

## Temple Shalom Executive Committee Meeting

June 20, 2022, 7:00 p.m.

Temple Shalom Board Room

Attendees:

x	Dennis Eichelbaum, President	x	Jason Gadsby, Finance Director	x	Rabbi Paley
x	Laurel Fisher, VP	x	Karen Stock, Treasurer	x	Steve Lewis, Exec. Director
x	Stephanie Hirsh, VP (remote)	x	Theresa Myers, Secretary		
x	Mark Stromberg, VP	x	Debra Levy-Fritts, Past Pres.		

**D'Var (Mark Stromberg):** What it takes to be a leader: three examples in relation to Moses.

### **President's Report (Dennis Eichelbaum):**

Dennis stated a request for the board meetings to be held in the Learning Center. All agreed future board meetings will be held in the Learning Center for safety purposes.

Past Presidents Meeting (Dennis Eichelbaum & Debra Levy-Fritts): 9 or 10 invited past presidents were in attendance.

Topics covered:

- Current state of Temple Shalom (where we are and future plans).
- Status of music and Cantorial search.
- Discussion about attracting new younger families.

### **H.R. Staffing Committee (Theresa Myers):**

Theresa stated that the HR Staffing Committee had met, and Julie Eichelbaum was unanimously chosen as the Chair of the Committee. Upcoming meetings would include Steve Lewis, Rabbi Paley, and Stephanie Hirsh.

### **Cornhole Postmortem (Dennis Eichelbaum, Jason Gadsby, Theresa Myers):**

The tournament earned minimally \$10K and up to \$13K if all sponsors paid their commitments. We are waiting to receive \$4K - \$6K in sponsorship funds. The organization we partnered with received \$1,750. Diane Laner stated they were ecstatic with the donation. Also, three local families received \$200 in Central Market gift cards.

### **Video Board Update (Steve Lewis):**

Following up on the discussion and vote at the June General Board Meeting, the bid changed to include a 5-year warranty. We raised additional funds to be used for technical, etc. The Video Board will be installed in time for High Holy Days. The order has been placed. We have engaged a technical person to assist Rabbi Paley with getting everything ready before the equipment arrives.

### **Gala Update (Dennis Eichelbaum):**

Dennis stated Kathryn Frish had a meeting with Brotherhood and Sisterhood over the previous weekend. Sisterhood will calendar their Gala for the end of March. Committee will be looking for dates for the first weekend in May. Rabbi Paley stated this would be a busy time with the annual meeting and the last day of RS also happening that weekend.

### **Cemetery Update (Steve Lewis):**

Steve stated that we purchased 133 cemetery plots at Mount Zion for \$525K in 2019. The remaining balance due is approximately \$140K, which is due September 1, 2022. We may have to make an 18-month loan request to a commercial bank. Steve stated he hopes to present a couple of additional options at the next board meeting.

### **Pension (Steve Lewis):**

Steve stated the 403B matching pension plan would be converted. The URJ pension board is offering a similar product that will provide for more efficient administration of all temple pension/retirement plans. We have to sunset the old plan, which means we will have one plan. Administrative fees are slightly lower, with better options. Some people (prior employees) are fully vested, so they probably won't want to transfer over – keep their funds in the old plan.

### **Congregation Beth Torah (CBT) (Rabbi Paley/Stephanie Hirsh):**

Beth Torah's Director of Religious Education resigned. Instead of replacing the Religious School (RS) Director, they have looked at other options to serve their children, including having their RS join another local congregation. After looking at 5-6 synagogues, their executive committee approved Temple Shalom to teach their 35 students.

We are still in the initial stages of working through the details with CBT which include:

- Certain accommodations will be made, including Debbie Niederman working with their Rabbi for upcoming programs.
- They will pay no less than our RS tuition rates.
- If they want more time to accommodate additional programs, they can purchase more of Debbie's time.
- Rabbi stated this is our program; we are not creating something else. Maybe their Rabbi would teach Hebrew to their kids as related to their denomination.
- Rabbi stated these are the type of collaborations we should be attuned with.
- Steve stated we would be hiring all the staff.

#### **New Temple Shalom Religious School Admin – Karen Thompson's replacement (Steve Lewis):**

TSD hired Katie London, who recently moved here from SoCal and was very immersed in the LA Jewish community. Katie was also the Mikvah and Event Coordinator for American Jewish University.

#### **1<sup>st</sup> Board meeting Review (Dennis Eichelbaum):**

Feedback from the Executive Committee consensus: members liked that we stayed on task/on agenda and on time. New board and collaborations.

#### **Strategic Planning Update: (Rabbi Paley/Steve Lewis/Stephanie Hirsh):**

Steve provided data from the past two years. Stephanie stated it is essential to review and adopt the revised SP. Dennis said it would be adopted in August but presented at the Board Meeting in July.

#### **Leadership Development (Jason Gadsby):**

TSD is reestablishing the Leadership Development program. Jason was an alumnus approximately six years ago. Jason and Aric are conducting the sessions to develop a pipeline of competent Jewish leaders. There will be 4 to 5 in-person sessions at TSD with 18-25 participants. The program will start sometime in the Fall and, ideally, will align with RS. Laurel Fisher stated she would like to assist as she has done similar Women of Reform Judaism (WRJ) workshops.

#### **Summer Programs:**

July 4<sup>th</sup> Fireworks viewing event, Havdalah Summer Under the Stars Program, July 15<sup>th</sup> Blue Jeans & Barbeque Shabbat.

August Calls/Apples & Honey Volunteers: We need the Board to make calls thanking congregants and get people signed up to volunteer for HHD apples & honey.

#### **Retreat & Board Meeting Agenda:**

General discussion about the upcoming board retreat and meeting.

#### **OnBoard Grant (Debra Levy-Fritts):**

Debra stated as research for the OnBoard Capacity Grant, which is a \$100K 1:1 matching grant, she spoke to the board, Onboard, URJ, and other consultants. The grant deadline: 6/30/2022. Grant runs across two years. Aligned request: strategic plan, sustainability, and capacity.

Debra described outcomes and how we raise funds:

- 25% of funds can come from under \$1000.
- 75% from check donations of \$1000+
- Pledges must be \$5000+.
- Total grant possibility (as of 6/20): ~\$218K

Grant Portion 1 of 3: Communications: Rabbi Esther Lederman, URJ Director of Congregational Innovation, stated regarding communication, "internal = retention and external = growth."

- Year 1: Work with a consultant to help us with our larger messaging, marketing, and branding.
- Bring someone to do the work of setting up shul cloud, etc.
- Audit: looking at our collateral, messaging, etc.
- Year 2: Work with a consultant for ongoing communications.

#### Grant Portion 2 of 3: Staffing:

Scan of current staff, job descriptions, infrastructure, and policies.

Transition in HR organization policies. Onboarding and integrating the executive search.

#### Grant Portion 3 of 3: Governance:

- Facilitating and finalizing governance structure, bylaws, etc.

#### **Closed Session**

Meeting Adjourned at 9:14 p.m.