croog, Glenn Engelmann, Larry Freedman, Nancy Golding, Cathy Goldwyn, Ken Jaffe, Katie Joselow, Dan Koch, Ariel Levinson-Waldman, Deborah Lewis, Myron Marlin, Howard Oppenheim, Jonah Perlin, Debbie Rappaport, Deitra Reiser, Catherine Ribnick, Steve Sacks, Marcie Solomon, Seth Speyer, Laura Steel, Anita Stoll, Michael Sussmann, D. Jean Veta, Regina Ziegler, Senior Rabbi Jonathan Roos, Rabbi Hannah Goldstein, Cantor Laura Croen, Cantor Educator Rebecca Robins, 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 7:37 p.m. by Temple Sinai President Marcie Solomon.

D’var Torah: Dan Koch delivered the D’var.

BOARD OPERATIONS AND GENERAL BUSINESS:

- **Board Meeting minutes:** The October 2022 Board Meeting minutes were approved.
- **Membership report:** The October 2022 membership report (Version 2) was approved. The November membership report will be presented at the December Board meeting.
- **Financial report:** Ken Jaffe presented a summary of the written Year-to-Date Financial Summary (as of 10/31/2022) for the 2022-2023 Fiscal Year and advised that we are basically on budget. A comparison of the Actual Year-to-Date and Budget Year-to-Date figures in the written report reveals that income is on budget and expenses are at 94% of budget. Member commitment income is very close to the budget projection, but the pace of collections is slightly behind last year’s pace. We will need to watch this carefully over the coming months as we work toward a goal that is higher than prior years. Investment income (interest earned on our cash reserves) is much higher than budgeted due to increased interest rates. “Other income” is higher than projected due to online payment processing fees, which are offset by expenses in the Administration line. Due to lower-than-projected enrollments, Nursery School tuition revenue is trending below budget, offset partially but not completely by reduced expenses. Ken also reinforced that the budget reflects a \$400k draw from the Sustaining Fund, and it would be far preferable to try to exceed budget projections.
- **Parsonage Resolution:** The 2023 Parsonage Resolution was approved.
- **Resolution Regarding An Expenditure From The Rabbi Fred Reiner Life Long Learning Fund:** Rabbi Roos proposed an expenditure from the Rabbi Fred Reiner Life Long Learning Fund to provide funding for the development and implementation of the

following new and innovative educational programs consistent with the Fund's goals: 1) the November 4, 2022 Shabbat Service and "My Whole Heart Album" launch celebration involving 11 guest artists along with Sinai clergy to further inspire participation in our weekly services, especially our monthly musical Shabbat in the Round; and 2) The Horeb Shuffle Podcast, the rabbinic team's effort to turn the annual Rabbi's Class and weekly Torah study sessions into podcasts professionally edited and published in a timely way to engage more members and guests in Jewish learning with Temple Sinai in an asynchronous and "on demand" mode that is increasingly common in the education world. In connection with the proposed expenditure (that requires Board approval), Rabbi Roos consulted with Rabbi Emeritus Fred Reiner. Upon electronic mail vote on October 28, 2022, the proposed Resolution (attached) was adopted by the Board.

UPDATES AND DISCUSSIONS:

- **Religious School Update:** Cantor-Educator Rebecca Robins presented a comprehensive update regarding the Religious School. The year has started and is progressing very well. Overall enrollment is greater than projected, but is still below pre-pandemic numbers. Cantor Robins described in detail the active and robust programs (ongoing, new and future programs) at the Religious School, along with the important programmatic and educational priorities and accomplishments.
- **Renovation and Expansion:** Ken Jaffe provided an update on the Temple's renovation and expansion. We have now finished the demolition phase and are in the active construction phase, including laying a concrete foundation for the new addition. Ken advises that the project is still on track to be completed by the Fall of 2023 and is currently on budget. Factoring for inflation and rising costs, it is anticipated that Phase 2 will cost \$10 million, of which \$4.5 million has been raised and is currently available. The Finance Committee will be meeting with the Bank to explore options for modifying the terms of the financing. The Committee will also be formulating recommendations to address the projected shortfall for Phase 2 of the Renovation and Expansion project, which will also be the focus of the Capital Campaign.
- **Capital Campaign:** Naomi Camper gave an updated report about fundraising. Activities are continuing to try to again raise the visibility of the Campaign, including additional information sessions, targeted member outreach, and revival of the Rocket Ship Thermometer to track our goals and encourage participation in the Campaign. At present, the Temple is approximately 75% of the way to reaching a \$14 million goal and about 70% of the way to reaching a \$15 million goal.
- **Cantor Search:** Anita Stoll and Rabbi Roos provided an update regarding the work of the Cantor Search Committee. The search process is now entering a very active phase with the receipt of six applications. The Committee has been conducting initial candidate interviews (by Zoom) and, to date, invited one candidate for an in-person visit

to the Temple for a recital and interview(s). There was extensive discussion of the search process and anticipated next steps.

- **Multiracial Sinai:** Deitra Reiser summarized the work of the Committee. Planned activities include a working session on Activating Racial Equity on December 11, 2022, a half-day senior staff session on December 12, 2022, and another series of sessions on Building Racial Stamina starting on January 18, 2023. Gamal Palmer is a consultant who will be leading the December 11 and 12 work. Dora Chen and Steve Metalitz will be assuming the roles of co-Chairs starting in January 2023. The Board extends its deep appreciation to outgoing founding co-Chairs Deitra Reiser and Cathy Goldwyn for their exceptional work and leadership on this important endeavor.
- **Growth Task Force:** Task Force Chair Michael Sussmann provided an update regarding the four areas of focus for: 1) engagement of Nursery School and families with young children; 2) modernization of the Temple's dues structure; 3) membership retention; and 4) communication. The Task Force will be providing recommendations as to ways to implement a variety of ideas in a more formalized fashion, including the potential for revisions to the Temple's Strategic Plan.

REPORTS:

- **President's Report** – as submitted.
- **Senior Rabbi's Report** –Rabbi Roos provided an oral report, highlighting the following: 1) this coming Friday, we will be joined at Shabbat services by Temple Sinai member Thorn Pozen, President of the Jewish Community Relations Council (JCRC), to discuss the rise of antisemitism; 2) the Board-sponsored 'thank you' lunch was very well-received and appreciated by the Temple staff; 3) the November 4, 2022 Shabbat Service and "My Whole Heart Album" launch celebration generated considerable excitement and engagement, and was attended by over 300 in-person and more than 240 who attended remotely; 4) the Garden of Remembrance has just dedicated its new chapel, which is a beautiful space; and 5) upcoming events include a Gun Violence Prevention Shabbat scheduled for December 9, 2022. Rabbi Roos also reminded the Board that the Temple has so many significant initiatives, undertakings and challenges, giving us an important opportunity to think strategically about our collective goals and values.
- **Executive Director's Report** – as submitted.

Adjourn: The meeting was adjourned at 9:49 p.m.

Respectfully submitted, Laura Steel, Secretary

RESOLUTION REGARDING AN EXPENDITURE FROM THE RABBI FRED REINER LIFE LONG LEARNING FUND

Whereas the Rabbi Fred Reiner Life Long Learning Fund (the RLLF) currently has a balance of \$95,296 and has not been used since 2018; and

Whereas the procedures established for the fund and approved by the Board of Trustees on October 17, 2012, state in pertinent part as follows:

- The RLLF is established to encourage and support the development and implementation of new or innovative educational programs accessible to the entire Temple Sinai community.
- Funding priorities and criteria are:
 - The RLLF is intended to encourage innovation and new programs for Temple Sinai.
 - The RLLF may be used for a single event presented or an ongoing program. The funds must be dedicated to a distinct program that is identified in promotional materials as being sponsored by the Rabbi Fred N. Reiner Lifelong Learning Fund.
 - Preference should be given to intergenerational programs to ensure that the RLLF supports a range of programs across the age spectrum of the congregation.
 - Where possible, RLLF supported programs should be geared towards engaging members who might not otherwise engage in temple learning programs.
 - RLLF supported expenses can include fees for guest speakers, scholars, artists, performers, or on-going programs that would not otherwise get financial support through the temple budget.
 - RLLF may not be used to support or supplement existing programs of the Temple or for ordinary expenses that should be covered by the Temple Sinai operating budget, such as building operation, building maintenance, routine salaries, or supplies;

And whereas the RLLF guidelines state that “The Temple Sinai Board should distribute approximately 3-5% of the Fund each year being cognizant of the desire to preserve the Fund’s principal,” and no distributions having been taken since 2018,

Therefore, be it resolved that the Board approves two years’ equivalent of fund allocations, up to \$9,500, to be used for two programs that satisfy the criteria for uses of the RLLF as new and innovative educational programs that are accessible to all members of the Temple Sinai community: 1. the November 4th Shabbat Service and "My Whole Heart Album" launch celebration that already has nearly 200 RSVPs across all ages and involves 11 guest artists along with Sinai clergy and is intended to further inspire participation in our weekly services, especially our monthly musical Shabbat in the Round. 2. The Horeb Shuffle Podcast, the rabbinic team’s effort to turn the annual Rabbi’s Class and weekly Torah study sessions into podcasts professionally edited and published in a timely way to engage more members and guests in Jewish learning with Temple Sinai in an asynchronous and “on demand” mode that is increasingly common in the education world.