

**Temple Shalom Board Retreat**  
**August 1, 2021**  
**9:00 a.m. – 12:00 p.m. (Zoom)**

**Present:** Debra Levy Fritts, President; Laurel Fisher, VP; Lory Kohleriter, VP; Myron Schwitzer, VP; Stephen Falk, Finance Director; Jason Gadsby, Treasurer; Theresa Myers, Secretary; Jacque Comroe; Lisa Greenstein; Stephanie Hirsh, Toni Lachman; Diane Laner; Jody Pearson; Melody Pettit; Phil Rosenfeld; Michael Sarner; Karen Stock; Steve Weintraub; Roy Flegenheimer, Brotherhood President; Laney Arndt, Sisterhood Co-President; Robyn Klein, Sisterhood Co-President; Andrew Paley, Senior Rabbi; Devorah Avery, Cantor; Steve Lewis, Executive Director; Barry Epstein, Past President; Paddy Epstein, Past President; Sharon Benoff, Retreat Facilitator; Mark Levy, Technical Advisor.

**Welcome:** At 10:03 a.m. by Debra Levy Fritts, President welcomed the group and introduced Sharon Benoff, Retreat Facilitator.

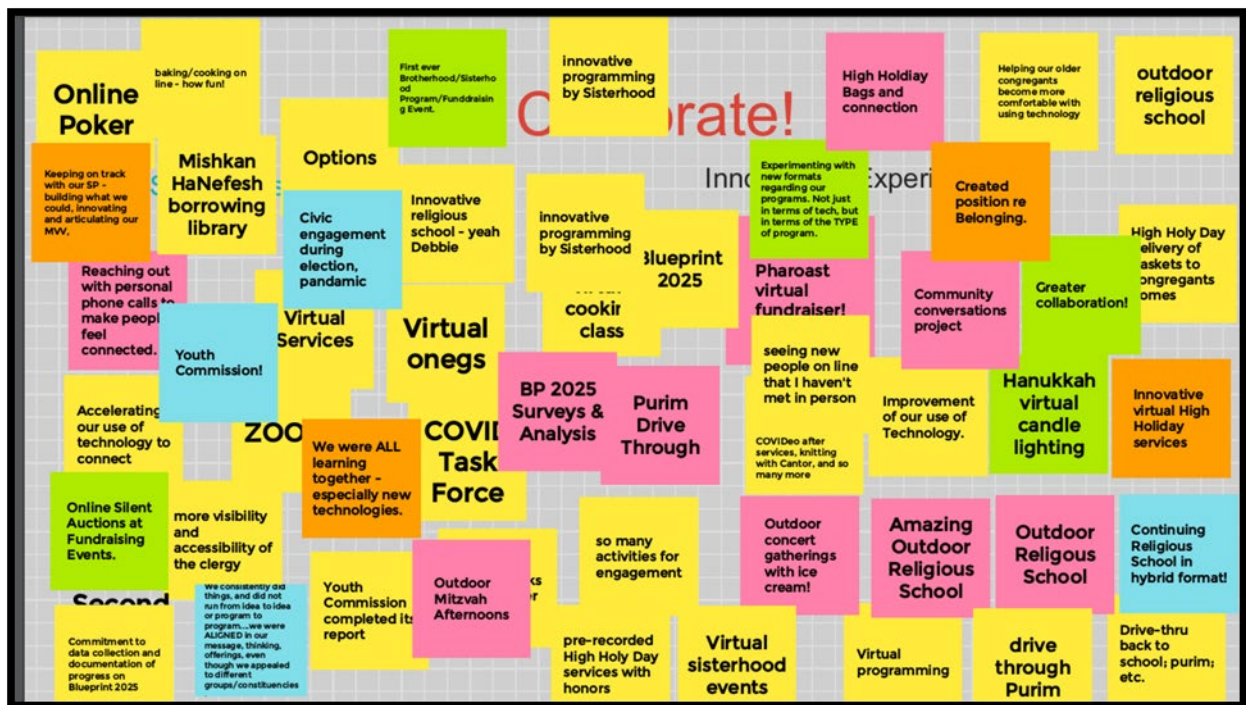
**D'Var Torah given by Rabbi Paley.** Subject: Meaning of Avodah: Godly service, you shall serve, Passover, sacrifice to the Lord, for all time.

**Text Study by Sharon Benoff:** Na'aseh v'nishma: Do first, understand later.

**Retreat Rules of Engagement/Jewish Values for Discussion:** outlined by Sharon Benoff.

**Discussion of 5 Jewish Values:** Sh'tikah: Silence & Listening. Dibbur: Speech. Savlanut: Patience. Elu V'Elu: Both this opinion and that opinion have within them truth. B'yachad: Together. Derech Eretz: Decency.

**Celebrate: Individual Jamboard collaboration:**



## Reflect: Breakout groups focusing on Part 4 of URJ Reflection Tool

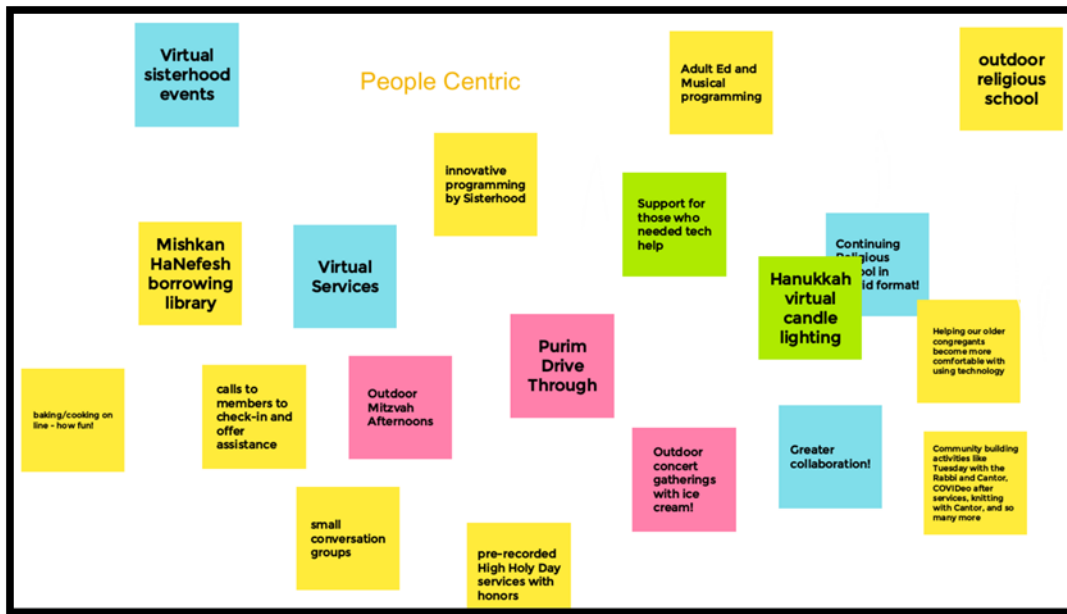
### Questions 1 & 3 for Breakout Groups (Due to Covid:)

1. What did you stop doing?
3. What has been lost in having to stop? What has been gained? How does this compare to your expectations?

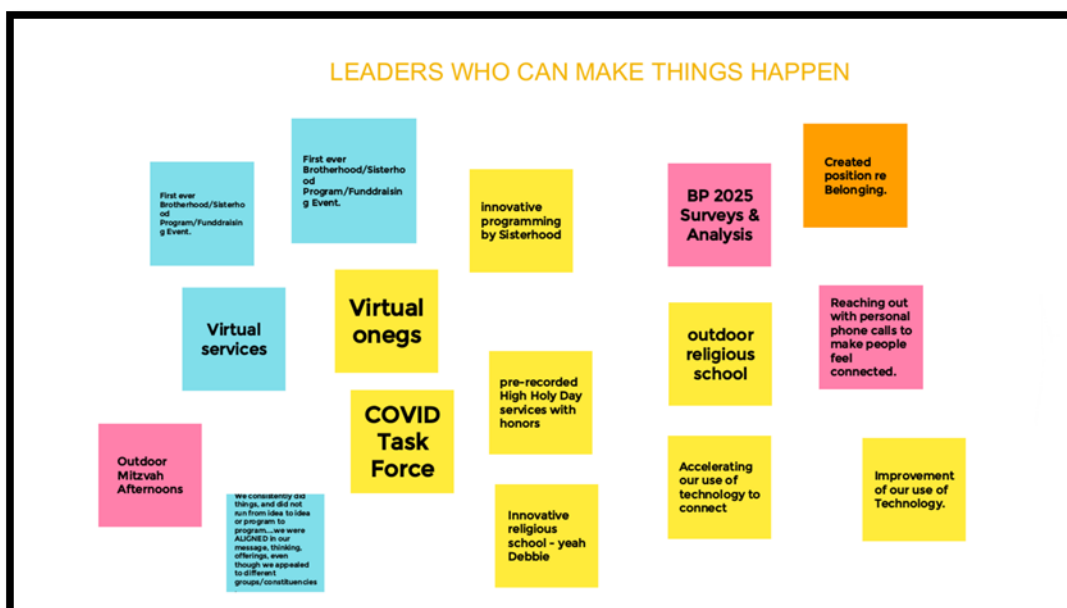
See Attachment 1 for Breakout Group Answers.

### Reflection on successes and innovations classified into five shifts.

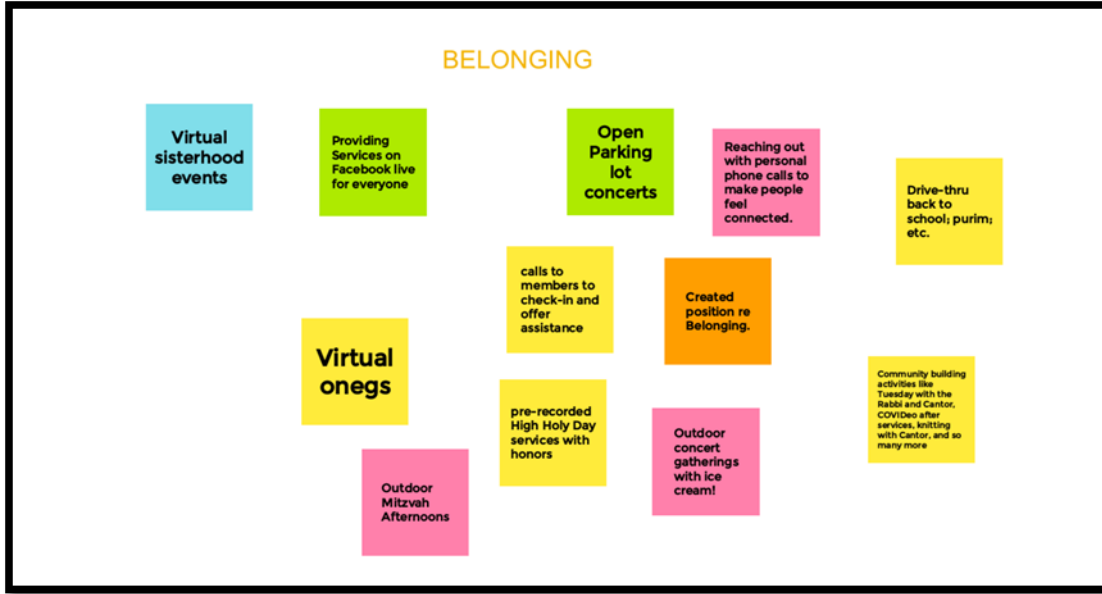
1. Becoming more people centric. In what ways did you begin to think more about the needs of your congregants and other participants rather than dealing with the needs of making programs happen?



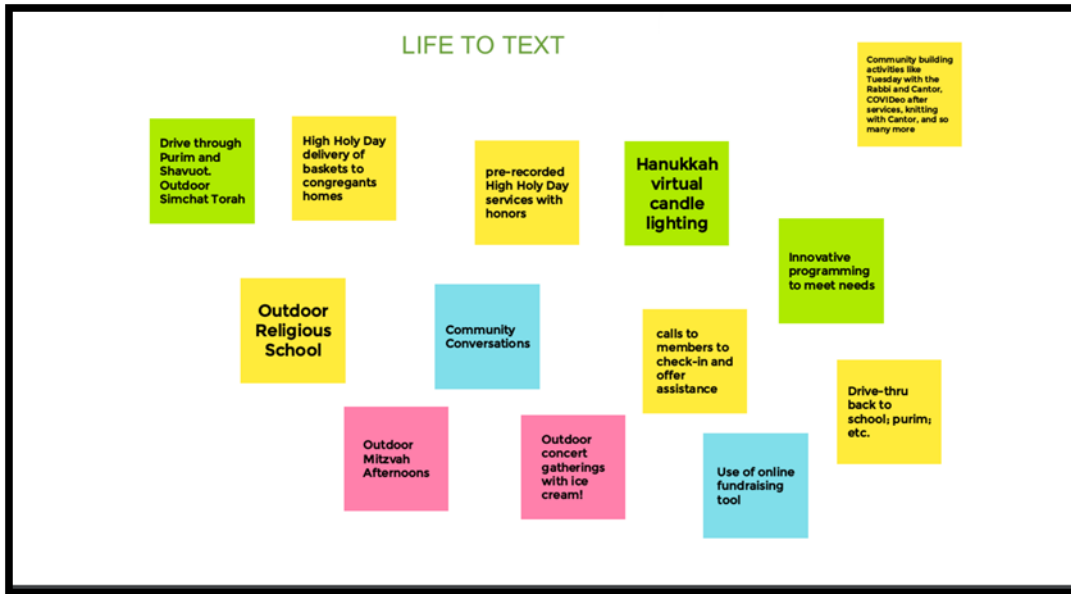
2. Engaging leaders who make things happen. In what ways did you rely on leaders who were passionate to deliver in the moment rather than rely on leaders with titles and positions?



3. Creating a community of belonging. In what ways did you open your virtual doors to people who were not yet members, focusing more on their being a part of the community regardless of affiliation?



4. Starting with lives, in what ways did you build experiences around what was occurring in people's lives rather than building experiences with programs that you were already running?



5. Building for the community. In what ways did you invest in new things that will be relevant to the kind of congregation you are trying to build rather than support projects that are relevant to the kind of congregation you have been?



**Imagine: See Attachment 2 for Breakout Group Answers.**

1. What are principles and lessons you learned from leading your congregation since Covid-19 began that you will lift up moving forward?
2. What innovations and experiments will you continue to invest in while you are still not operating as in the past? What innovations and experiments will you continue to invest in even when you can return to in person operations?
3. What are some experiments that you wish that you had been able to run but didn't have the time or resources? These may be ideas you had or ideas that you saw in other places.

**Act: Action plan**

**See Attachment 3 for Breakout Group Answers**

Develop a consensus on at least three innovations from Answers 2 and 3 in “Imagine” and other successes that you vote on to make a priority.

	<b>Innovation 1</b>	<b>Innovation 2</b>	<b>Innovation 3</b>
How this aligns with mission?			
Who needs to be brought into the process/stakeholders voices to continue to work?			
What resources are needed?			
What are you going to stop doing?			
Sacrifice for this innovation?			
Goals for this innovation?			
How will you communicate this to stakeholders?			
What are your immediate next steps and how you can ensure they get done?			

**Closing Prayers and Evaluations.** Board Members were asked to fill out retreat evaluations and were given an online link to complete the task.

**Final task:** Mentimeter. Board Members were asked to list on Jamboard one word to describe what they learned in the meeting. **See Attachment 4**