

Temple Shalom
Executive Team Meeting Minutes
February 22, 2021 7:00 p.m. (Zoom)

Present: Debra Levy Fritts, Rodney Schlosser, Rabbi Paley, Jeff Kort, Stephen Falk, Steve Lewis, Lory Kohleriter

Not Present: Phil Rosenfeld, Stacey Segal

D'var Torah and blessing: Rabbi Paley led the Blessing for Communal Leadership.

Update on Impacts from Storms/weather:

- Debra checking on welfare of each of the meeting participants. Urging to continue to reach out to fellow congregants to help support where we can. We are sharing resources on our website.
- Steve reported that at Temple, very minimal damage. No major damage to the building except for one pipe that froze in the bathroom and burst. It was quickly caught and since repaired.

Budget Report:

- Jeff reported that committee meetings are underway for each budget pillar.
- Committees are preparing for presentations beginning in March.

Endowment Report:

- Jason reported that the Endowment board met and agreed to distribute funds for the 2021/2022 operating budget based on a 12/31/2020 snapshot. There was discussion about fund management and allocations strategy, Jason and Debra to follow up with Irv.
- Jeff incorporating distribution amount into budget.

Nominating Committee Report:

- Rodney communicated the nominating slate of officers and board members for 2021/2022. Recognized committee members for their hard work.

Rabbi Paley Update:

- A lot of people impacted by the storm and reflected on that.
- Collecting information on who has been impacted by the storm so the board/clergy have the opportunity to reach out
- Five more sessions of religious school left for the year
- Purim this Thursday
- Brotherhood will not hold a community Seder this year. Alternative options being discussed and will be communicated at a later date.
- Rabbi Paley asking us to ponder – How do we get connect more with people even away from the building? For example, Rabbi Paley did a lunch and learn on Facebook live and engaged a much larger audience than normal. Encouraging us to think about this more seriously and how to create more connections to more people both inside and outside the congregation. Engagement has gone from happening at a single point in time to an asynchronous mode of engagement. How do we leverage what we've done and learned?

URJ Survey:

- Debra reporting out on URJ survey. Respondents were congregations ranging in different sizes creating a benchmark.
- This was a survey on how URJ congregations are doing during this unique moment in time compared to last year in four key areas: overall congregation membership, education program enrollment, net dues, and net fundraising. Intended to help congregations benchmark themselves to others, and as a preview to the congregational benchmarking cohort starting up. (We participated prior to Blueprint 2025 and will again, hopefully).
- Jason has agreed to overlay Temple Shalom metrics to the analysis to see where we ended up to the benchmark of like congregations our size

Planning Tool:

- Debra introduced a scenario planning tool which is used for non-profits specifically as a result for COVID. Board's work in articulating guiding principles discussion and Exec's discussion of uncertainties were preparatory to using this tool, which helps with:
 - Identifying drivers of organization economics and impacts
 - Identifying external factors that directly impact our organization
 - Modeling scenarios – Best case, moderate case, worst case
 - Inclusive of strategic plan as well as a tool for this time.
- Encouraging Executive Team to begin filling it out to send back to Debra

Adjourned: 8:30PM

Minutes taken by Jason Gadsby