

MINUTES

Meeting of the Board of Trustees

Temple Beth-El, Las Cruces, New Mexico

Date: March 24, 2016

Trustees Present: Ann Berkson, Allen Blum, Paul Feil, David Fishman, Diane Fleishman, Renee Frank, Leslie Glater, Monika Kimball, Ned Rubin, Mark Saltman, Ellen Torres, Erich Zameret, Dave Zeemont, Rabbi Karol (ex-officio),

Trustees Absent:

Guest(s): Linda Kruger, Library Chair

Opening:

Call to Order: Meeting was called to order by President Monika Kimball at 7:05 pm.

Invocation: The Rabbi gave the Invocation, sharing prayers from the Book Burial on March 6.

Acceptance of Minutes (as corrected, if applicable): The minutes of the last meeting, Thursday, February 25, 2015, were approved.

Leadership Reports

- A. Rabbi's Report:** The Rabbi reported that we had a good turnout (42) for the March 4 Shabbat Across America. He officiated at the well-attended unveiling for Mel Taylor on Sunday, March 20 at the Masonic Cemetery. Several congregants joined our Religious School students and faculty in the book burial ceremony on March 6. The Rabbi is coordinating singers of all ages for the Jewish Food and Folk Festival, and arranging for the sound system for the event. The Rabbi has begun to work with the Jewish Federation of El Paso on getting our information in their weekly email and on their website calendar. In fulfillment of the Rabbi's goals for the year, he has been in touch with more than 75% of the congregation so far this year, and he will continue to contact other congregants in the coming weeks. He took part in the Intergenerational Peace Camp at the Munson Center on March 16 (there was an article and photo in the Las Cruces Sun -News on March 19). He also led a Seder for St. Andrew's Episcopal Church on March 24 (prior to the Board meeting), and will be THE speaker for Days of Remembrance of the victims of the Holocaust at White Sands Missile Range on April 15. Rhonda and the Rabbi will attend the Jewish Community Foundation of El Paso anniversary event on April 3. He continues to convene a group of clergy for a Third Thursday breakfast monthly and serves as Executive Advisor for the NMSU Interfaith Council and as secretary of Peace Village of the Las Cruces Board of Directors. He is meeting with several community leaders to create a Las Cruces Interfaith Coalition for Compassion, and attended the Understanding Islam series held at Peace Lutheran Church on March 22. The Rabbi will be away on Friday, May 13 and Saturday, May 14 for a family Bat Mitzvah, and will be back for the last day of Religious School on May 15.

- B. President's Report:** Monika Kimball reported that the Purim Spiel on Wednesday, March 23, was "a hoot." Monika wants to thank Stuart Kelter and Leora Zeitlin for their creativity on the Purim Spiel this year, and in past years, bringing the Megillah to life. Thank you to all the participants in this year's Spiel. Mike Batkin has sent a \$900 check to the Temple--\$360 to go towards Temple security, the rest to the Religious School. These monies are in addition to the matching funds the Batkin funds pays. The Nomination Committee is hard at work finding people to replace those leaving. One point discussed is that we may not need a Board as large as ours, considering the small size of our congregation. Monika needs help with the inscriptions for the beautiful granite benches that now sit in our Temple entranceway and in the Biblical Garden and Brick Walkway by the fountain. Funds for the benches were donated by Frances Williams and an anonymous donor. Monika also discussed that the Rabbi's contract needs to be renegotiated this fall. She recommends that the negotiation committee does not include members of the Board—that it should include a pro-bono attorney and three non-Board members. History shows that non-Board member leaders of the Temple would provide the most effective negotiation team. Monika also asked us to look at the framed FestivUS invitation that is framed in the Temple office. In addition, Dave has informed Monika, and he has sent letters to the Temple, that the Brandhorst Will funds amount to the preliminary amount of \$52,533.08 and that it might change, as that is not the final amount.
- C. Treasurer's Report:** Paul Feil gave his Treasurer's Report for the fiscal year. Total income is \$155,929.53. Total fundraising expenses are \$10,521.40. Total general operating expenses are \$8,264.57. Total expenses are \$130,213.10. Net Income is \$25,716.43. The Rabbi's pension is coming up soon as well.

Committee Reports

- A. Sisterhood Report:** Leslie Glater reported that the Sisterhood Council will hold its March meeting on March 30, so there is no report as of yet this month.
- B. Mensch Club Report:** Dave Zeemont reported that they held a meeting on February 28 where they discussed the proposed Constitution and by-laws. The next Mensch Club meeting will be Sunday, March 27 at noon. They will be continuing their revisions of the Constitution and hope to have it finished at the meeting. Once they adopt the procedures for an election, they will one then, time permitting, or at the following meeting.
- C. Acquisitions, Specific Gifts, and Aesthetics:** Chair Michele Blum had no news to report.
- D. Adult Education Committee:** Chair Ellen Torres reported that the Committee sponsored a successful "Meet the Artist" event with Belorussian Violinist Yevgeny Kutik on Wednesday, March 2 at 7:00 pm with an audience of 47. Donations from the event totaled \$153, \$127 from the audience and \$26 from 10% of Kutik's CD sales. The Di Kavene Kapelye Klezmer Group will be sponsored by Adult Education and performing at the JFFF event on April 17. Adult Ed and JFFF will pay them \$100 for gas since they are traveling from Albuquerque, and they will accept donations and tips as well. The final event of the year will be a Sing-a-long with Rabbi Karol on Saturday, June 11 at 7:00 pm in conjunction with a Havdalah service. Adult Education has a limited budget, paying for refreshments and occasional

performer fees from donations and fees paid to Jim Rosenthal's Short Story Group, as Adult Ed sponsors the group. The group holds four meetings a year. The final meeting of the year will be in June. Donations so far have totaled \$391.00, and with approximately \$600.00 from the Short Story Group fees, the total budget for the year has been approximately \$991.00. \$429.69 has been spent for refreshments and supplies. Performers fees this year have cost a total of \$300.

- E. Budget Committee:** Chair Steve Halper reported that he sent an email to all Committee Chairs asking each of them to develop and submit their financial requirements, including projected income, for fiscal year July 1, 2016 to June 30, 2017. Submissions will be compiled by the Budget Committee and submitted to the Board of Trustees for consideration. They want a breakdown of requirements and projected income so that the Board can make informed decisions. Steve wants Committee Chairs to provide their Committee Budget Input to the Budget Committee no later than May 1, 2016 so that they can provide the Board with information before the May Board meeting.
- F. Building and Grounds:** Nothing to report this month.
- G. Cemetery Committee:** Chair Diane Fleishman has no report this month.
- H. Dues Committee:** Chair Michael Mandel had nothing to report.
- I. Library Committee:** Linda Kruger was present to give her report. First, she wanted to mention that there should be no food or drinks in the library. She has noticed crumbs, and had spent much time cleaning up the food that others have left. She requested that a message is sent to congregants not to eat or drink in the library. Linda talked about the need for archival materials to be preserved. Monika stated that Frances Williams said she would donate funds to cover the costs of an archivist since a large box of archival material was discovered including scrapbooks with news clippings of the Temple's early days. Linda said they only need the supplies, not an archivist. Linda will talk to Frances about this. Linda discussed the library holdings that, when inventoried, has faced an alarming attrition. She believes that moving the library from the Temple's Parker Road location to our current location, plus the fact that the library is an unlocked facility that is accessible to anyone, has caused books to disappear. In addition, 54 books are long, long overdue. The cost to replace these missing materials could be costly. Linda has suggested that as the Temple moves toward enhanced security, it might be wise to have surveillance cameras in the library. Linda then asked Dave Zeemont to speak. He said that Sisterhood and Frances Williams have donated funds to the library for technology, which, if spent for a certain program, can allow members to access the library card catalog electronically without coming into the library, which could also help maintain the library catalog with a minimum of loss. Her report states that 1,800 titles are now available in the electronic catalog. For the first time in 9 years, the Library is asking the Budget Committee for funds for preserving the archival materials. In the meantime, Linda stressed that they should not leave the library.
- J. Long-Range/Strategic Planning Committee:** Chair Allen Blum reported that his group has resumed their efforts to finalize the additional strategies that would round out the plans to satisfactorily meet the needs of TBE for both long term and short-term objectives. The Committee continues to fine tune the tactics of each developed strategy so that they all

address the values defined through the Temple's Mission Statement. Continued meetings of the Committee shall be ongoing until final strategies are completed.

- K. Marketing and Public Relations Committee:** Chair Renee Frank reported that at the Committee's March 22 meeting, they discussed the media packet for TBE Board members, Committee Chairs, and Affiliated Organizations. Feedback from some Committee Chairs is being incorporated into the media process. The final media packet will be ready in April. Terri Sugarman is the liaison to the Membership Committee, and they are working on a Membership Packet. The Committee discussed establishing a binder with all TBE media releases, ads placed, and publicity received. This will be maintained in the TBE office for easy access. The Committee also discussed setting up a place on the TBE website for press releases, articles, or other publicity published. They brainstormed the design for a general brochure about TBE to be available for all events to tell more about TBE, what it stands for, activities, etc. They also discussed the establishment of a "Mazel Tov" section on the website to recognize and congratulate members for a variety of things. Terri will meet with Membership Chair Diane Fleishman and recommend the support needed by the Marketing/PR Committee for this project. Renee will finalize the media packet. Aggie Saltman will update media contacts for the packet. The next meeting will be on Tuesday, April 19 at 5:00 pm at TBE.
- L. Membership and Outreach Committee:** Chair Diane Fleishman reported that one new couple has submitted their application for membership, and they are excited to join our community.
- M. Nominating Committee:** Chair Jim Rosenthal, in his email report, and Monika reported that the Nominating Committee has been formed and they have been holding meetings to find members to be nominated to run for the Board in May. The members of the Committee are Jim, Monika, Renee Frank, Michael Mandel, Bill Stein, and Dee Cook. They are working hard to get members to be nominated to run for the Board, which has been more difficult this year. If they do not get more nominations than there are seats available, the vote may be more of an affirmation of the slate than a choice of nominees. They will, however, take nominations from the floor at the Annual Congregational Meeting on May 10, as always.
- N. Religious Practices Committee:** The Rabbi reported that the Committee will meet sometime in April. He is speaking to individuals who might be inclined to offer donations that will go for the purchase of more copies of Mishkan Hanefesh, the new High Holy Day prayerbook. If there is a decision to do an open request for contributions, that will begin in early May. Five responses were received to the letter sent to the congregation in February from congregants who would like to have a part in services. Those members will be assigned based on their requests. A reminder to respond will be sent soon.
- O. Religious School Committee:** Chair Mark Saltman reported that the Religious School children delivered Purim bags to members on Sunday, March 6, after the book burial. The Rabbi is recruiting kids to sing during JFFF. The Committee will meet soon to decide how to allocate \$900 in Batkin Fund money.
- P. Security Management Committee:** Chair Mark Saltman reported that they purchased six two-way radios, and the doorbell camera was installed, along with three panic buttons in

the main office. Mark demonstrated some of the equipment at the meeting. Jerry Silverman had a deadbolt installed on one of the classroom doors, as well, as a test to make sure the door was secure. The Committee is now asking for an additional \$7500 for the following: seven exterior security cameras with monitors (\$3830), motion detectors closest to the desert (\$807), 21 deadbolts on the doors and installation (\$1500), additional lighting in front of the Temple--recommendation from member Bea Klein (\$1200). Mark recommended that we vote on some of the items to fund the most important security items. Ned moved that we fund the cameras and motion detectors. Dave moved that we spend up to \$5000 for those items. Leslie seconded it. The vote was unanimous in favor of giving the Security Committee \$5,000 for the cameras and motion detectors.

- Q. Social Action Committee:** Chair Ned Rubin said his Committee had nothing to report.
- R. Technology Committee:** Chair Dave Zeemont reported that we converted to Office 365. The one thing we must do is that the admin account has no spam filter and needs to be reorganized, with spam items being deleted. There needs to be a program set up to better secure our technology system.
- S. Website:** Chair Bob Kimball had no information to report.
- T. Ways and Means Committee:** There is no chair or committee at this time.
- U. Youth Activities Committee:** Chair Julie Seton reported that a Youth Committee Meeting was held on February 28. There was a presentation by Elke Wunderich from the Mesilla Valley Rotary Club about the upcoming Mesilla Valley Has Talent event. Maggie Feil provided the Committee with an updated calendar that includes activities through the summer and into next Fall for BETY and BEMY. They plan to do a Turkey Drive to support El Caldito Soup Kitchen, hold movie nights, a Chanukah party, and a trip to an activity in El Paso. To get students more involved, they plan to have them vote for officers with responsibilities, establish a regular newsletter for a consolidated schedule of events, set up a monthly "BETY-Do" list when the students would meet at TBE to work for a couple of hours on tasks such as weeding, cleaning out closets, etc, conduct a fundraising activity to get the BETY students to go to Kallah for free, and organize a sleep over event in early summer. They also discussed parental roles in getting the students more involved. Andrea Orzoff and Pearie Bruder will talk with the other parents about it. The BETY bank account is now set up for online banking and electronic statements. Information was sent to the Treasurer and President.

Old Business

- A. Verizon Proposal Pending:** Monika briefly reviewed the information about the pending cell tower. She shared the Verizon small cell construction specification plans by email. The plan is to hide all three antennae scheduled for installation with new screens placed on top of the existing temple parapets. They are sending photos of before and after for Board members to review.
- B. New Temple Door Update:** Allen Blum reported that the door saga continues. The menorah door is too costly (\$18,000 or more). Allen had someone come up with a reasonable facsimile, but still too costly (\$10,000). So, Allen went to Rawson Builders Supply here in Las Cruces, and they can create a door for approximately \$4,500, depending

on the various options we include. Options include a dark brown, metal door with some stained glass panels or glass panes with small stained glass inserts or glass with stained glass and glass of a solid metal base. Rawson will not have to change the doorframe, which will keep the cost down. Stained glass costs approximately \$200 for a square foot. The panic bars would be included with the door as well. They can finish the door project in about 5 weeks. The Acquisitions, Specific Gifts, and Aesthetics Committee of Michele Blum, Dee Cook, Ann Berkson, and in addition, Monika Kimball, will take a look at a variety of doors and make a recommendation to the Board. We will discuss this at the next meeting.

- C. **Jewish Federation of El Paso:** Calendar Items can be sent to the Federation as we are now affiliated. The Rabbi said that we need someone to be trained to be as a Calendar Manager. The Rabbi said that he can take care of it. He already updates the Temple Facebook page.
- D. **Annual Congregational Meeting:** The next annual congregational meeting where the congregation will elect new Board members will be held on May 10 at 7:00 pm. Renee has graciously agreed to purchase refreshments and coffee at the meeting.
- E. **David Steinborn Plaque for Social Hall:** Ann Berkson reported on the Steinborn Social Hall plaque that she had inscribed. The cost was \$70.00, and Ann Berkson and Dee Cook each donated \$10 towards the cost. The plaque states: "David M. Steinborn Social Hall: In honor and in memory of a gentleman whose dedication and generosity to Temple Beth-El are gratefully appreciated. March 29, 1936-November 10, 2015." Since the dedication of the Steinborn Social Hall will take place at the April 8 Shabbat, Monika asked Board members to provide some refreshments to supplement the Oneg sponsors, Leslie Glater and Elisha Rosenberg.

New Business

- A. **Constitutional Amendment:** Ned Rubin presented information about a Constitutional Amendment to allow the Board to take an electronic vote, when necessary. After a brief discussion, it was decided to table the motion until Ned writes a proposal with more specific verbiage.
- B. **Recycling Proposal:** It is being proposed that the Temple splits the monthly fee of \$40 with our neighbors, Sonoma Springs Covenant Church, to establish a recycling service through Friedman Recycling (used by the City of Las Cruces). Monika asked us if we would be willing to consider this proposal. Mark Saltman made a motion to engage the recycling service and share this with the Sonoma Springs Covenant Church. Allen Blum seconded the motion. Motion passed unanimously. We all agreed that we will need to educate members regarding what is and is not recyclable.

Guest Comments

- A. If any guests are present, they are invited to make comments: Linda Kruger, Chair of the Library Committee, gave her committee report (above).

Executive Session: We moved into Executive Session at 9:05 pm to discuss new members. Both new member families were approved.

Adjournment:

The meeting was adjourned by President Monika Kimball at 9:10 pm.

Date of next Executive Board Meeting: Tuesday, April 19, 2016 @ 5:30pm

Date of next Board of Trustees meeting: Thursday, April 28, 2016 @ 7:00pm

Respectfully Submitted,

Ellen Torres, Secretary