

## MINUTES

### MEETING OF THE BOARD OF TRUSTEES

TEMPLE BETH-EL, LAS CRUCES, NM

DATE: APRIL 19, 2018

**Trustee's Present:** Allen Blum, Dee Cook, Luke Duddridge, Jeff Lewis, Michael Lieberman, Michael Mandel, Ned Rubin, Ellen Torres and ex-officio Rabbi Larry Karol.

**Absent:** Pearie Bruder, Susan Brown, Susan Michelson, Jeff Brown, Diane Fleishman,

**Call to order:** The meeting was call to order by President Ellen Torres at 7:07 PM

**Invocation:** Rabbi Karol gave the opening invocation

**Acceptance of Minutes:** Two sets of minutes were approved – Ned Rubin moved to accept the March 15<sup>th</sup> meeting minutes, seconded by Luke Duddridge – passed. Luke Duddridge moved to accept the April 12<sup>th</sup> meeting minutes, seconded by Jeff Lewis – passed.

#### **Leadership and Board Reports:**

- A. **Rabbi's Report (Highlights)** – Hebrew school students joined Rabbi Karol in candle lighting and prayers ceremony for Yom Hashoah and Holocaust Remembrance Day and for Yom Ha'atzmaut/Israel Independence Day. The Rabbi commended the congregation on the successful JFFF event on 4/15/18 – thanks to all. The visit of Alden Solovy is set for April 30<sup>th</sup> and May 1<sup>st</sup>. It appears that the cost for TBE after the Jewish Federation Grant will be an additional \$800 – it is anticipated that this extra cost can be offset by donations made at previous events. The Rabbi continues to coordinate a monthly clergy breakfast on the third Thursday of the month, and he continues to serve as Executive Advisor on the NMSU Interfaith Council. Rabbi and Rhonda will be traveling to NYC on May 3-7 for rabbinic ordination of his daughter in-law Juli Karol, and will travel to Chicago on April 22-24, to attend a URJ Reform Pension Board retirement seminar
- B. **Presidents Report:** President Ellen Torres discussed the logistics of the Constitution and By-Law amendments made during the Special meeting on April 12<sup>th</sup>. A controversial proposal on non-Jewish members taking a larger role in the Temple's governance was tabled for further discussion. Final amendments approved by the Board of Trustees will be readied for ratification by the TBE congregation at the Annual Meeting on May 10<sup>th</sup>. President Torres developed an Agenda for this meeting with the responsibilities of the Board of Trustee members. During this Agenda discussion Mike Lieberman moved to consolidate all the results of Amendment voting on to one page. This was seconded by Michael Mandel and the motion was passed. Ellen thanked Art Lorbeer for developing and installing the driveway TBE sign. She thanked all the current Board of Trustees members who shall step down at the end of this fiscal year – Allen Blum, Susan Michelson and Michael Lieberman. In addition to three members seeking another term – Sue Brown, Pearie Bruder, and Michael Mandel -- the new candidates for the Board of

Trustees will be Ruth Rubin, Cheryl Decker and Joanne Turnbull. Finally, Ellen wished to thank both Aggie Saltman and Rebecca Berkson and all the various committee members for a successful JFFF event.

- C. **Treasurer's Report:** Michael Mandel presented the TBE Statement of Financial Activity and noted that there was \$17.7K generated on the Revenue side and Expenses were \$25.3K during the month of March, for a net operating loss of -\$7.6K. This is not unusual, since more dues are collected earlier in the fiscal year while expenses occur throughout the year. There has been a shortfall in Fair Share Pledges with approximately \$17K outstanding due to non-payments from this year and some from the last fiscal year. Contacting those individuals in the arrears may be undertaken by the Executive Board. It was noted that the request to congregants for a \$100 donation to the Building and Maintenance Reserve fund has generated approximately \$6K so far. Michael Batkin was extremely generous with his \$1,800 donation.
- D. **Committee Reports:** The written Committee Reports received before the meeting were distributed and appended to this report. Some Committee Reports were discussed at this meeting. Mensch Club Representative Luke Duddridge informed the Board of the group's travels to the El Paso Holocaust Museum and to Santa Teresa to visit the War Eagles Airplane Museum. Dee Cook, Sisterhood Representative, noted the Sisterhood Girls Night out will be held on May 24<sup>th</sup>. A Rummage Sale is scheduled for August 5<sup>th</sup>. Jeff Lewis, Religious Practices Committee Chair, discussed the continued effort to give away and/or sell the many old prayer books currently housed at TBE – all types of avenues are being explored to reduce these significant quantities of books. Ned Rubin, Social Action Chairman, noted TBE's arrangement with the Jewish Federation of Greater El Paso's "Good Deeds Day" Project. He noted that Mesilla Valley Hospice was selected to have a contingent of TBE congregants along with Religious School students to participate in doing yard work and rock work at MVH on Sunday, April 29. TBE is calling our event "Mitzvah Day," held in conjunction with the Jewish Federation of Greater El Paso's "Good Deeds Day."

### **Old Business**

- A. Store Room Shed – Jeff Lewis reported that a complete inventory was made of what was removed from various closets in the Temple and to be stored in the shed. He will provide this inventory to groups such as the Religious School and others who have stored items removed to the shed.
- B. It was noted the both Aggie Saltman and Rebecca Berkson may decide to step down as Chairwomen of the JFFF. It is incumbent that others take an active role in this significant financial undertaking for the Temple.
- C. Allen Blum, Budget Chair indicated that the majority of the 2018 – 2019 Budget is complete. He needs final enrollment numbers for children in the Religious School in order to determine RS Tuition Revenue. He plans to meet with Treasurer Michael Mandel and bookkeeper Jennifer Blazer to finalize the next fiscal Budget and have a first draft ready for the May 10<sup>th</sup> Annual Meeting. He also reported that he and Arthur Berkson are looking to reduce their efforts in the chairing the Matzo Ball Open, and it is hoped that

other congregants will step up so to take on a more significant role going forward. Ellen and Arthur would be available to help in an orderly transition and as well provide both guidance and support

- D. New TBE signage. After Ellen thanked Art Lorbeer for developing the new driveway TBE sign, some members said that they were not completely satisfied with its appearance. The Board learned that this was only a mock up and a more permanent sign would be installed. A motion was made by Michael Lieberman to reimburse Art Lorbeer for the cost (\$109.03) building the mock up sign. Luke Duddridge seconded the motion and it passed.
- E. It was noted that based on Board electronic voting that we will invite New Mexico Jewish Historical Society guest speaker Richard Melzer. His topic will be "The Swastika in New Mexico Cultures and History." The date for this talk will be determined.
- F. After a discussion about the Library, the Board concurred that the Library Committee's request was impractical. The chair will be invited meet with the Board.
- G. The Board briefly discussed potential fund and community building projects.

### **New Business**

- A. An event is scheduled to bring all new members of the Board of Trustees and current members as welcoming to the Board. This activity is scheduled for June 3<sup>rd</sup> at 6:00 PM at the home of Ellen Torres.

### **Guest Comments**

- A. No guests at the meeting

### **Executive Session**

### **Adjourn**

- A. The meeting was adjourned at 9:13 PM
- B. The next Board of Trustees Meeting will be after the Annual Meeting on Thursday, May 10<sup>th</sup> @ 7:00 PM

Respectfully submitted, Allen Blum, acting Secretary.

### **Committee Reports** – April 19, 2018

**Acquisitions, Specific Gifts and Aesthetics:** Chair, Ann Berkson. The committee completed and hung the "Days of Creation" needlepoint in the social hall. This was a 6-year-long project. Those involved in the project included Dee Cook, Paula Kramer, Michele Blum, Joan Glickler, Allison Mann, Ann Berkson, Dia Taylor, Sharon Gara, and Yve Rasmussen along with the TBE Sisterhood. A big thank you to all who were involved. After hanging the pieces, we discovered that sunlight shines on them. We were advised that they would fade. The committee is now seeking a solution to this problem.

**Adult Education Committee:** Chair, vacant. The committee met with the Social Action Committee, whose report is below.

**Budget Committee:** Chair, Allen Blum. The 2018 – 2019 budget development is under way. Most committees have provided information about their requirements during the next fiscal year. Budget details covering the Religious School and Rabbi's compensation package have also been received. The Budget Committee (A. Blum, M. Mandel and J. Blazer) meet during the week of 4/16 to complete first draft of the 2018 – 2019 Budget. At present, the issue we face is determining the total revenue stream for the next fiscal year. As previously noted, the Temple is currently short approximately \$17.0 K of unpaid Fair Share Pledges by members who have made no payments during the current fiscal year or individuals not making FSP's during the previous fiscal year. The Executive Committee has been made aware of this situation, and steps must be taken to determine the necessary actions in order to meet our financial obligations. The Executive Committee must also ascertain if non-paying members wish to continue membership with TBE. The Budget Committee's plan is to share the 2018 – 2019 Budget with the Executive Board prior to the May Board of Trustees meeting.

**Building and Grounds Committee,** Jerry Silverman, Norm Mazer, Jeff Lewis chairs, Jerry Silverman reporting: Activities during the month of April included application of 12 tons of rock to fill in areas of the grounds that required attention, irrigation repairs in the playground area and installation of LED lighting in the Social Hall.

**Cemetery,** Diane Fleishman, chair: One cemetery plot was purchased and information was given to several members during his year.

**History Committee,** Jeff Brown, chair: The committee continued its oral history project. A member interviewed Paul Citrin; Gabriel Lampert; Cy Stanway; Paul Feil; and Marieka and Susan Brown. Other interviews have been arranged or are in the works. Work on transcripts has continued.

**Israel Committee/Wednesday Breakfast Club,** Phil Alkon, chair: The IC held two meetings during this period between January and March. Phil Alkon represented Temple Beth-El at meetings of and communications with the Jewish Federation of Greater El Paso's Yom Ha'Atzmaut Planning Committee in El Paso. The IC cooperated with President Ellen Torres in promoting organizing active TBE participation in the JFed Yom Ha'Atzmaut celebration, and in publicizing the event. IC prepared an Israel celebratory and information display for that event, and coordinated participation in the event by a) TBE's International Folk Dance group (led by Eric Zameret) and b) by a TBE Youth Group (led by Amalia Zeitlin) for organized children's games. Phil Alkon prepared monthly *Israel Update* articles for the January and February issues of *Adelante*. The Wednesday Breakfast Club held 13 weekly meetings at Temple Beth-El during January-March that featured a) attractive buffet breakfasts organized by Club volunteers, and b) presentations by volunteer speakers that covered a wide variety of Jewish-related and general interest topics. A new portable trunk was purchased to store projection equipment.

**Membership,** Diane Fleishman, chair: We have reached out to several newcomers who are considering membership. Thus far this year we have had four new member units and two have moved out of the area.

**Mensch Club,** Dave Decker chair, Art Lorbeer representative to Board: The club visited the El Paso Holocaust Museum in March and will visit the War Eagle Museum in El Paso in

April. The Club discussed future activities at its March meeting, including assisting congregants in time of need. Luke Duddridge will become the Mensch Club Representative as of the Board of Trustees meeting on April 19. The next Mensch Club meeting is April 22.

**Nomination/Leadership Committee**, Jim Rosenthal, chair: The Nominating Committee and Leadership group met on April 8 to vote on a candidate slate for the Board of Trustees, and to further develop plans for orientation about TBE to new and veteran Board members (June 3, 2018). There will be a meeting of the Board with committee chairs (August 25, 2018) to discuss TBE, their roles, and leadership development plans.

**Religious School**, Pearie Bruder, chair, report from Rabbi Karol: The Religious School year is coming to a close. Our final day has been originally scheduled for May 6. That may or may not change. Religious School students are being invited to take part in the Family Shabbat service on April 20. Hebrew school students helped Rabbi Karol in leading “on the day” ceremonies for Yom Hashoah (Holocaust Remembrance Day) on April 11 and Yom Ha-atzma-ut (Israel Independence Day) on April 18. On April 8, Religious School students made Chamsa decorations for the Jewish Food and Folk Festival.

**Sisterhood**, Dee Cook, representative: Pearie Bruder reported to the Executive Committee that there may be substantial changes to the Oneg process next year. Dee Cook separately reported that Sisterhood will have a Girls Night Out at Picacho Hills this May, and that Sisterhood is looking for new suggestions for activities, events and programs.

**Social Action** (Ned Rubin, chair) and **Adult Education**, no chair: There was a brief discussion of “active shooter” training for congregation members. The Doña Ana County Sheriff’s Department will be approached, if this is approved, since LCPD currently cannot provide the training. Discussion took place about TBE participating in the Jewish Community Relations Committee of the Jewish Federation of El Paso. For the time being, Ned Rubin, as chair of the Social Action committee, will be the Temple representative. Ned also forwarded a copy of the Social Action committee’s annual report to the congregation to David Kern, the JCRC chair, to inform him of the committee’s activities. Most of the recent committee discussion was about details of the TBE Mitzvah Day project with the Mesilla Valley Hospice on Sunday, April 29, from 1 – 4 pm. An additional committee project was suggested that evolved from the recent PBS broadcast about Jewish Americans in WW II. We will purchase this program from PBS and use it as the basis for a Sunday afternoon community educational offering, hopefully co-sponsored by the Mensch Club and the Israel Committee. Further planning will take place. Some further discussion took place about the project on “Walls” that was discussed at our last meeting. The committee is still enthusiastic about this as a theme for next year. Jews, we thought, knew a lot about walls. But so do many others. And we wanted to consider other kinds of walls and barriers: economic, emotional, can walls be good as well as bad, etc. We began to think about how this might be presented. We hope that we can also involve the religious school kids and wondered if this might be a good topic for a grant request next cycle with the Federation. The next meeting will be April 12.

**Strategic Planning**, Renee Frank, chair: The TBE Strategic Planning Committee met on March 22. It is working to refine the concepts of “why” - why we need TBE, what purpose

do we serve, why do (or would) people want be a part of TBE, in what ways are they connecting and in what ways are they not. We also have talked about the strategies - how TBE can be better at connecting and building those relationships. Last, we are working on developing recommending some immediate actions that could help to fulfill this purpose. We will meet again April 24th. Jeff Brown has resigned from the committee due to a confluence of obligations, but he will remain on the committee email chain and will comment on the committee's work. The committee plans to present its work and recommendations to the Board within the next couple of months.