

**Temple Shalom  
Board of Trustees Meeting Minutes  
July 17, 2022; 2:00 p.m.  
Radnitz Social Hall**

Dennis Eichelbaum, President	X	Laura Davidson	X	Phil Rosenfeld	X
Laurel Fisher, VP	X	Elise Donosky	X	Stephanie Russell	X
Stephanie Hirsh, VP	X	Gail Enda	X	Ryan Schamerloh	
Mark Stromberg, VP	X	David Gerber		Steve Weintraub	X
Jason Gadsby, Finance Dir.	X	Joel Guskin	X	Laney Arndt, Sisterhood Co-Pres	
Karen Stock, Treasurer	X	Rik Heller		Robyn Klein, Sisterhood Co-Pres	X
Theresa Myers, Secretary	X	Lory Kohleriter		Louis Marx, Brotherhood Pres.	
Debra Levy-Fritts, Past President	X	Toni Lachman	X	Rabbi Andrew Paley	X
Terry Abel	X	Stuart Marcus		Steve Lewis, Executive Dir.	X
Jacque Comroe	X	Jody Pearson		Daniel Langenthal, Consultant	X
Emma Darling	X	Ali Rhodes		Aric Stock	X

**Jewish Journey was given by Stephanie Russell.**

**Approve New Trustee to fill the vacancy (Debra Levy-Fritts):**

**Debra stated the nominating committee convened looking at the long-term and then looked at the short. Dennis entertained.**

Debra made a motion: *I move to approve Steve Weintraub to fill the remaining one-year term for the board vacancy.*

Moved by Debra. Motion seconded by: Mark Stromberg. The vote was unanimous in favor.

**Reports:**

**Membership (Steve Lewis): No questions**

**Finance (Jason Gadsby): No questions**

**Capacity Building Grant Update (Debra Levy-Fritts):** On June 30th grant was submitted for a Capacity grant: Three categories/ Communications, HR Staffing & Infrastructure, and Governance. Two payment dates: December 1st. The next phase is to work on a philanthropy plan. Will talk to Theresa & Jason.

**Cornhole Report (Dennis Eichelbaum, Jason Gadsby, Theresa Myers):** Dennis stated that based on what we anticipate, we are netting \$10K. Did not do as well on getting outside sponsors. It came from within the same people. We need to get outside sponsors if we do a Cornhole/Food truck Palooza.

**Annual Fund (Theresa Myers/Aric Stock):** Aric stated this is the twentieth year Temple Shalom has had the Annual Fund Drive. Our goal for this year is \$160K. We want to ensure we receive 100% Board Commitment/Donations by High Holy Days. The past two-three presidents have been able to say we received 100% board participation.

Aric stated this year, he and Kathryn will be conducting the annual fund differently:

- Focus on increased funds - more patron donors. Asking patron donors to increase their donations by 20%. We spent a lot of time and effort to get 15%.
- Patron kick-off event and patron thank you event. Planning end of Aug or early September as a kick-off.
- Patron is \$1000 and up.

**Religious School - Congregation Beth Torah & New Hire (Stephanie Hirsh and Debbie Niederman):** Exciting news CBT approached several congregations and us in the city as a better way to serve their children. They lost their school director. After interviewing six different places, they chose TSD. They have 35 children. More social interaction for our children. More work for Debbie Niederman and RS staff. Debbie has been meeting regularly with Rabbi Zeleny. Financial issues - what it costs to pay for RS. They will be coming to us on Sunday mornings. One or two of their teens will participate in Next D'or. They bring a specific number of learners with special needs. They are pleased they have provided accommodations for those learners.

Q&A:

- Decision is final. They chose TSD.
- Are they bringing in any teachers? We were going to have a K-1 teacher now splitting. Hiring an extra teacher. We will have a special resource person to help provide the resources these students will need.
- Temple Shalom will pay for the kindergarten teacher.
- CBT will send us a check for all the registrations.
- They will also pay for the extra salaries.
- In addition, there is a startup cost for Debra to get CBT on board and has been keeping up with those hours and will be billing at an hourly rate as well as for Katie's time.
- TSD will make a formal announcement. CBT made its formal announcement in June.
- Rabbi - this is not a joint program. This is a TSD program run by TSD with Debbie Niederman as the leader. We are not altering our program. Some of the T'fillah parts will be varied for their students by Rabbi Zeleny. The Hebrew programs will remain separate. This is for religious school only. We should see more and more exploration/collaboration between synagogues. CBT is serving their children by enrolling them in our RS.
- Phil - agreements? Debbie, we don't have a written agreement. Very firm handshake. Lot has to happen.
- Budget plan on it being net zero until it proves otherwise.
- Barry Epstein asked if others were willing to accept their children. Yes - unique marketing opportunity

Dennis stated this is a tremendous compliment. Debbie is a nationally recognized leader in Jewish education. This could be a pilot for other congregations to look at TSD RS.

Debbie stated we hired a great Administrator named Katie London, who is Jewish and previously worked for the American Jewish University.

**Task Forces:**

**H.R. Staffing Task Force (Gail Enda):** Gail stated that we have a committee and charge:

- Look at the staffing model in preparation for Steve Lewis retiring.
- Julie Eichelbaum was selected as Chair. She was involved when Steve was initially hired.
- Two meetings have taken place and another meeting on Tuesday.
- The purpose of the HR Staffing Task Force is to focus on staffing only - not clergy.
- Using this as an opportunity step to make sure we are making an informed decision on how we move forward.
- The timeline states the task force will recommend to the Board in November (Phase 1: states this is what we are looking for in a new Executive Director role). After board approval, phase 2 will commence.

Karen said if you haven't been to service recently, you should come. Mandy has been creating a very beautiful musical experience for her.

**Brit Task Force Update (Jacque Comroe):** We have had a full hour of a small group, zoom group with Emma, and new members meeting with Daniel and Jacque. Thank you to everyone. So much great input and so much overlap. Cohesive on what qualities are to be brought forth. Two weeks ready to submit to Exec and Board in August.

Dennis: moving Board meetings out of the Board Room. Dennis stated Terry Abel said she liked being in Lifelong Learning Center for Board Meetings. Feels safer than being on display in the Board room to the street, etc. Dennis asked if there were any objections to holding future meetings in the Lifelong Learning Center. There were none.

**Volunteers Needed (Dennis Eichelbaum):**

August membership calls (Monica Susman): asking the Board to make phone calls to the congregation from 9/6 - 9/18. Great time to reach out to the congregation for HHDs. Stephanie asked about certain information that was more deliberate to help them know more about each person we call. Take notes – of anything they say to us. That way, it can be sent to the right person so we can connect with people. Be cheerful. Here's a number you can call if you have questions.

**Apples & Honey:** At the August meeting, Monica will pass out the apples and honey sign-up.

**Greeters (Jody Pearson):** We have greeters until the end of the year.

**Bema Duty (Karen Stock):** It's been a while since we had board members on Bema duty. have a board member have hello and a new script of things to share. If there is a Bar/Bat Mitzvah want to make sure we can have the Board member congratulate the student and reach out to the parent in advance to get to know the student. Want to have a Board presence.

**Cemetery Update (Steve Lewis):**

*Fall of 2019 arranged the purchase of 133 spaces at Restland. Note to pay it in full comes due this September 1. We prefer to be able to pay it outright using our own internal resources or a bank. After that balance is paid, we can buy another 100 spaces.*

**Dennis entertained a motion move to authorize the President and Executive Director to secure a loan or funds necessary to pay off the remaining balance of approximately \$150,000 to Mt. Zion. Robyn Klein made a motion. Jason Gadsby seconded the motion.**

The vote passed unanimously.

Robyn stated it is essential we pay it note so we have more input/say on how the cemetery is run.

**Pension (Steve Lewis):**

*URJ handles pension. From an administrative standpoint, more accessible to have one plan administrator.*

**Dennis entertained a motion: I move that the Temple Shalom Lincoln 403(b) plan (the "Plan") be hereby amended to freeze the Plan, as of June 1, 2022 (the "Effective Date"), and as a result of this freeze the following shall apply notwithstanding any other provision of the Plan to the contrary:**

**No employee who is not a participant as of the Effective Date will become a participant as of any future date; and All Plan contributions, including but not limited to elective deferrals, employer contributions of any kind, and rollovers, will cease as of the Effective Date.**

Debra made the motion. Laurel seconded. Motion passed unanimously.

- Mark asked if we needed a separate motion to become a part of the URJ. Steve said, no, as we are already in it.
- Stephanie asked if there was a downside. Steve stated employees would be incentivized to move.
- Does TSD do the exact match for part-time as full-time employees? Steve said he would have to review.
- Gail: The current employees have the option to continue matching on the old plan?

**Leadership Development Nominees (Jason Gadsby, Aric Stock):** Aric stated he and Jason are collecting names for the leadership development plan. This is not an intro step for leadership development. But to develop leadership skills launching point. It will take place on Sunday mornings. 5 Sundays. We are looking for 18-24 people in that group. Dennis stated this is one of the best leadership programs we offer.

**Council Structure (Dennis Eichelbaum):** Dennis showed the Council Structure listed in the Board Book. Exec members are chairs of each; they are happy to be co-chairs if others want to step in. Looking for interested participants in serving on these committees. There are vacancies. Wan to start filling out by HHD have people in all the roles filling those committees.

**RC (Jason Gadsby):** Jason thanked Dennis for being given the RC award for his work with Cornhole. Jason passed it to Emma Darling for her work with Cornhole.

**Sad & Glad (Dennis Eichelbaum)**

**Closed Session.**

Meeting adjourned at 3:26 p.m.