

Temple Shalom
Board Meeting Minutes
March 7, 2022, at 7:00 p.m.
(via ZOOM)

Present: Debra Levy-Fritts, President; Dennis Eichelbaum, Incoming President; Laurel Fisher, VP; Lory Kohleriter, VP; Theresa Myers, Secretary, Jacque Comroe; Emma Darling; Gail Enda; David Gerber; Joel Guskin; Stephanie Hirsh, Toni Lachman; Diane Laner; Louis Marx; Jody Pearson; Ali Rhodes; Phil Rosenfeld; Karen Stock; Mark Stromberg; Steve Weintraub; Laney Arndt; Robyn Klein; Roy Flegenheimer; Rabbi Paley; Cantor Avery; Steve Lewis, Executive Director; Barry Epstein; Paddy Epstein; Daniel Langenthal, OnBoard Consultant

Rabbi Paley, D'Var Torah & Blessing: D'Var – Blessing of communal leadership & working towards a communal goal. We are instructed to acknowledge the work of a group that has potential, we work side-by-side with, and work towards a communal goal. In the words of the Torah: in celebrating the accomplishment, we bless those who accomplish the work. We acknowledge the work that people do around us. We acknowledge the time spent and the efforts and materials that go into the work. Through this acknowledgement, we bless them and in doing that, ultimately create a space for God's presence to be acknowledged by everyone. Through this act, God's blessing and presence will be felt in making the community better/stronger and more holy. We hope all our efforts will be blessed. Rabbi Paley followed with the Blessing for Communal Leadership.

Debra Levy-Fritts, President's Report:

- Debra thanked everyone for attending. She thanked Rabbi and Cantor for supporting her in the past month as her mother was ill and in the hospital. Debra said she is very thankful and feels gratitude for community and love and support given.
- Debra noted at the February meeting, the Board did not acknowledge or accept the meeting minutes and accompanying reports. She asked for and confirmed there no were questions/issues with the prior or current month submissions.
- Debra and Dennis Eichelbaum have been collaborating and brought the two Executive Committees together. Debra asked Dennis to report to the Board on an idea he had regarding proxy voting.

Dennis Eichelbaum, Referral of Bylaws Issue to Governance Committee:

- Dennis stated when Temple Shalom first adopted constitution and bylaws, it was an active congregation and a small group of people. 50 years later not everyone is active and sometimes we must stretch to get a quorum. Dennis recommended the governance committee review the feasibility of proxy voting by the congregation. Dennis said, the act of members not showing up, can veto a meeting or action. The people who want to be a part of the congregation should either be able to attend a meeting or give their proxy when they care about an issue. Dennis asked the governance committee to review and bring forth a recommendation. Phil Rosenfeld asked Dennis to elaborate on what he wanted accomplished by the governance committee. Dennis replied, the constitution states the organization does not accept proxy votes. He would like for the governance committee to review feasibility of proxy voting. For example, If Dennis had to be out of town and wanted to give proxy to someone, they could vote on his and their behalf as two votes.
- Phil recommended governance committee review the bylaws, confirm what the bylaws require the congregation to vote on and whether proxy voting makes sense, explore proxy voting procedures, and report back to board.
- Stephanie Hirsh stated shifts are currently occurring in non-profits on how often voting items are taken to the full membership and what types of decisions belong in the hands of the membership. Often, the full membership doesn't have enough knowledge to advise on these decisions. Stephanie requested the governance committee also review what decisions need to

be made at the board level vs. the full membership. Dennis was amenable to Stephanie's request.

- Paddy Epstein stated there are three times when groups vote: committee, board, and membership. Paddy asked if the governance committee would look at the possibility for proxy voting by all three? Dennis stated, voting is not as much of an issue at the committee level; it is easy to get a board quorum electronically to vote on policy; but more difficult to gather 500 member families on a zoom meeting. Dennis confirmed he was requesting the governance committee to focus on the use of proxies for congregational voting.

Fundraiser Updates:

- Dennis stated the Cornhole Bowl Fundraiser is Sunday, May 29. www.cornholebowl.org He hopes all board members volunteer and be a big part of the success of the Cornhole Tournament. We need everyone's time and assistance to make this one-day fundraiser to be a successful day for Temple Shalom.
- Robyn Klein spoke about the Woman of Valor event honoring Ali Rhodes on 4/10. Sisterhood needs everyone's support through sponsorship and/or attending the event. The auction is the largest auction ever presented by the Sisterhood. There are 90 auction items and they are being listed weekly on GiveSmart. Bidding will open on April 1. Robyn asked everyone to sign up through GiveSmart and to please bid even if they can't attend. Robyn acknowledged Jacque Comroe for Sisterhood's first Woman Owned/Woman Led Directory. It is \$50 to submit a listing and will reach 600 families.
- Debra thanked everyone who participated in the HundredX fundraiser.

David Gerber, Nominating Committee Report:

- David stated the nominating committee readdressed two board vacancies. Louis Marx will be the upcoming Brotherhood President and Ryan Schamerloh is slated to fill Louis' two-year term June 1. Ryan has been a member of the nominating committee and resigned from it prior to being nominated. Gail Enda was nominated to fill a current open seat (previously held by Melody Pettit). Gail will also stand in for the additional one-year unexpired term 6/1/2022 – 5/31/2023).
- Lory Kohleriter made the following motion: I move that we accept the recommendation of the nominating committee for Gail Enda to fill the open board seat for the rest of this fiscal year (ending 5/31/2022).
- Jody Pearson seconded the motion. The vote by the board was unanimous. Debra thanked David and the nominating committee for their work.

Jody Pearson, Shabbat Service Greeters:

- Jody asked board members who are attending Shabbat Services to please sign up to be a greeter. Oneg's prior to service are also beginning again soon. Signup genius link: <https://www.signupgenius.com/go/60b0d4aa5af2c7-meet>

Debra Levy-Fritts: Staffing Update:

- Debra stated that as the board knows and as Dennis has been made aware, she had been discussing Cantor Avery's contract with her for an extended period. Debra said she appreciated the counsel, the authority, and willingness of the board to work with her in the endeavor. Debra stated Cantor asked to share a few words with the board.
- Cantor Avery stated that with mixed emotions, she has decided to leave at the end of her contract May 31, 2022. She accepted a position with Congregation Har Hashem in Boulder, Colorado to become their first ordained Cantor. She stated it was a difficult to decision because she deeply and dearly loves the people of this community. She feels at this point in her journey, it is time to pursue other opportunities and to build on what she has learned at Temple Shalom. Over the next three months, Cantor Avery assured she will continue to serve Temple Shalom with her whole heart. Cantor thanked the board, Debra, Steve, Rabbi, and the professional and support staff for their support, saying that it has been an honor to serve with everyone.

- Rabbi Paley thanked Cantor Avery and stated we are honored and have been for all these years to have Cantor by our sides. Rabbi said we are a better temple because of Cantor's presence. Rabbi told Cantor, that we will remain connected and be a part of your flock and teachings and look forward to seeing her online and hopefully in person. Rabbi stated, we are saddened for us but excited for Cantor to be able to build a congregation and it will flourish. He confirmed we all wish Cantor and her husband, Aaron the best with many blessing to come. Board members were given the opportunity to say a few words about what Cantor has meant to their families, and wish her well

Daniel Langenthal, Board Leadership Discussion:

- Debra introduced Daniel Langenthal and stated he would assist us with processing Cantor's departure as leaders and members. Daniel has worked with many congregations on transitions with clergy. Daniel stated he is in the process of working with three other synagogues where clergy members are leaving. He stated making this time to process Cantor leaving is valuable. Daniel gave board members the opportunity to focus on their feelings as individuals, leaders, and members of the community. Daniel guided the board, so they had tools necessary to be able to answer questions and to be supportive to the congregation.

Wrap Up:

- Rabbi Paley spoke about the plan to ensure the congregants feel connected and informed. Conversations about timeline, focus, and future have begun.
- Steve stated we have two different processes in play: strategic (where do we want to be 2-5 years from now?) and tactical (short-term/how do we manage the next year?). Steve and Rabbi will be able to work quickly over the coming weeks, identify the gaps over the next year and create a plan, and start filling it in.
- Debra stated a letter was going out to the congregation following the board meeting regarding Cantor Avery's departure. We will celebrate and bid farewell to Cantor during a Shabbat service in May.

Meeting adjourned at 8:45 p.m.