

MINUTES

Meeting of the Board of Trustees

Temple Beth-El, Las Cruces, New Mexico

Date: April 28, 2016

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

Opening:

Call to Order: Meeting was called to order by President Monika Kimball at 7:03 pm.

Invocation: The Rabbi gave the Invocation.

Acceptance of Minutes (as corrected, if applicable): The minutes of the last meeting, Thursday, March 24, 2015, were approved.

Leadership Reports

- A. Rabbi's Report:** The Rabbi reported that it was an honor to lead a number of our Religious School students as "Kolot Noar" (Voices of Youth) at the Jewish Food and Folk Festival in addition to our Temple choir, Kolor Bamidbar, ("Voices of the Desert"). Many thanks to Ray Lopez, Rebecca Berkson's father, for the set-up of the sound system and being our sound technician for the day. The Rabbi will be taking part in the El Paso Holocaust Remembrance event on May 1 at Congregation B'nai Zion and has been asked to take part in the Israel Independence Day event on May 15. He offered the main remarks at the Days of Remembrance of the Victims of the Holocaust at White Sands Missile Range on April 15. On April 3, the Rabbi and Rhonda attended two El Paso events--the Jewish Community Foundation of El Paso anniversary event and the Rick Recht fundraising concert for the El Paso Jewish Academy. He continues to convene a group of clergy for a Third Thursday breakfast each month and serves as Executive Advisor for the NMSU Interfaith Council and secretary of the Peace Village of Las Cruces Board of Directors. He is a member of the steering committee of the Las Cruces Interfaith Coalition for Compassion. The Rabbi will be away on Friday May 13 and Saturday May 14 for a family Bat Mitzvah, but will be back for the last day of Religious School on May 15.
- B. President's Report:** Monika Kimball also thanked Ray Lopez for helping with the sound system at the JFFF. She reported that Dave Zeemont and Bill Stein will represent the Temple at the Jewish Federation of El Paso and thanked them for volunteering. Monika also stated that we have until July 1 to get our budget in order, and thanked Jennifer Blazer, who assists our Treasurer, for her able accounting assistance. The Annual Committee Reports will be posted on the Temple's website. Monika will attend a Jewish Federation meeting for organizations,

not only Jewish organizations, to pass on that information to her successor. At the Annual Congregational Meeting on May 10, Monika will provide highlights rather than a long report to identify what we've accomplished this year. The rest can be read in The Adelante. She mentioned that letters were sent out to the congregation with statements from the six candidates and information about absentee ballots. The six nominees include: Ann Berkson, Allen Blum, Pearie Bruder, Susan Brown, Michael Lieberman, and Susan Michelson. Monika also said that the speakers will include Committee Chairs: Ellen Torres (Adult Education), Julie Seton (Youth Committee), and Ad Hoc Committee Chair Alison Mann (Biblical Garden and Brick Walkway). Also presenting will be Rebecca Berkson and Aggie Saltman (JFFF).

- C. Treasurer's Report:** Paul Feil updated his Treasurer's Report for the fiscal year. Total income is \$155,929.53. Total fundraising expenses are \$14,553.46. Total general operating expenses are \$11,759.30. Total expenses are \$143,551.87. Net Income is \$12,377.66.

Committee Reports

- A. Sisterhood Report:** Leslie Glater reported on the past two Sisterhood Council meetings in March and April. The Passover Seder held at Picacho Hills Country Club on April 23 was successful. The Rummage Sale will be held on May 22. Girls' Night Out will be held June 22 at 6:00 pm at De La Vega's Pecan Grill. Leslie also mentioned that this would be her last Board meeting as she is stepping down from the Sisterhood Council.
- B. Mensch Club Report:** Dave Zeemont reported that the group will hold their next meeting on Sunday, May 1 when they plan to vote on the Constitution. They will also show a movie in June called "Berlin 36" about a Berlin runner who was Jewish. Members have been investigating devices for the hearing impaired, so they will present information on that topic as well. It was mentioned that there could be cooperation between the Mensch Club and the Center on Spiritual Living to host a pastrami booth at the Renaissance Fair. David would like everyone to come to the Wednesday Breakfast this coming Wednesday, May 4, when the TBE Board is presenting \$5,400 to the Center on Spiritual Living.
- C. Acquisitions, Specific Gifts, and Aesthetics:** Chair Michele Blum reported that her Committee is currently working with Rawson Builders Supply and a local artist to create a door for the Temple's front entryway. There have been some design changes because of security concerns, i.e., more metal rather than more glass. The Committee is currently waiting for the artist to send them his drawing of the front entryway. He met with the Committee at Rawson's so he knows what is needed to satisfy the parameters set in place. Currently the Committee is favoring either a menorah or a tree of life motif.
- D. Adult Education Committee:** Chair Ellen Torres reported that the Di Kavene Kapelye Klezmer Group, co-sponsored by Adult Education and JFFF, performed 4 sets at the JFFF event on April 17. Adult Ed and JFFF paid them \$100 and gave them \$60 in food tickets for the three performers. The final event of the year will be a Sing-a-long with Rabbi Karol on Saturday, June 4 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 Jim Rosenthal's Short Story Group participation fees, as Adult Ed sponsors the group. Donations so far have totaled \$391.00, and with approximately \$720.00 from the Short Story Group fees, the

total budget for the year has been approximately \$1,111.00. Expenditures for performers' fees, refreshments, and supplies have run \$729.69. There is a current balance of \$381.31.

- 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 reported that two plots have been sold since she took over as Chairperson.
- H. Dues Committee:** Chair Michael Mandel had nothing to report.
- I. Library Committee:** Linda Kruger reported that archival materials (i.e., historic scrapbooks), which were in the Library, were removed and brought to a congregant's home for review. Due to the fragile and poor condition of the items, Linda feels that further damage occurred to the items. She also reported that she has learned that these materials are the property of Sisterhood. If Sisterhood keeps the items in the Library, the Library will split the cost of the archival supplies with the Library. If Sisterhood wants to house the materials elsewhere, then the Library will no longer take responsibility for them. Requests made from the Brandhorst and Fitzgerald estates for special Library projects will be postponed until mid-October. An additional \$3,000 has been pledged by two donors. David Brandhorst and Mary Fitzgerald were very special friends of the Temple Library, and the amounts to be requested will provide a naming opportunity for the project that will help alleviate critical space shortage. The Library is approaching 1,900 titles in its electronic catalog, and will be able to significantly expand its services by early Fall.
- J. Long-Range/Strategic Planning Committee:** Chair Allen Blum reported that his Committee first established what defines a Strategic Plan. This plan permits the organization to make fundamental decisions or choices through a long-range view of what it hopes to accomplish. First, the Committee had to review and revise the TBE Mission and Values Statements. Mission Statement: "TBE is dedicated to creating and maintaining an intimate and involved Jewish community. We strive to be a place where spiritual growth, tradition and ritual provide meaning and comfort to every person who comes through our doors. TBE encourages its members to learn, celebrate, serve, and grow together, so that each person will have the fullest opportunity to share the beauty of Jewish expression." Values Statement: "TBE is a Reform Jewish congregation that envisions long-term growth, which enriches us and our community spiritually, educationally and socially." The Committee also identified six goals statements. The Strategic Plan is a thorough analysis of the organization's existing structure through the completion of a SWOT analysis, which highlights the Temple's Strengths, Weaknesses, Opportunities, and Threats. Once completed, it will allow the organization to perceive which of all aspects identified must change in order to achieve its goals. Finally, a Strategic Plan is to stay at the highest level (the Committee) and trickle down to the particular committees of the

organization who will then develop Tactics to support the Strategy along with an action plan. The Committee also needs to develop a way to filter information down to the congregation.

- K. Marketing and Public Relations Committee:** Chair Renee Frank reported that her committee met on April 19 to discuss the media release templates and the media contacts. They are beginning to collect the publicity and advertising that takes place. The plan is that the PR packet is getting ready to present to committee chairs. Diane Fleishman and Terri Sugarman are working on a TBE brochure that will include the Mission Statement and will describe what TBE is all about and will correspond to our values. They talked about “branding” TBE, which will carry on into next year.
- L. Membership and Outreach Committee:** Chair Diane Fleishman reported that she met a new couple at the JFFF and sent information to another couple as well. The Jacobs, new members, also have become involved after joining, volunteering at the JFFF right away.
- M. Nominating Committee:** Chair Jim Rosenthal reported that his Committee has submitted a slate of six very good candidates for the six openings on the Board, but they were not able to provide two extra candidates as required by our TBE bylaws. He believes that this strongly suggests the need for a comprehensive review of how we go about choosing trustee candidates. It also suggests the need for an even broader examination of Temple leadership issues, including the composition of the Board of Trustees, the culture of Temple leadership, how we define leadership, and the manner in which we identify, recruit, develop, educate, and support leaders. Jim states that, based on his own research, he believes that such a study should consider how to ensure that our leadership understands and is guided by the unique spiritual and ethical values of Reform Judaism as well as the cultures and histories of our faith, Temple, and the wider Las Cruces community.
- N. Religious Practices Committee:** The Rabbi reported that the Committee will likely meet in May now that Chairperson Jeff Lewis is back in town. They will discuss a lead-up to High Holy Days, including a campaign to acquire more copies of Mishkan Hanefesh. Our service schedule change to 7 pm on Fridays, other than First Friday, has seemed to go well, with attendance higher than it was when services began at 7:30 pm.
- O. Religious School Committee:** Chair Mark Saltman reported that the Committee met prior to the Board meeting, April 28, and decided to take the \$900 from the Batkin Fund to help pay down the religious school debt of seven families who owe a total of \$1400. Once the Batkin money is applied to the debt, there will be a balance of \$500. Religious School is winding down with only a couple more Wednesday Hebrew School and Sunday Religious School sessions left. Mark said that he will be stepping down as chair at the end of this religious school session.
- P. Security Management Committee:** Chair Mark Saltman reported that Allied Security installed seven exterior cameras and a monitor in the main office. Mark said that he and Dave Zeemont checked all the internal Temple doors to see which ones would need a lock for more security, and they found that 8 doors needed the doorknobs and locks to be replaced. Mark requested \$625 to secure those doors with locks. Renee made a motion, and Ned seconded the motion, to give the Committee \$625 to accomplish this task. The motion passed unanimously. Mark said he would remain as Chair of the Security Committee, of which Monika stated that she was delighted.

- Q. Social Action Committee:** Chair Ned Rubin reported that the budget for the Committee has been submitted and tentatively approved for \$500. They discussed the upcoming Candidate Forums scheduled for Tuesdays, 5/17 and 5/24. The first forum is scheduled to include House candidates from District 35, Senate District 36, DA candidates for the 3rd Judicial District, and County Treasurer. The second forum is scheduled to include candidates for County Commission in Districts 4 and 5. There will be a reception after the presentations. Adult Education is co-sponsoring the forum on May 17. Both Win Jacobs and Jim Rosenthal have again agreed to participate in the preparation and during the forum(s). They have also discussed a follow-up forum to the poverty forum, with the goal being to develop some concrete actions that individuals, groups, and/or the synagogue can make. The follow-up forum on poverty is tentatively scheduled for Sunday, July 24. It was also discussed that we revisit the idea of adopting a local family or families for the Christmas holiday.
- 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. A program needs to be set up to better secure our technology system.
- S. Website:** Monika stated that Chair Bob Kimball will give a report on the website soon.
- T. Ways and Means Committee:** There is no chair or committee at this time.
- U. Youth Activities Committee:** Chair Julie Seton will report at the Annual Congregational Meeting. She reported that the youth groups were involved in Purim activities that included setting up and running the Purim Carnival and participating in the Purim Spiel. The carnival netted \$98. BETY students participated in the JFFF on April 17. Planning is in process for activities through the end of the school year and through the beginning of the Fall. These activities include: attendance at "Fiddler on the Roof" in El Paso on May 1; study sessions; signing up to complete tasks needed by the Temple or congregants; Shavuot celebration; raising funds for student participation in Fall Kallah.

Old Business

- A. Update on the New Temple Door:** Monika shared a blueprint of the door, which will have a menorah etched into the door, with glass at the top of the candle holders. Rawson Builders Supply recommended that we use our current door, which is steel. See earlier Acquisitions, Specific Gifts, and Aesthetics Committee Report.
- B. Update on Verizon Proposal:** Monika shared photos of the revised Verizon towers that are now on the back portion of the Temple roof, rather than the front. Diane made a motion, and Ned seconded it, that we accept the Verizon proposal. The motion passed unanimously.

New Business

- A. Jewish Federation of Greater El Paso:** We will be sending two representatives to the Federation, Dave Zeemont and Bill Stein, who will represent Temple Beth-El.
- B. Board Nominees:** Monika discussed the Board nominees in her report.
- C. Discussion on Celebrating Fundraiser Successes:** Monika made a suggestion that volunteers who participate in our many successful fundraisers should be celebrated or honored in some way. She asked the Board to consider this suggestion in the upcoming year.

Guest Comments

A. If any guests are present, they are invited to make comments: No guests were present.

Adjournment:

The meeting was adjourned by President Monika Kimball at 8:50 pm.

- **Date of Annual Meeting and Follow-up Board Meeting: Tuesday, May 10, 2016 @ 7:00 pm**
- **Date of next Executive Board Meeting: TBD by New Board**
Tentative Date of next Board of Trustees Meeting: Thursday, June 23, 2016 @ 7:00pm

Respectfully Submitted,

Ellen Torres, Secretary