

## MINUTES

### Meeting of the Board of Trustees

Temple Beth-El, Las Cruces, New Mexico

Date: October 20, 2016

**Trustees Present:** Allen Blum, Ann Berkson, Sue Brown, Dee Cook, Diane Fleishman, Renee Frank, Jeff Lewis, Michael Lieberman, Susan Michelson, Ned Rubin, Ellen Torres, Erich Zameret, Rabbi Larry Karol (ex-officio)  
**Trustees Absent:** Pearie Bruder  
**Guest(s):** Jim Rosenthal

**Call to Order:** Meeting was called to order by President Ellen Torres at 7:04 pm.

**Invocation:** The Rabbi gave the Invocation.

**Acceptance of Minutes.** Ellen asked for acceptance of the minutes of the September 15, 2016 meeting. Allen Blum moved to accept the minutes, Ann Berkson seconded. Minutes were accepted.

#### **Leadership / Board Reports**

- A. **Rabbi's Report.** (Highlights) Complete report is attached.
1. During High Holy Days, 76 individual members of our community participated in our worship services with a reading part, an individual Aliyah, singing in the choir or carrying the Torah/Hagbah. With the addition of people who took part in group aliyot, the number was probably closer to 100. Thank you to everyone who agreed to participate in advance or who came up to the bimah on the spur of the moment.
  2. An anonymous donor has come forward with a contribution to complete our complement of copies of *Mishkan Hanefesh* so that the congregation can use the prayerbook for worship at all services. I will explore options related to our copies of Gates of Repentance. Also, many thanks to Rose Jacobs for updating the Yizkor booklet for this year to prepare it for final publication.
  3. I am working with the Adult Education Committee to create our second annual panel discussion (on November 20 at 2pm) featuring local Religious Leaders. The likely theme this year is Humility.
- B. **President's Report.** (Highlights) Complete report attached.
- a. Mike Batkin called Ellen to say he has resources that can be used by TBE, and he wants to know what we want or need.
  - b. The Rabbi Review Committee has finished its interviewing and collecting of information. A report will be given later in this meeting, and a report is being prepared for the congregational meeting on November 10.
- C. **Treasurer's Report.** Allen Blum reported that the 1<sup>st</sup> quarter statements have gone out. At this time, only 73 families are paid up and eligible to vote in the congregational meeting, based on the constitutional requirement that to be in "good standing," members have to have paid 25% of their dues by the 1<sup>st</sup> quarter. It was pointed out that

in years past, people get up to date, even sometimes paying dues on the evening of the congregational meeting.

### **Committee Reports: See Full September Committee Reports in Attachment**

#### **Old Business**

- A. **Discussion on Leadership & Board Size: Jim Rosenthal.** Jim presented his review of materials from the URJ and elsewhere regarding leadership and how to build Temple leadership capacity, looking at it both from the perspective of finding and developing people to step up to leadership roles and broader concepts of leadership in general. He stated the materials he has been reading and absorbing are very articulate and comprehensive. Based on his reading, and on participating in a on-line discussion about leadership, he is recommending the Board examine leadership in the broader context including the spiritual aspect of leadership. He recommended having a group to explore URJ materials – something of a “Leadership Think Tank”. The Board agreed, and an ad hoc Leadership Committee was established to include Ellen Torres, Dee Cook, Diane Fleishman, Sue Brown, and Renee Frank. Later Pearie Bruder and Terri Sugarman were added to the group. Tribute Cards proposed changes. Allen Blum presented the new list of funds on the Tribute card. Pearie Bruder moved to approve the list. Ned Rubin seconded. Motion carried.
- B. **Inductive Loop Hearing Support Device—Michael Lieberman/Jeff Lewis (Michael asked us to table this until Nov or Dec).** This discussion is tabled until December or January.
- C. **Jewish Federation Grant Proposal Update.** Bill Stein and Dave Zeemont have been the liaisons for the Jewish Federation Grant Proposals. Dave has indicated he won’t be able to continue in that capacity, so we are looking for another person to replace him. Bill Stein is continuing to serve in that capacity.
- D. **URJ Dues—Board member discussion on URJ Site/Services.** At the time of the meeting, there was no word from the URJ. After the meeting, we were notified that the URJ has accepted
- E. **Susan Michelson’s Proposal:** At a previous meeting, Susan had proposed “the Board Treasurer will only issue checks with the proper documentation to substantiate the request (i.e., an invoice).” This was brought back in the form of a motion, and Renee seconded the motion. Discussion was held as to what is “proper documentation” and it was concluded that any form of invoice or written proposal would constitute proper documentation, including board actions documented in the minutes. The motion was carried unanimously.
- F. **Rabbi Review Report: Ned & Ellen.** This discussion was held in executive session.
- G. **Sign-ups for Board Announcements (ongoing).**

#### **New Business**

- A. **Actions resulting from Committee Reports.**
  - a. Mike Batkin called Ellen to say he has resources that can be used by TBE, and he wants to know what we want or need. Several ideas were discussed regarding needs, including requesting funds for leadership education and

development, funds for bringing in a facilitator from URJ to help develop a unified congregational vision for the type of open, warm and welcoming environment we would like to project.

- b. Allen Blum reported that Jeff Brown called him and has artifacts from TBE that he has collected and would like to see brought into the Temple for archiving. Renee mentioned that other members, including Frances Williams, have collected historical materials regarding TBE, and would also like to see them utilized.
- 
- B. **Religious School Committee Members**—discuss requirement to be Jewish. Tabled until a later meeting.
  - C. **Childcare funding for High Holy Days & Shabbat Services.** Tabled until a later meeting.
  - D. **Special Congregational Meeting:** Thursday, Nov 10. Absentee Ballots will be sent out starting the week of October 17.
  - E. **Begin to plan Festivus or Annual Dinner for end January.**
    1. It was decided that the Board will hold a second Festivus event, and the date was set for January 21, 2017.
    2. All Board members are expected to volunteer to help, and to bring in \$50 at the next meeting to cover costs, as this is a tradition for the board to serve the congregation.
    3. It was decided that the food would be simpler and easier for preparation and cleanup, as some board members spent a lot of time in the kitchen at the last event.

### **Guest Comments**

- A. Jim Rosenthal provided his presentation.
- B. There were no other guest comments.

**Executive Session:** The Board went into Executive Session at 8:55 pm.

**Adjourn:** The meeting was adjourned at 9:35 pm

Date of next Executive Board Meeting: Monday, November 7, 2016 @ 6:30 pm

Date of next Board of Trustees Meeting: Thursday, November 17, 2016 @ 7:00pm, 3<sup>rd</sup> Thursday

## Rabbi's Report –Board Meeting October 20, 2016

- Please remember that we will celebrate Simchat Torah on Sunday 10/23 at 5:30 pm with a potluck dinner and 6:30 pm with our service to begin and end the reading of the Torah. The Shemini Atzeret/Simchat Torah morning service at 10 am on 10/24 will include Yizkor prayers.
- During High Holy Days, 76 individual members of our community participated in our worship services with a reading part, an individual Aliyah, singing in the choir or carrying the Torah/Hagbah. With the addition of people who took part in group aliyot, the number was probably closer to 100. Thank you to everyone who agreed to participate in advance or who came up to the bimah on the spur of the moment. Service attendance during High Holy Days was around 100 for each service other than Kol Nidre, which was about 120. 40 attended our Rosh Hashanah Family service, and 22 attended our Yom Kippur family service. We had up to 15 people at the Yom Kippur afternoon discussion/study sessions.
- Many thanks to the Mensch Club for coordinating the building of the Sukkah!!!!
- An anonymous donor has come forward with a contribution to complete our complement of copies of *Mishkan Hanefesh* so that the congregation can use the prayerbook for worship at all services. I will explore options related to our copies of Gates of Repentance. Also, many thanks to Rose Jacobs for updating the Yizkor booklet for this year to prepare it for final publication.
- Does the Board feel that we should do anything special on Friday night, 11/11 as part of the Shabbos Project that the Jewish Federation of El Paso is sponsoring? I can make it a bit like Shabbat Across America in March. Other thoughts?
- The final changes in the Temple directory are now complete. I had been waiting for responses from a few congregants on the exact text for their listing. It will be sent to the printer as early as tomorrow. Many thanks to Bob Kimball for his extensive preparatory work on the directory.
- I am working with Terri Sugarman and Aggie Saltman to create a brochure that can be shared at TBE Ren Faire book on November 6. We will do our best to complete it in time.
- I am working with the Adult Education Committee to create our second annual panel discussion (on November 20 at 2pm) featuring local Religious Leaders. The likely theme this year is Humility.
- I continue to convene a monthly Third Thursday clergy breakfast, and I serve on the steering committee of the Las Cruces Interfaith Coalition for Compassion, and on the NMSU Interfaith Council as Executive Advisor.
- I took part musically at the International Peace Day event at Young Park on Wednesday, September 21, and sang at the Yom Hashir/Day of Song event in El Paso on September 25. I spoke at a forum on Immigration sponsored by the Las Cruces City Council on Thursday, September 29, and gave a brief presentation at a forum sponsored by PFLAG and Peace Lutheran Church on October 6 on LGBTQ inclusion in faith communities. On October 19, I gave a presentation on Judaism at Morningstar United Methodist Church as part of their "Tolerance" series which is featuring speakers from a variety of religious groups.
- I will be attending Shabbat Shira, the fall workshop on worship and music at Olin-Sang-Ruby Union Institute Camp in Wisconsin on November 3-6. I have already lined up service leaders on November 5 and I am working on 11/4 (Family Service).

## **President Board Report: October 20, 2016**

Since we last met, our Temple held the following events: 1) many wonderful Shabbat services; 2) Erev Rosh HaShanah service and Oneg; 3) Rosh HaShanah services, Day 1 and 2; 3) Tashlich at Young Park; 4) Rosh HaShanah Day 2 Bagel Brunch sponsored by Rabbi and Rhonda Karol; 5) the Cemetery Service on October 9; 5) Kol Nidre and Yom Kippur; 6) Break the Fast organized by the new team of Leslie Glater, Rebecca Martinez, and Cheryl Decker (who also organized the Erev Rosh HaShanah Oneg); 6) Sukkah building and decoration on October 16; 7) Erev Sukkot services in the Sukkah followed by a pizza dinner; 8) Sukkot morning service on October 17; and more to come with Erev Simchat Torah services on October 23, and Simchat Torah and Shemini Atzeret services on October 24.

The Rabbi Review Committee has finished its interviewing and collecting of information, and we will be giving you our report later in this meeting.

We have welcomed new members, the Krebs' and the Tierney's, and have enjoyed their presence at many events and services in the past few weeks. The Membership Committee, under the leadership of Diane Fleishman, has expanded, and is developing welcoming activities for our new members.

You have approved the letter that we are sending out to the congregation about the Special Meeting on November 10 during which we will vote on our contractual relationship with the Rabbi. I do want to mention that Mark Saltman would like to speak to the congregation about Temple security for about 5 minutes at the Special Meeting, so I hope that you agree to that.

Tonight we have heard from Jim Rosenthal on Leadership, and I want to thank Jim for taking the time to address us tonight. We also need to begin discussing plans for the Festivus event, sponsored by the Board, to take place in January.

I again want thank you for your thoughtfulness, your dedication, and for working towards observing the norms that we established collaboratively.

## Committee Reports: September/October 2016

A. **Sisterhood Report - Dee Cook, Sisterhood Representative:**

B. **Acquisitions, Specific Gifts, and Aesthetics Committee – Ann Berkson, Chair:**

Frank at Artistic Doors will be calling to set an appointment to do a final measurement for the new doors.

C. **Adult Education Committee – Rose Jacobs, Chair:**

D. **Budget Committee – Steve Halper, Chair:** No Report.

E. **Building and Grounds Committee – Jerry Silverman/Norm Mazer/Jeff Lewis, Co-Chairs:** No report.

F. **Cemetery Committee – Diane Fleishman, Chair:** No Report.

G. **Dues Committee – Michael Mandel, Chair:**

H. **Library Committee – Linda Kruger, Chair:**

I. **Long-Range/Strategic Planning Committee – Allen Blum, Chair:** No report.

J. **Marketing and Public Relations Committee – Aggie Saltman, Chair:**

Over the last month I have worked with Rabbi Karol on public relations efforts. Rabbi Karol submitted all the High Holiday information to the newspapers, for which we received good coverage. In the last month, TBE events appeared in the newspaper (and radio), that I am aware of, 12 times. I believe that I am missing one other Matzo Ball golf tournament that I could not track down. Hard copies are being kept of all of the stories in a binder at TBE for posterity.

K. **Membership and Outreach Committee – Diane Fleishman, Chair:**

The Membership Committee is planning a brunch and New Member Shabbat for our new members. We have 4 new couples and 2 children who have joined in the past year. We also have 6/7 potential new members. two will be coming in November. We have reached out to all of them except 2 who are in the process of conversion.

L. **Nominating Committee – Jim Rosenthal, Chair:** Will give report at Board Meeting.

M. **Religious Practices Committee – Jeff Lewis, Chair:**

N. **Religious School Committee: Pearie Bruder, Chair:**

O. **Security Management Committee - Mark Saltman, Chair:**

P. **Social Action Committee - Ned Rubin, Chair:**

Q. **Technology Committee – Need someone to chair.**

R. **Ways and Mean Committee – Lionel Jacobs, Chair**

Ren Faire Update (from Jeff Lewis):

- Dee Cook and I have been enlisting volunteers to participate in Faire----we have now more than enough participants needed.
- The shifts are and duties are going to be assigned in short order.
- Mike and I are going to meet and discuss some more issues---the cash situation, the opening cash drawers and who needs to supply the opening drawers-----the clean

up crews----how much of a supervisory staff are we going to have on Saturday. Mike and I agreed today that we have several veterans of past Ren Faires who will be there on Saturday to make sure things are working out.

- Dave is going to be back from his trip-----the purchase of the meat and other supplies will be done than.
- I will discuss with Mike making desert in the Temple for the Faire.

Matzo Ball Open:

- The Temple Beth-El Matzo Ball Open on October 23 at Red Hawk Golf Club is less than two weeks away. We are way down from last year's successful numbers. Last year, we had 70 golfers participate on 18 teams. This year we have 42 golfers on 11 teams who have committed to play. Last year, we had 27 hole sponsors. This year we have 19. We need your help! Mesilla Valley Habitat For Humanity needs your help!

**S. Youth Activities Committee: Julie Seton, Chair:**

- The annual food drive was launched by the Machon Class (thanks to Rabbi Larry for letting us invade his class) and will wrap up before the end of October (date to be determined at a meeting on 16 October.)
- Maggie Feil is stepping down as youth advisor, but she is interested in staying on the Committee and willing to help when her schedule allows.
- We need to check on payments to Maggie for last year. There were no requests submitted last year, but we didn't (still don't) have a procedure to get that accomplished. Will check with Allen Blum to get things squared away before the next Board meeting.
- Announcements for a new Youth Advisor/Advisors started on Yom Kippur.
- We are working to get the NFTY SW Regional Director to come to Las Cruces to meet with parents and students in early December.
- New officers have been elected:
  - Ilan Adler-Jaffe = President
  - Mateo Garcia-Bryce = Social Action Chair
  - Michael Bruder = Religious/Cultural chair
  - Veronica Bruder = Communication
  - Hannah Saltman = Membership chair
  - Jacob Saltman = Treasurer
- Thanks to Andrea Orzoff for providing adult leadership during the meeting.
- There are two open, paid positions: BETY Advisor and BEMY Advisor. We are accepting applications until 25 October –to be sent to Julie Seton at [julie@indentus.com](mailto:julie@indentus.com) or call (575) 639-3158. Interviews will be scheduled with the group.