

Board Meeting Minutes
April 4, 2022, 7:00 p.m.
Temple Shalom Boardroom and on Zoom

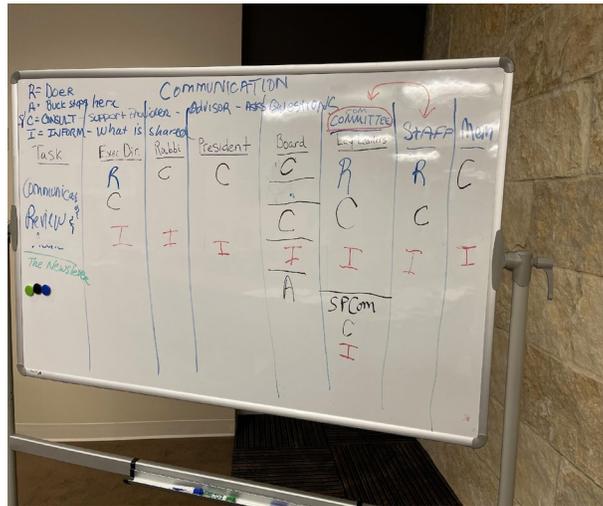
Present: Debra Levy-Fritts, President; Dennis Eichelbaum, Incoming President; Laurel Fisher, VP; Lory Kohleriter, VP; Myron Schwitzer, VP; Stephen Falk, VP; Jason Gadsby, Treasurer; Theresa Myers, Secretary; Rodney Schlosser, Past President; Jacque Comroe; Emma Darling; Gail Enda; David Gerber; Joel 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; Daniel Langenthal, Consultant

D'Var Torah (Rabbi): Weekly Torah Parashat Metzora. Leprosy was a consequence of bad behavior and bad speech (vs medical condition): Motzi Metzora. No lying, no profanity towards each other. Evil speech, *Lashon Ha-ra*, was considered by the Sages to be one of the worst sins of all. Instead we should focus on praise and good speech. IE Example in Talmud of rabbis praising other rabbis and students. God sees his creation and says it is good. Why does God have to call God's work good? Should be self-evident. We need to be told that some works are good. *Lashon Ha-tov* are words of praise matter more and more. Our faith in God should lead us to have faith in people. We should be ready and open to see that and say "it was good." Recognize the good in people and praise their efforts to them. The right kind of praise can change lives. Bad speech diminishes us, good speech leads to praise.

Welcome: Debra Levy-Fritts welcomed everyone. She followed up Rabbi Paley's D'var stating, we want to recognize a member at the annual meeting for their good works. Please nominate/send nominations to Debra and she will select. David Gerber asked for a list of past recipients.

Acceptance of Reports: Myron stated he was at the 3/28 meeting. Prior minutes will be updated to reflect. Debra asked Jacque and Theresa to speak about OnBoard: Jacque stated they had the opportunity to learn from top Jewish professionals in the country. Also 17 sister organizations in the Dallas area are also in the group contributing in workshops and breakout sessions. OnBoard topics include efficiencies of board systems and learning how to have conversations.

RASI/RACI Live (Daniel, Jacque, and Theresa): Subject/task was Temple Shalom Communication. Groups included: Executive Director, Rabbi, President, Board, Lay Leaders, Special Committee Chair, Staff, and Membership. The activity to be discussed was kept at a high level, "Communication review/audit." How needs to be responsible, accountable, consulted and informed?



Budget (Stephen Falk): Stephen stated the budget will be presented to the congregation on 5/1/21, at our annual meeting.

/1. Key points include:

- Reduction of membership and membership revenue.
- Increase in tenant income.
- Budget is balanced.
- Potential grants are listed on revenue and expense lines and equal \$260K.

Myron asked about the increase in expense lines: 43 & 97, and Steve explained that these areas are meant to account for grants received and expended, should those grants be received (the line items are neutral - expenses are not incurred if funds are not received).

Emma asked about the absence of funding allocated to young adults and young families. Steve responded, stating that the young adult/family funds were moved to Lifelong Learning: lines 52, 53, 57.

Stephanie asked if the lines in red would stay red. Line 18 on page 7 regarding esignated gifts with a question mark. Steve Lewis stated these lines would be updated.

Stephen Falk made the following motion:

I move that parsonage allowances be accepted for the 2022-23 fiscal year. (This has no impact on the temple budget. It is a tax perquisite afforded to clergy by the IRS that requires formal approval by the Board annually.) Motion seconded by Myron Schwitzer. Vote was unanimous.

Stephen Falk made the following motion:

I move that (subject to their election as officers by the congregation on May 1, 2022) the following be signatories on all Temple Shalom bank accounts effective June 1, 2022: Dennis Eichelbaum, Jason Gadsby, Karen Stock, and Debra Levy. Motion seconded by Mark Stromberg. Vote was unanimous.

Stephen Falk made the following motion:

I move that the Project Atideinu bank account be closed, and that any funds therein be transferred to the building fund. (This is merely an accounting entry and does not impact our overall cash balance in any way, nor does it imply that the funds are available for immediate use for building fund projects.) Motion seconded by Louis Marx. Vote was unanimous.

Report on Short-term Staffing (Rabbi): Two important developments. Rabbi and Cantor Avery have been in discussion with their network of musicians

Hallie Weiner will be our interim Cantor for High Holy Day services. Hallie has worked with Temple Shalom previously. Hallie is a cantorial student. In the Fall, she will be in her last year before ordination. Rabbi stated Hallie is enormously qualified cantorial speaking. Cantor Avery and Rabbi Paley highly endorse Hallie.

Mandy Monreal, another great find of Cantor Avery, an important part of the congregation/music over the past number of years. Mandy will help coordinate musical programs, music for services, music program support for Religious School and adult education. Mandy will come on staff part time. The importance of our music program will be given the level of attention needed.

These additions will allow us to move forward more effectively. After we move past Passover, Rabbi will start working with them on High Holy Days. Mandy has asked to work with the committee for the May 13th special service celebrating Cantor's tenure with TSD. The Celebration Committee is an excellent group, and it will be a wonderful celebration. Mark Stromberg thanked Cantor for going above and beyond and helping us with the transition.

Onboarding Discussion & Leadership Development, Brit Avodah samples - preview:

Debra stated we have had Brit's in the past. We will review those plus Brits supplied by Daniel, the URJ, etc. Daniel stated he wanted to bring up Rabbi Paley's statement from the last meeting about elevating our leadership. Daniel asked what does that mean to us?

- Phil stated: Evaluating our R&R (roles and responsibilities) as a board.
- Lory: We are a group of volunteers and want to be successful in what we do. We come in with the idea we are supposed to have a consensus, and all agree. We must compromise, give, and take on both sides. We are each talented in our own way. We have to come together with a shared understanding before we can work together.
- Diane: Contract with expectations built in.
- Mark: covenant with the congregation, including responsibilities of being on a board.

Debra asked, how is being within a congregation, a faith based organization different from other boards?

- Laurel: level of sacredness.
- Louis: size of board. Be adept and recognize the paradigm shift. Worst thing a board can do is get complacent.

Debra stated the word she likes is "framing." Is it a covenant or is it a contract? Contract is set in stone. Covenant is a working contract that can be changed and moved. If we stay stagnant, we are not growing. IE: The covenant is about continuity with our founding generation/foremothers & fathers, but it is about the future, too, and each other, how we uphold our responsibilities as a board. We need to look again at a Brit because there are things we've learned over the last two years that are missing, perhaps, as well as things we need to return to, that we can learn again.

The URJ's Brit is extensive. Not saying to accept it blindly. Look at the two brits we have and the URJ example. What is missing? What do we need to add? What can be extrapolated? Lashon Ha-tov and Lashon Ha-ra. Can this be brought into our brit? Brit statement could state we don't take information out of the board room. We work together, we recognize each other. Respect each other, the knowledge, the talents that a member brings to the table. You support a decision once it has been made even if you didn't agree with it. You don't go out to the community and bad mouth the decision.

Daniel stated he was brought in to help create the brit so the Board can all sign off on it.

Process includes:

- Research and look at the brit included with meeting agenda and from other synagogues.

- What should we keep? What should we change? What should we let go of?

Cornhole (Dennis Eichelbaum): Our fundraiser is coming up on May 29th. There will be two different tournaments: (1) win money with a long throw and hole in one. (2) family friendly version. Veterans will receive free admission and we will serve breakfast for the veterans. There will be a hotdog eating contest. Kids zone with bounce house. Arts & crafts. Market Street donated 100 bags which will be used for veterans' gifts. Cornhole will benefit Temple Shalom and Homes for our Troops, which is a national organization that builds homes for the post 911 veterans who are severely injured. Diane says we are all an R (responsible)

Add the cornhole bowl to your FB/social media. We are looking for businesses to sponsor. If you know of someone who may want to be a sponsor, go to [cornhole bowl.org](http://cornholebowl.org).

Meeting adjourned at 8:50 p.m.