

Temple Beth El

Notes from Board of Directors Meeting, July 21, 2022

Meeting began at 6:08 pm, held on Zoom

Attended by: Joel Siegel, Cherri Hudson—Brown, Donna Popky, Pearie Bruder, Dee Cook, Steve Haydu, Diane Fleishman, Martha Roditti, Lynn Zeemont, Nan Rubin, Luke Duddridge. Additionally Cheryl Decker, part-time office volunteer, guest.

Absent: Deb Leyndyke, Wendee Lorbeer

Notes by: Joel Siegel

Invocation by Martha Roditti, a prayer written by Eric Yoffie, Rabbi.

Approval of Agenda

The Agenda was approved with exception that:

1. We would add a discussion on Renaissance Faire
2. Under the item "Other Business before September Meeting", Cherri recommended an August Board meeting in lieu of or in addition to September to get ready for High holidays and to get new Rabbi more familiar

Agenda approved, 6:14 pm

Approval of Minutes – June Board meeting

The June Board minutes were accepted with correction:

1. Stacey Hyman will charge rent to Rabbi below market value, and write off the balance up to fair market value as a donation to the Temple. These dollars will not go to the Temple,
2. Martha made motion to approve, Luke second, minutes with correction accepted unanimously.

Negotiation Committee Report

1. Joel presented summary of negotiations.
2. Committee has met three times, after the second time an offer letter went to Rabbi Lutman detailing the highlights of the contract (three year term, salary, relocation, medical insurance stipend), but not containing a contract.
3. Salary of \$90,000 did not meet the minimum of the salary range posted in the advertisement (\$100 - \$110 thousand). However, we offered medical coverage stipend of \$20,000 plus relocation, and a retirement contribution bringing the package greater than advertised.
4. Rabbi wrote a letter back adding vacation and sick leave, salary \$95,000, others
5. Rabbi was notified that we would not write another letter. Rather, we would incorporate all terms in the contract itself.
6. Committee met to finalize the contract. Finalized 07/18, still in legal review.
7. A key change from her request from 18 days vacation + 10 sick days is our combining them into 25 days PTO (Paid Time Off). It puts the burden on her to manage her vacation and sick leave on

her. We limit our total PTO liability to 25 days, she gets to roll over up to 7 days PTO that, were these days unused sick days under “use it or lose it”, would be lost. We will not give her one extra day of PTO per contract year, either.

Administrator Report

1. Cheryl discussed Reform Pension Board, non-Reform Rabbis are accepted. She noted there is meeting of Pension board upcoming and she would send the link. Evette can attach her pension to CCAR, we can pay into it.
2. We need to consider Jewish calendars, they will cost \$350 for 150 calendars. Usually ½ to 2/3 are taken. Board agreed.
3. We need to clean up list of family data for adult children, correct information is needed. Pearie would like to reach out to adult children to come visit the Temple. Diane said we should keep the college kids on the family roster. We should invite adult children to possibly sponsor an Oneg.
4. Our insurance company wants to add cyber protection to our policy, presumably pays should we get compromised. Cheryl will check the cost. We need a new computer, ours is 7-8 years old. Steve will help us determine the requirements and what to buy.
5. We need to get Rabbi Evette covered under workman’s compensation.
6. We should consider raising out insurance coverage on buildings and grounds. Possibly to \$2.75 million. Church Mutual is a leading provider and 3 years ago had the best cost.

Budget

Joel explained the highlights of the budget. Notably broken as General Fund Income for fundraiser is to budget the net income. This make it easier to read and understand.

1. Details on Rabbi breakout were provided. We pay payroll tax on salary but not parsonage. In Year 1, numbers were proportioned to 11/12 of the fiscal year. We do not pay a payroll tax on pension contribution or health care purchased on her behalf.
2. Pearie described the concept of a religious school restricted fund. Whereas BETY / BEMY has an independent checking account, the Religious School funds flow through the general fund. Still it is beneficial to break out for its budgeted income and expenses. (note: Stacey Hyman later clarified, after this Board meeting *“When I took over the accounting a few years back, Pearie received approval to have the religious school fund kept separate from the rest of the general fund, but housed in the same account. We didn't want to have to open another checking account just for them. They are to be profitable but if they run into a deficit, then the Board funds them out of the general fund (just like it gives BETY/BEMY money if they are in need). There is always a budget line item for religious school just in case it is needed”*).
3. Lynn makes motion to accept budget as submitted, Martha seconded. Budget accepted unanimously.

Prorated membership – This policy (bill new members for the number of full months in the FY following their acceptance)¹ was accepted by the Board. No vote was required. It will be up to Treasurer to implement.

Library – The Board believed that the card catalog is online. However in the chat section of Zoom, Steve Haydu noted that the online card catalog is inactive.

Reimbursement requisition forms – this item was not discussed.

Ways and Means

1. The Ren Fair applications have to in in by August. The Spiritual Learning Center will help. However we made no profit last year and they did not receive any money. A question was raised: would Rabbi approve us working on Saturday? As to the Pastrami supplier, we have to be looking for a good price. Lynn will work with Joel on what checks need to go out.
2. Matzo Ball Open – Joel will work with Lynn to send invitations and get a feeling for the number of people who will participate. Lynn is not able to run it this year.
3. Jewish Food and Folk Festival (JFFF) - JFFF is at the end of our fiscal year, and will be very important. Nan says we have to get a chair for the event.
4. New fundraising activities - Rabbi Evette and Shari have ideas for new fundraisers.

Security

Cherri says we need basic training on Security. We should schedule an event in preparation for the high holidays. Mark Saltman did training once for religious school. We can have the police do a session. We can have active shooter drills. Nan will inquire as to what kind of training is available.

Other Reports

1. Religious school - Will begin on August 15, we need to clean up the rooms. Sheri Spiegel and Rebecca Berkson will continue as co-principals. The rooms need refreshing. Most likely 12 students, pending registration forms going out. Diane expects a loss of two children offset by two new children. KRWG (public radio), the Bulletin, may be places to give notice without a charge that Religious School is starting. There was discussion that families must be member families to enroll in religious school. Cherri said she doesn't favor openly advertising our religious school, for example she noted there may be a messianic congregation in town, but isn't for sure if it still exists.
2. Statement on Roe – will go to the press, member statements will go Adelante
3. Our next session will be in August to prepare for HH.
4. Martin Poel is home, he broke his back. Mitzvah committee needs to take action.

Nan motioned to move on to Executive session. Seconded and approved. Martha Roditti presented Scott and Monica Burgauer. Diane had met him, found them to be personable. Four children ages 2, 4, 6, and 10. Martha has communicated as well.

¹ This parenthetical expression was not actually stated clearly in the meeting. It was assumed Board understood.

We then returned to regular Board meeting. Motion at 7:58 to accept the Burguaer family. Seconded, approved, and family accepted.

Board meeting adjourned 8:00

Action Items

Lynn and Joel to meet on Renaissance Festival checks, and on matzo Ball Open on Monday 07/25.

Joel to work on prorated dues on member application and with Stacey.

Steve H. To work with Cheryl on buying a new computer for the office.

Mitzvah committee to mobilize to help Martin Poel

Nan to discuss with Cheryl, Mark Saltman, LC police on security training.