

TEMPLE SINAI BOARD OF TRUSTEES
MINUTES OF BOARD MEETING – November 15, 2023

Present [meeting conducted in person and on Zoom]: Dora Chen, Glenn Engelmann, Larry Freedman, Cathy Goldwyn, Ken Jaffe, Dan Koch, Laura Kolton, Sam Lehman, Ariel Levinson-Waldman, Deborah Lewis, Anthony Murphy, Howard Oppenheim, Jonah Perlin, Catherine Ribnick, Sara Rosenblum, Dianne Rudo, Dolores Siegel, Marcie Solomon, Seth Speyer, Laura Steel, Anita Stoll, D. Jean Veta, Senior Rabbi Jonathan Roos, Senior Cantor Rachel Rhodes, Cantor Educator Rebecca Robins, and Director of Early Childhood Education Ali Hurewitz.

Call to order: With a quorum of the Board members present, the meeting was called to order at 7:34 p.m. by Temple Sinai President Ken Jaffe.

D’var Torah: Ariel Levinson-Waldman delivered the D’var Torah.

BOARD OPERATIONS AND GENERAL BUSINESS:

- **Board Meeting minutes:** The October 2023 Board Meeting minutes were approved.
- **Membership report:** The October 2023 membership report was approved.
- **Financial report:** EVP and Chair of the Finance Committee, Glenn Engelmann, presented a summary of the written Year-to-Date Financial Summary. In sum, we are on the same trajectory as last month and as noted in the written report: membership commitment and security fee revenue are ahead of budget and projected to exceed the annual budget; the Nursery School has received several grants that will likely eliminate the need for the budgeted investment; health insurance costs, which were estimated during budget preparation, came in lower than projected, yielding some additional savings; and investment income, social hall rentals, and high holiday-related fundraising are all ahead of budget.
- **Parsonage Resolution:** The 2024 Parsonage Resolution was approved.

UPDATES AND DISCUSSION:

- **Renovation and Expansion:** Ken Jaffe provided an update on the Temple’s renovation and expansion. Construction is moving apace and it is presently expected that the new South Addition will be completed and ready for use in December 2023.
- **Capital Campaign:** Ken Jaffe gave an updated report about fundraising, including the October 27th event attended by more than 400 congregants to celebrate the new addition and which resulted in increased donations to the Campaign. Targeted and untargeted solicitations will continue. Laura Kolton provided a brief update regarding

the Silent Auction, which went ‘live’ on November 1, 2023, to raise additional money for the Campaign. The auction will close on November 19, 2023 at 4 p.m.

- **Financial Forecast and Next Steps:** Glenn Engelmann and Dianne Rudo outlined the financial forecast. In terms of background, the Temple has for some time been operating with a structural annual operating deficit, which has been masked in recent years by other sources of revenue (i.e., PPP loan and the sustaining and surplus funds). The situation is exacerbated by the need for a long-term loan to finance the portion of costs of the renovation and expansion project that exceed funds raised through the Capital Campaign. As discussed in further detail in the written report, the gap is currently financed with a credit line from Eagle Bank; we are looking for a new loan to fund approximately \$4 million in outstanding obligations (including payment of all costs). The Temple’s Surplus Fund (with an estimated balance of \$2.1 million) and other funds (i.e. Capital Campaign, Sustaining Fund etc.) are projected to enable us to operate in a “business as usual” mode for no more than 4 years without hitting a fiscal cliff. Expense cutting alone will not solve the problem – increased revenues to be achieved through member commitment and fundraising are essential. Glenn and Dianne discussed a number of possible options for revenue enhancements: adjustments to membership fees and charges; revisions to membership commitment levels; mechanisms for attracting new and retaining existing members; fundraising (both to provide annual operational support and to cover outstanding capital expenditures); and asset monetization (i.e., leveraging the building and other assets as potential revenue sources). Addressing the challenge will require a concerted effort by the Board, lay leadership, the staff and clergy.

REPORTS:

- **President’s Report** – as submitted. Ken highlighted that Temple Sinai is participating in the Kulanu program sponsored by the Anti-Defamation League (ADL), subtitled Synagogues in Action Against Antisemitism. We are currently assembling the working group that will oversee programming.
- **Senior Rabbi’s Report** – Rabbi Roos provided an oral report, highlighting the following: the tremendous work done by the Temple staff in the security area; the October 27th dedication and thanks to Noah Benjamin who was instrumental in making the event a success; new measures to provide additional support for the clergy during services; and the hiring of a part-time social worker (15-hours per week) to train and coordinate volunteers to assist in pastoral care.
- **Executive Director’s Report** – as submitted. The Report highlights the safety and security update in view of the unrest in Israel and increased antisemitism. As outlined in Ellen’s report, the Temple has made several thoughtful adjustments to security protocols consistent both with best practices and with sensitivity to the views of the congregation in the following areas: communications to the membership; the establishment of a single

point of entry; bag checks; coordination with Metropolitan Police Department (MPD); construction related safety; vendor-related procedures; enhanced security staffing; changes for the personal safety of clergy and board members; and staff training and awareness. Additional monthly costs are estimated at \$6,000. To offset those costs, staff is monitoring grants as they become available and, to date, a \$2,500 micro-grant from the Jewish Federation was awarded.

EXECUTIVE SESSION: Confidential and personnel matters were discussed in Executive Session with an opportunity for questions and discussion.

Adjourn: The meeting was adjourned at 10:00 p.m.

Respectfully submitted, Laura Steel, Secretary