

Temple Israel

BOARD OF DIRECTORS MINUTES

September 24, 2019

Board Members	Y/N	Board Members	Y/N	Board Members	Y/N
Arroyo, Laurie (VP Membership)	N	Feldman, Joyce (Immediate Past President)	N	Ross, Freda (VP Education)	Y
Ben-Shmuel, Karen	Y	Felsenthal, Dan	Y	Saltzman, Lysa (Secretary)	Y
Braude, Evan	N	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	Y
Endelman, Greg	Y	Horowitz, Bobbi	N		
Fabricant, Deborah	Y	Levy, Jerry	N		
Fackler, Jennette	Y	Rosen, David	Y		
				<i>Quorum = 11 Board Members</i>	

Non-Board and Staff Present: Eric Shatzkin, Kara Liu, Sharon Amster Brown (joined via phone at 8 p.m.)

Clergy Present: Rabbi Simon, Cantor Hass **Guests:** Amanda Berman (Torah Center Teen Rep), Robin Lilien (Sisterhood), Vicki Scherwin (Co-Chair Rabbinic Search Committee)

TOPIC	DISCUSSION	ACTION
Call to Order and Board Prayer <i>Steve Gordon, President</i>	<ul style="list-style-type: none"> Steve Gordon called the Board meeting to order at approximately 7:00 p.m. Agenda for meeting indicates a meeting date of August 27, 2019. Correct meeting date is September 24, 2019. Steve Gordon led the Board in the Board Prayer. 	President called the meeting to order at approximately 7:00 p.m.
Dvar Torah	<ul style="list-style-type: none"> Mark Dressner led the Dvar Torah (note that agenda indicates Cantor Hass). The theme is beginning again and turning back and returning again as a reminder to keep moving forward. Sign-up sheet for Dvar Torah at future meetings distributed. 	
August 27, 2019 Minutes <i>Lysa Saltzman, Secretary</i>	<ul style="list-style-type: none"> Minutes from the August 27, 2019 meeting were reviewed. There was a question about communicating to the congregation regarding security at High Holiday services. An email to the congregation will be sent out this week. 	Motion to Approve Minutes by: Mark Dressner; 2 nd by Jared Goldin <i>Vote: Unanimously approved</i>
Youth/ANDI High School Report <i>Kara Liu</i>	<ul style="list-style-type: none"> Amanda Berman, Torah Center Teen Council Representative reported on the opening day of Torah Center, which went well. ANDI hosted an open house as part of the TILB open house. The teens had ice cream and programming after the Shabbat service. There was also the NFTY SOCAL Boat Cruise that was reported to be a lot of fun. There will also be a Fall Kallah at the end of October. 	

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> • There was a Madrichim training for Torah Center. This year there is a Social Media Squad with a weekly blog accessible through the TILB Facebook page. The high school families had a Family BBQ at the Shafton's recently that was a lot of fun. • There also several upcoming events including a Teen Erev Rosh Hashana service (Disney Themed) , 8th grade NY trip meeting (trip will be President's Day weekend instead of Memorial Day weekend this year), 11/12th grade Shabbaton and a 9th grade trip to the Mosque which is open to all to attend for an open house at the Mosque. 	
<p>Rabbi Search Committee Report <i>Vicki Scherwin</i></p>	<ul style="list-style-type: none"> • Vicki Scherwin, Co-Chair of the Rabbi Search Committee introduced herself and provided background on her experience as an independent leadership consultant and on search committees. Her Co-Chair Anne Gundry was unable to attend tonight's meeting. • Vicki highlighted the key points from the update at the recent Town Hall meeting. The committee's commitment and covenant is to be fair, transparent and comprehensive while adhering to confidentiality and the Central Conference of American Rabbis (CCAR) covenant. Each committee member signed a covenant with expectations from CCAR. • Vicki explained that rabbi applicant resumes are confidential all the way up until a candidate is invited to visit TILB. It is imperative that the candidates have trust in the confidentiality of the process. • Only the committee co-chairs are authorized to address the congregation and the board regarding the process consisting of 5 phases (1) information gathering (Aug/Sept); (2) applicant review (Oct./Nov.); (3) virtual interviews (Oct./Nov.); (4) in person interviews (Dec./Jan); and (5) decisions (Jan./March). Congregants cannot contact candidates. TILB is on target with the timelines. An application was submitted to CCAR. The committee is also working closely with OII committee members. • A survey was distributed at the Town Hall meeting and emailed to the congregation seeking input on qualities/characteristics of a rabbi. • TILB is a category B congregation based on its size meaning any applicant must have at least 3 years experience (i.e. ordained by 2017) and must be contractually unencumbered as of July 1, 2020 as well as be in good standing with CCAR. • The budget will support up to 4 in person interviews, but all 4 may not be needed. • In regard to the decision process, the Rabbinic Search Committee will make a recommendation of 1 candidate to the Board and the Board will accept or reject the recommendation. If the Board approves the recommendation it will go to a congregational vote which requires 2/3 majority to pass. • Board discussed planning ahead to schedule additional meetings and a congregational meeting. This will be done. Vicki responded to questions from Board members about the decision making process and background check process on candidates. • The Rabbinic Search Committee has a dedicated email address tirabbisearch@tilb.org 	

TOPIC	DISCUSSION	ACTION
	<ul style="list-style-type: none"> Information regarding the Rabbinic Search Committee and the application/decision process will also be included in the October 2019 Kol Yisra'el newsletter. 	
<p>New and Resigned Members <i>Eric Shatzkin</i></p>	<ul style="list-style-type: none"> A Membership Committee Report dated September 2019 was distributed prior to the meeting. Eric Shatzkin summarized the information in Committee Chair, Laurie Arroyo's absence. The Membership Committee recommended the Board approve the membership of 12 new family units (see families listed on Membership Committee Report – as well as Terry and David Braunstein and Linda Waltzman). Membership is currently 591 families. There were also 3 resignations primarily because of moving or not having time to be involved. Total member units: 591 Eric will email Board members the High Holiday call list. Everyone has 28 people to call to wish happy New Year and thanking them for being part of the TILB community. 	<p>Board voted unanimously to approve recommendation of Membership Committee to approve the 12 new family units.</p> <p>Board members who know resigned members will reach out.</p> <p>Board members to make High Holiday Calls before Yom Kippur.</p>
<p>Budget Tutorial and Report <i>Rick Burney, Treasurer</i></p>	<ul style="list-style-type: none"> Rick Burney reviewed a Power Point Presentation on understanding financial reports. Information about TILB finances are available and the Board is transparent with the budget information. Rick reviewed the different types of funds, discretionary, restricted and unrestricted. Rick also reviewed the quarterly reporting periods and year-end which shows an accounting of how we are doing as to the operating budget. Rick reviewed the revenues vs. expenses and year-to-date actuals and explained variances, which is the difference between the actuals and what is budgeted. There is a difference between a variance with revenue vs. expense. A negative will always be reported in parentheses () but negative isn't always bad, it depends on where it comes from. Last year's budget reflected approximately \$52,000 deficit but the actual deficit was \$32,000, approximately \$20,000 less than budgeted. The 2019/2020 budget includes funds for the Rabbinic Search Committee to be able to interview up to 4 candidates. There are 3 unrestricted funds that the Board has discretion to use. Rabbi and Cantor each have discretionary funds, typically used to support programming or congregants in needs. Board members asked questions about the various funds and oversight procedures. The Rabbi/Cantor discretionary funds are reviewed/inspected every 4 years. It is something less than a formal audit or compilation. There are also internal reviews. Board discussed sharing this information in a simplified form in a future Kol Yisrael newsletter. Sharon Amster Brown reported that often times the Rabbi/Cantor discretionary funds are used to "pilot" new programming, such as the Shabbat Around the Table to try it. There is also an Education fund with no restrictions. 	

TOPIC	DISCUSSION	ACTION
<p>President's Report <i>Steve Gordon, President</i></p>	<ul style="list-style-type: none"> • Steve summarized the September 15, 2019 Town Hall meeting. Vicki did a great job providing an overview of the Rabbinic Search Committee and Freda and Dawn did a great job reviewing OII's communication scope. Even though it was on a Sunday during Torah Center, there were very few Torah Center parents in attendance, which was a concern. This is an opportunity for congregants to ask questions/share input, rather than Board members. Rabbi Simon shared that in this year of transition what was shared in the Town Hall is normal and a typical part of the transition experience for congregants. • Steve reviewed the Board's responsibility to work in sacred partnership together and the need to balance confidentiality with transparency. Steve distributed a revised Board Covenant and Confidentiality Agreement for review and signature by Board members. Board discussed the documents and how to communicate with a unified voice in regard to actions of the Board. • Board members shared information for the "Good and Welfare" closing comments. Sharon Amster Brown shared that Torah Center has 20+ new kindergarteners as well as new 1st and 2nd graders and 3rd grade has 26 students! The Joys of Jewish Learning Catalog should be available at Rosh Hashana services. 	
<p>ADJOURNMENT</p>	<ul style="list-style-type: none"> • Board took a 5 minute recess at approximately 9:25 p.m. and reconvened into Executive Session. Meeting was adjourned at approximately 10:30 p.m. 	

Submitted by Lysa Saltzman, Secretary