

# Temple Israel

## BOARD OF DIRECTORS MINUTES

### August 27, 2019

Board Members	Y/N	Board Members	Y/N	Board Members	Y/N
Arroyo, Laurie (VP Membership)	Y	Feldman, Joyce (Immediate Past President)	Y	Ross, Freda (VP Education)	Y
Ben-Shmuel, Karen	N	Felsenthal, Dan	Y	Saltzman, Lysa (Secretary)	Y
Braude, Evan	Y	Goldin, Jared	Y	Shupper, Lena	Y
Burney, Rick (Treasurer)	Y	Gordon, Steve (President)	Y	Slavitt, Wayne	Y
Dressner, Mark (VP Ritual Practices)	Y	Granek, Jill	N	Stahl, Sheryl	N
Endelman, Greg	Y	Horowitz, Bobbi	N		
Fabricant, Deborah	Y	Levy, Jerry	Y		
Fackler, Jennette	N	Rosen, David	Y		
				<i>Quorum = 11 Board Members</i>	

**Non-Board and Staff Present:** Eric Shatzkin, Sharon Amster Brown, Kara Liu,

**Clergy Present:** Rabbi Simon   **Guests:** Tom Besley, Robin Lilien

TOPIC	DISCUSSION	ACTION
<b>Call to Order and Board Prayer</b> <i>Steve Gordon, President</i>	<ul style="list-style-type: none"> <li>Steve Gordon called the Board meeting to order at approximately 7:00 p.m.</li> <li>Steve Gordon led the Board in the Board Prayer</li> </ul>	
<b>Dvar Torah</b>	<ul style="list-style-type: none"> <li>Jared Goldin led the Dvar Torah. It is a journey to find the proper balance personally, as leaders and for what is best for the congregation.</li> <li>Sign-up sheet for Dvar Torah at future meetings distributed.</li> </ul>	
<b>July 30, 2019 Minutes</b> <i>Lysa Saltzman, Secretary</i>	<ul style="list-style-type: none"> <li>Minutes from the July 30, 2019 meeting were reviewed.</li> </ul>	Motion to Approve Minutes by: Mark Dressner; 2 <sup>nd</sup> by Laurie Arroyo <i>Vote: Unanimously approved</i>
<b>Youth/ANDI High School Report</b> <i>Kara Liu</i>	<ul style="list-style-type: none"> <li>Kara reported on the end of summer events, the start of Torah Center on September 8, 2019 and upcoming programming.</li> <li>Rabbi Moskowitz left a donation for the teens to have the opportunity to engage with local artists in the community to explore the intersection of culture and art in all mediums (visual art, dance, sculpture, written work etc.). The donation will support the program for many years (5-10 years).</li> <li>The Youth Group is growing and 45 teens are volunteering as madrachim, which is the most ever.</li> </ul>	
<b>Security Committee Report/Proposal</b> <i>Tom Besley</i>	<ul style="list-style-type: none"> <li>Tom Besley, Chairman of the Security Committee, distributed a proposal from the Security Committee recommending the use of armed security guards during the high holidays this year.</li> </ul>	

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	<ul style="list-style-type: none"> <li>• Tom has been on the Security Committee for 3 years during which time he has participated in many trainings with the LBPD, including a recent active shooter training. Tom was very complimentary of LBUSD’s knowledge of Temple Israel and efforts to keep the congregation safe. He emphasized that failure to prepare is preparation to fail and even with LBUSD’s best efforts it can take approximately 3 minutes for LBPD to respond to a call at the Temple. The Security Committee recommends contracting with Legionary Eagle, a private company used and vetted by several other Orange County temples. Three representatives from Legionary Eagle were introduced and each provided a brief overview of their background and training. They are former marines/military personnel and have extensive training. The proposal is to provide two armed and one unarmed guard for a total of \$960 per 8 hours – see proposal for specifics.</li> <li>• Board members discussed the pros and cons of using armed security as well as the Temple’s prior history/discussions regarding the use of armed guards. Board members asked the Legionary Eagle representatives several questions such as what type of uniform they wear, how they interact with LPBD, how individuals will be prevented from entering the building, and the role of ushers/security committee members to support the security guards. The High Holiday (HH) ushers will play a big role in assisting the guards and congregants. The proposal also includes the recommendation for one armed guard at the Rosh Hashanah Adventure in the Park.</li> <li>• The total estimated cost is \$4,525, off set by what the Temple would otherwise pay its regular security. Tom Besley reported that two congregants offered to make a donation to cover the cost for the armed guards so there would be no additional cost to the Temple.</li> <li>• The Board last considered this issue in August 2017 and decided against using armed guards. There was an extensive discussion about how times and circumstances have changed in light of recent events.</li> <li>• The Board asked about possible federal grant money. Tom reported that there are grants available for equipment/technology but not personnel. The Security Committee is also exploring other possible grant options.</li> <li>• The Board asked about proposals from other security companies. Tom reported that this was done through the Security Committee and the committee recommended the company that had good reviews/referrals and cost.</li> <li>• Steve summarized the primary issues raised by the Board: 1) cost – which has been generously taken care of through congregant donations; 2) level of training of guards – the gentleman present today have extensive training; 3) impact of appearance – security company prioritizes safety first; and 4) our sense of welcoming and how having armed guard may impact how congregants feel while worshipping during the HH.</li> <li>• Eric confirmed the company has sufficient insurance liability coverage and he also confirmed with the Temple’s insurance carrier that having armed guards for the HH would not impact any of the Temple’s current coverage, however it may have an impact if it is a</li> </ul>	<p>The Board voted unanimously to approve the Security</p>

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	<p>continued use.</p> <ul style="list-style-type: none"> <li>Several Board members expressed that they are against the use of guns, but given recent events and the needs to ensure the congregation's safety they are supportive of the Security Committee's recommendation.</li> <li>The Board discussed how to communicate this to the congregation, without disclosing too much information regarding security plans etc.</li> <li>Given the proposal was from a committee, there was no motion, just a vote.</li> </ul>	<p>Committee's proposal.</p> <p>Eric will coordinate with the security company to get everything in place as well as to determine how to best communicate this to the congregation.</p>
<p><b>Board Retreat Follow-Up</b> <i>Steve Gordon</i></p>	<ul style="list-style-type: none"> <li>Steve asked for input regarding the Marshmallow Challenge at the Board Retreat. Several Board members shared their experience in the challenge and the lessons learned such as having openness and flexibility to look beyond our own expertise; sometimes you need help from the outside; sometimes overthinking it can make it fail; it was a contrived event and limited in time so outcomes skewed; we need to look at what is in the overall best interest; we have to keep trying and re-working; sometimes a simple problem has a simple solution and we can get too consumed in detail – we have to know what we want for the end result to figure out how to get there.</li> <li>There was a discussion as to how the challenge tied into OII and what the committee is doing – identifying where we want to be so we can figure out how to get there – start with the end on mind.<sup>1</sup></li> </ul>	
<p><b>Membership Report</b> <i>Laurie Arroyo, VP of Membership</i></p>	<ul style="list-style-type: none"> <li>A survey was passed around for Board members to answer and return back regarding mission, vision, and values. These questions were taken from the URJ board assessment tool. This is to help provide data for OII reporting but also for personal introspection.</li> <li>Board members were encouraged to be mentors for new members. This involves 2 years of contacting new members at the beginning, a few months later, and every 6 months in order to welcome, check in, encourage involvement, and ask about any issues. There has been good feedback from new members and mentors about this warm welcoming program.</li> <li>Reminders were given about Kol HaShabbat program this Saturday. September 13 is Open House Shabbat which will be Shabbat Ha Nefesh. The Board is encouraged to be present. Please invite friends, members and nonmembers alike to all the mentioned programs.</li> <li>There were several resignations primarily because of moving or being deceased. One member was away too often and was not around to participate. One member, follow up has yet to be obtained, though tried. The following new members were unanimously accepted: <ul style="list-style-type: none"> <li>Jim and Rochelle Anderson (rejoin)</li> <li>Ray Edelman</li> <li>Joshua and Stacy Flom</li> </ul> </li> </ul>	

<sup>1</sup> Lysa Saltzman, Secretary, left the meeting at approximately 8:25 p.m. and Mark Dressner graciously agreed to take notes for the remainder of the meeting.

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	<p>Eric and Jennifer Levy (rejoin) Eric Newman and Loren Albeg</p> <ul style="list-style-type: none"> <li>Total member units: 580</li> </ul>	
<p><b>Budget and Finance Report</b> <i>Eric Shatzkin, Executive Director and Rick Burney, Treasurer</i></p>	<ul style="list-style-type: none"> <li>A copy of the Budget to Actual – Year End June 30, 2019 was distributed and reviewed now that the fiscal year is over. Last year’s budget reflected approximately \$52,000 deficit but the actual deficit was approximately \$25,000 less than budgeted. Items were discussed that resulted in this better than expected outcome including Gala doing better than budgeted.</li> <li>This year’s budget has a bigger deficit but this includes onetime cost items.</li> <li>Finance committee will start meeting early this year in an effort to have a budget for next year without a deficit.</li> <li>Two suggestion: All info about budget (and other matters) should be sent out at least a week ahead of time so there is plenty of time for review. Also it was suggested that there is a budget tutorial, perhaps starting a Board meeting at 6 p.m. for this.</li> </ul>	
<p><b>Organizational Improvement Initiative (OII) Committee Report</b> <i>Freda Ross, VP of Education</i></p>	<ul style="list-style-type: none"> <li>Freda explained the current OII process and the plan is to present a final written report to the Board in December 2019/January 2020. This report will describe where we are at, where we should be, and the gaps in between. Two to six recommendations will be made in each scope area.</li> <li>Personnel committee will focus on goals for the next year including needs at the moment and being thoughtful about the future. The focus for the year is to provide human resources support to the staff and Board to ensure compliance and consistency around personnel practices. The goals for year are to: <ol style="list-style-type: none"> <li>Develop plan for goal setting and performance management for each of the senior staff and implement plans.</li> <li>Review employee manual to ensure that essential HR policies are in place, that they are consistent with current regulations, and that all policies are followed.</li> <li>Review/revise all senior staff job descriptions for completeness and consistency.</li> <li>Following presentation of the OII HR Committee's report to the Executive Committee / Board, develop plans for implementation of the recommendations adopted by the Executive Committee and Board of Directors.</li> </ol> </li> <li>Mark Dressner provided an updated on the URJ Community of Practice course. As part of this project, and also part of OII, the Board will be participating in a Board assessment tool for board benchmarking. A copy of the Board Assessment form was distributed for the Board to review. Mark will be proposing some dates for Board members to meet and complete the tool. As many members who are able should attend, however a full board is not needed. The Board Assessment form needs to be done by November 5, 2019. Thereafter the Board will receive a report from URJ by December 17, 2019.</li> </ul>	

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<p><b>President's Report</b>  <i>Steve Gordon, President</i></p>	<ul style="list-style-type: none"> <li>• Steve reported that the following individuals are confirmed as members of the Rabbi search committee that was composed based on suggestions by senior staff and representing the various demographic groups within the congregation - there are still a few more possible committee members pending confirmation:  Co-chairs Anne Gundry and Vicki Scherwin and committee members:  Carmel Artstein (youth representative)  Andrea Salisbury  Scott Smeltzer  Rachel Van Raalte  Alan Kreida  Ed Zweiback  Deborah Fabricant  Alan Lilien  Amy Lipeles</li> <li>• Steve reviewed proposed agenda for the upcoming Town Hall meeting on September 15. Main topic will be plan for Rabbi search committee as well as OII update. Board members are encouraged to send Steve G. characteristics that they believe are crucial in a new Rabbi. The Board may be asked to rank any standards or lists of values.</li> <li>• Board members shared information for the "Good and Welfare" closing comments. Sharon Amster Brown announced that there will be 4 new Torah Center teachers.</li> </ul>	
<p><b>ADJOURNMENT</b></p>	<ul style="list-style-type: none"> <li>• Meeting was adjourned at approximately 9:15 p.m. and Board went into Executive Session.</li> </ul>	

*Submitted by Lysa Saltzman, Secretary*