

Executive Team Meeting Minutes September 27, 7 p.m. via ZOOM

Present: Debra Levy-Fritts, President; Myron Schwitzer, VP; Jason Gadsby, Treasurer; Lory Kohleriter, VP; Laurel Fisher, VP; Theresa Myers, Secretary; Rabbi Paley, Steve Lewis, Executive Director

D'var & Blessing (Rabbi Paley): Gen 39:12. A leader takes responsibility, hears the voice of God, and acts.

HHD (Steve Lewis): Steve stated High Holy Day Services were well attended. 90-160 in person attendance for each service. Views in several hundreds. YK family service was a surprise - 20 out of 93 registered showed up.

HHD (Rabbi Paley): Rabbi Paley stated he received overwhelmingly positive feedback on services, and particularly the streaming work. Clergy trimmed items out of each service (including Jonah portion) to shorten length this year, and there were also some technical difficulties in the afternoon of YK. Reassessments will be made for next year. There are a few kinks to work out for future services. Rabbi and Cantor Avery noticed that since we started streaming, HHD were the first time they have not had to manipulate the camera or worry about the chat themselves. HHD Guest speaker from United Way for the symposium was wonderful. The staff is still reviewing the analytics (from streaming). People took advantage of the opportunity to visit and be online with everyone. Back and front of house went smoothly. Professional singers/musicians were excellent. Brotherhood did an excellent job assisting guests. Slichot was wonderfully attended outside.

Board Vacancy: Rodney stated Zach Palmer resigned, and the nominating committee currently seated has made a recommendation/nomination for the board's approval. The Board will be asked to approve the nominee rather than the congregation since it is a mid-session. Rodney stated it is time to start looking at six new nominating committee members. Past President is head of nominating committee. Two are selected by the Executive Committee from existing board members in the first or third years of their term. The Board selects four from the general membership.

Covid-19 status and updates (Debra Levy-Fritts and Steve Lewis): The Covid taskforce had a meeting last week to ensure we were all on the same page, including Religious School and tenants. RS doing as much as possible outside. There are challenges with Mercy over masking policy. There was a period where masks were not required (over the summer, when we were not inside the building simultaneously). Mercy was once-again (as last year) asked to wear masks on Sundays. Mercy has been without a pastor for six months. They have a search committee, but Steve has not been updated on a potential new pastor. Steve hopes they will have a new pastor by the end of the year. They need a leader to enforce rules.

Religious school had one child who tested positive. The family does not believe the exposure came from TSD. The child is involved in many extracurricular activities. Parents of RS were notified. RS kids were masked and outside. The TSD staff does not think there was any transmission due to our cautious policies. We followed the policies of the Task force and communicated as appropriate with all religious school families.

Governance (Myron Schwitzer & Debra Levy-Fritts): Myron stated the governance task force committee has been meeting since the middle of year. They have been reviewing bylaws and will draft and bring forth a governance statement with recommendations that, if approved, the

committee will work toward, perhaps in time for the annual meeting and congregational vote. Debra reminded all that the governance committee was created per the Blueprint 2025.

North Texas Giving Day and Development (Debra Levy-Fritts): Debra stated we had a board match of \$4200 and met the match at \$4300. Debra stated she has been talking to other synagogues with a VP of Fund Development and/or Development Committee. For governance, do we add this to our bylaws? Rabbi stated we should think about Board responsibilities of creating policy and generalized responsibilities vs professional roles.

Annual Fund and Budget for 2022 (Debra Levy-Fritts): Debra stated the annual fund goal is to have enough resources to run the congregation. Myron chairs the annual fund this year, along with Stephan as finance director, with Debra's assistance. The message is Belonging & Connections - the Art of Belonging. It was suggested that the Board call people they know vs a list of names.

Proposed annual fund goals:

- to ensure that Temple Shalom is able to welcome community members, so there are no barriers to belonging, regardless of financial ability
- to prioritize our strategic plan's goals of strengthening congregational learning, communication, coordination and connection
- to extend the reach of our holy community outside our temple walls through acts of justice, and community service
- to enhance our outdoor environment for learning, games and activities, gathering, and worship experiences

Communications (Theresa Myers & Laurel Fisher): showed Flipbook example for newsletter. Information will be shared for follow up.

Social: Wednesday, October 27, noon is a staff luncheon the execs/board will provide.

Project Atideinu/50th Anniversary Loan (Steve Lewis): Starting in 2011, we took on a loan to finish construction. Final payment of \$200K is due for January 2022. We have the principal on hand but have used it for cash flow for the operating budget. TSD leadership has had a conversation with the bank about loan vehicle options without a lien on the building. We should expect to see a proposal for a new loan. Do not necessarily want to borrow from the endowment as the terms could be more expensive than the bank. The onus is the opportunity cost of what the endowment would lose for not getting the interest/financial growth. Investigating these options. We are expecting to borrow \$200k.

Meeting adjourned at 9 p.m.