

Temple Shalom Board Retreat & Board Meeting
Sunday, June 13, 2021, 10:00 a.m. (Zoom)

Present: Debra Levy Fritts, President; Laurel Fisher, VP; Lory Kohleriter, VP; Myron Schwitzer, VP; Theresa Myers, Secretary; Jacque Comroe; Emma Darling; David Gerber; Lisa Greenstein; Joel Guskin; Stephanie Hirsh; Robyn Klein; Toni Lachman; Diane Laner; Adam Mandel; Zach Palmer; Jody Pearson; Melody Pettit; Ali Rhoades; Phil Rosenfeld; Karen Stock; Steve Weintraub; Roy Flegenheimer, Brotherhood President; Laney Arndt, Sisterhood President; Robyn Klein, Sisterhood President; Andrew Paley, Senior Rabbi; Devorah Avery, Cantor; Barry Epstein, Past President; Paddy Epstein, Past President; and Josephine Lopez Paul, Guest Speaker and Lead Organizer of Dallas Area Interfaith (DAI).

Called to Order: The meeting was called to order at 10:10 a.m. by Debra Levy Fritts, President.

Welcome/Getting to Know You: Presented by Debra Levy-Fritts. Presented pictures of the new board members from the Installation Shabbat Service. Debra also presented new Mission statement and vision. Attendees introduced themselves.

D'Var Torah given by Rabbi Paley. Subject: Sacred Leadership.

On Being on a Board of Trustees: Debra Levy-Fritts discussed her appreciation of those who serve. The dynamics of leadership along with the tradition. Debra introduced Josephine Lopez Paul with DAI (Dallas Area Interfaith).

Building Relationships: Josephine Lopez Paul introduced the work of DAI and the Art of Leading an Informational Meeting. Activity led by Josephine Lopez Paul interviewing Theresa Myers as an example of a Community Conversation project to assemble information to better serve a congregation.

Board Business/Acceptance of Minutes: June minutes were accepted.

Building Strong Governance and Management Roles. Debra Levy-Fritts introduced the new Governance Committee which includes Shayna Sanborn, Myron Schwitzer, Stephanie Hirsh, Phil Rosenfeld Steve Lewis, Rabbi Paley, and Debra Levy-Fritts. Phil Rosenfeld presented the concept of governance structure and models. He posed questions of What is Governance? Answer: responsibilities of the Board to protect the agency and assets. Also putting together control processes/who has the authority to control the mission of the organization. Explained flow chart of responsibilities between Board of Trustees and staff and the difference between management and governance.

Shir Tikvah Proposal: Rabbi Heidi Coretz, Rabbi of Shir Tikvah URJ congregation in Frisco notified Rabbi Paley the congregants has disbanded. A proposal was presented to assist Shir Tikvah congregations to become members of Temple Shalom and all moneys in Shir Tikvah funds would be donated to Temple Shalom. (See attached addendum).

Motion for Shir Tikvah Proposal was presented by Theresa Myers: The board of Temple Shalom will accept funds donated from the accounts of Shir Tikvah, to be allocated toward the transition costs associated with Shir Tikvah's dissolution, including the limited engagement of Rabbi Heidi Coretz for monthly Shabbat services at the Frisco location, security, marketing or other related, and necessary expenses at the discretion of Temple Shalom's Executive Director, within accepted and approved FY 2021-FY 2022 budget parameters and the financial policies of Temple Shalom."

Motion was Seconded by: Laney Arndt

Motion Carried with a majority vote (some members were attending via phone and could not vote).

OnBoard Proposal: Debra Levy-Fritts introduced the OnBoard opportunity which is funded by the Legacy Heritage Fund which builds capacity for Jewish non-profit organizations. They are starting a three-year cycle of grant making in cities. Dallas is next. The first portion is a Board Development grant. The President of Temple Shalom nominates two fellows for the project (see Addendum 2). The first grant is \$10,000 to work on Board Assessment Tools. Final grant is up to \$100,000. Question posed to Board: Do we want to apply to be one of the 15 organizations accepted into the program? Debra stated we do not need a formal resolution. We need to let the Legacy Heritage Fund know that the Board approves the project. An informal vote was taken, and all were in favor.

Conclusion: Debra Levy-Fritts concluded the meeting stating everyone was invited to meet for lunch at Haystack afterward.

Meeting Adjourned at 12:33

ADDENDUM 1

The following details the plans for Temple Shalom and Shir Tikvah to collaborate in the continuing efforts to strengthen our communities and welcome families and individuals into Jewish life.

Membership

- Temple Shalom welcomes members of Shir Tikvah into the Temple Shalom family at the then current rate(s) for membership as offered by Shir Tikvah for a period of one fiscal year and/or at the discretion of the Executive Director of Temple Shalom.
- **Location**
- Temple Shalom would be extended the invitation to worship at Faithbridge Presbyterian Church in Frisco, TX. at zero cost for rent and storage of materials.
- Temple Shalom agrees to make periodic donations to the church for its outreach mission projects.
- **Shir Tikvah Judaica**
- **Several** prayer books would be donated to Temple Shalom for its use at Faithbridge or other Temple Shalom locations and programs. Other Judaica would similarly be donated to Temple Shalom.
- The disposition of the Torah and portable Ark would be determined by Rabbi Coretz and Shir Tikvah.

Checking Account(s) - assets and liabilities

- Monies currently held by Shir Tikvah (an initial amount of ten thousand dollars) would be donated to Temple Shalom and used to pay for expenses incurred in facilitating worship and other programs at Faithbridge including, but not limited to paying for Rabbi Heidi Coretz, marketing, and security. A final determination of funds and a final donation will be made, if there are funds remaining, upon the closure/wind-up of Shir Tikvah and its accounts.
- Currently Shir Tikvah has no outstanding debts or other liabilities

Rabbi Heidi Coretz

- Rabbi Coretz would maintain responsibility for leading worship once a month at the Faithbridge location, as part of the clergy team of Temple Shalom for a one-year period, to aid in the transition for Shir Tikvah members.

Records: All records mandated by law and necessary to the smooth administration of this transition and dissolution will be retained as required upon wind-up, including knowledge of the location of financial records, and access to those if needed by Temple Shalom.

All other **incidental issues** not contemplated by this memorandum will be agreed upon between the Temple Shalom Executive Director, President and/or Rabbi (depending upon issue) and the wind-up administrators of Shir Tikvah, including any distribution, material, or logistics related issues.

ADDENDUM 2

Temple Shalom has the opportunity to compete for a grant, inclusive of board development and coaching, through assessment, and a FY 2021-2022 10K grant opportunity, AND a future opportunity (spanning FY 2022-2024) to apply for a 100K matching grant (a total of 200K - we raise 100K, the fund matches 100K). A detailed description is enclosed, and you may want to look at this website from the fund <https://www.legacyheritage.org/onboard.html>

This Dallas cohort would be the third cycle for the fund: they have been in Boston, Atlanta, now Dallas. Their mission is to strengthen Jewish lay leadership and to build capacity.

If approved by the board, Steve and I will work on the grant request and as President, and per the instructions of the foundation/their application, and in discussions with you all, two board fellows will be selected and nominated by Temple Shalom. as part of the grant criteria.

Your input is welcome, and if you are interested in the opportunity to be nominated as a fellow, please let me know. I am already reaching out to identified prospects: this is a big-time commitment that comes with potentially game-changing associated benefits, a true capacity builder to strengthen our organization.

The application is due June 30, so I believe we need to seek board approval to apply at this Sunday's meeting.

Again, details are enclosed. I have been in conversation with the lead organizer for the foundation here in Dallas, Cindy Moskowitz, and have attended a webinar with the foundation, which included representatives from pretty much every Jewish nonprofit in town. Grants will be awarded to 15 organizations in the first 10K round, and to 5 organizations for the matching grant next summer. There is a lot of detail for this, so feel free to ask any question you may have!