

Temple Shalom Board Meeting Minutes
March 1, 2021

Call to order: Debra Levy Fritts at 7:00pm

D'var Torah: Cantor shared about the Purim munchkin minyan, and drive through as well as the adult ed and other ways to gather. We are doing the same for Passover – Gefilteria cooking display, another multi cooking opportunity, teaching, song sessions all at different times with a virtual seder for second night too.

Items: as per agenda

Building survived through snow and ice with only nominal damage – power out for 2 days, and only one leak from the women's restroom that leaked out and down minimizing damage. Barry Epstein and his volunteer crew of six helped clean up quickly.

Barry Lachman shared a Covid update. We have posted a video about COVID, and similarly listed

Temple Stories: Jeff Kort shared the Purim activities that Debbie Niederman led. The drive through with a full telling of the story from station to station was wonderful. Stomping out the name of Haman was my favorite part and we had so many drummers stomping out Haman's name from as young as 3 years old to 80 years young too...

Theresa Myers leads Mitzvah afternoons – she loves it – during Purim, we collected tzedakah with coins, dollars and children's clothing to provide to the Network of Community Ministries who specifically asked for it. We got so many cute outfits. It is just one of the monthly activities we have – during Hanukkah, we put Manna bags together for stewpot. We added clothes too. Dr. Lara Johnson has spoken to our community too. We also engage through more of our community including BBYO too.

Jacque Comroe wants to tell lots of stories about her last week's Caring Congregation's Community Conversations. Each time, we learn about everybody listening to each other and getting to understand where they are at the moment. We have engaged the consecration class of 11 families and last Wednesday, the four parent groups that signed up, but, only two were present. Still, we know that issues come up and we were still able to be welcoming and caring to hear their stories of how Temple welcomed the members so nicely. Also, a young parent shared, that Temple is a place they can go and not have to explain, but, still feel part of the community. We want Temple to be a place where we don't have to explain ourselves and we love each other.

Debra added another comment about a member who felt connected and Cantor Avery's comments made her feel so much more comfortable. Our opportunity is to be

ambassadors to share the messages of community and engagement.

Debra took comments on these images – Lory said the efforts are seen and welcomed. Steve Weintraub shared how much comfort and connection we have is very special and it engages us to connect with each other and see joy in each other. Stephanie Hirsh shared that she heard the joy of the presenters with compassion and commitment that is infectious. Cantor Avery shared how important it is to hear the areas where we create impact.

Debra also shared that she will be calling on more board member to share their personal stories – “Hi I am ____ and I would love to tell you about my Temple and how pleased I am to be a part of it. Share personal and meaningful messages ...

Rodney has developed a slate for next year’s nominations, as Past President. As part of the mailing in April to approve dues, budget and the new board. The committee did a wonderful job. There will be a vote of the congregation to approve the slate.

Open seats filled by a list that is attached.

Officers – Debra, 3 VPS – Myron Schwitzer, Laurel Fisher, Lory Kohleriter
Jason Gadsby Treasurer, Stephen Falk Finance Director, and Theresa Myers Secretary.

Stephanie Hirsh added that there will be a survey in mid-March to assess progress along our strategy for Blueprint 2025. She called out team member and board member Zach Palmer, who has been instrumental to this effort too. We hope we will all see the synergy between our membership with our focus on growing the Temple and our progress toward 2025. PS – 5 \$50 amazon gift cards will be drawn to get more responses.

Budget – Jeff shared that we are progressing.

Jason shared that the endowment has granted nearly \$157k to help us manage through the budget for 21-22. Jason also shared that the endowment committee noted that our return is not particularly competitive, so we will look at additional strategies to achieve competitive returns. Perhaps other strategies may enable more success in the future. Jason added that the endowment did approve the opportunity to borrow up to \$250k, as needed.

Debra reflected on the URJ Pulse survey and released the results that were shown. We will dig into it further. It was not a survey of members, but, of staff to look at changes in statistics – educational programming, membership dues, fundraising. They noted that some trends were already in place (membership declines). There is a need for more transformative change and the decrease of enrolled learners is at risk. So efforts to intensify/ fix this is a top goal. Dues are also the key driver along with fundraising and it has been difficult so far.

Next, we are going to discuss the URJ survey and the document that goes through the reflection tool about innovations and successes from this past year. Notes were taken on the google doc and the following notes were tracked here too:

Membership size – current 612, goal is 725 by 2025. Need more welcoming / guest events. Want ambassadors (could be board) who welcome and engage prospective and new members. **ALSO FOCUS ON RETENTION** – engage with each other to be responsible for our community to serve our community. Focus on young families

Educational programs – make curriculum more interactive and enable technology. Also leverage intergenerational activities. Also, build generational interesting insights that bonds us through education as groups. These do not just have to be Jewish education. I love our interfaith activities too. I also liked hearing about Theresa Myers Tikkun Olam activities which provide educational activities too. The Youth commission has been engaging with lots of plans and with a large committee prepared to implement and execute the plans.

Net dues collected – consider continuing our Covid plan that enlisted members at the dues they shared they could afford. Could we have remote membership too?

Net fundraising \$ collected – leverage Givesmart. Develop a philanthropic focus and Tzedakah for ourselves and our broader community.

Also, the survey suggested focus on young families, retention, and seek meaning in their religious affiliation. We can also look for alternative membership activities. WE feel very good about our education being comprehensive with intergenerational activities as well as both live and virtual activities.

Finally, Steve Weintraub & Laurel Fisher collaboratively shared about the Pha-Roast- it will be a very entertaining event with guest stars too. Please RSVP – it will be great!!!