

Temple Shalom Executive Committee Meeting

January 30, 2023, 7:00 p.m.

Temple Shalom Board Room and Via Zoom

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	David Merksy & Michael Jaffe
x	Mark Stromberg, VP	x	Debra Levy-Fritts, Past Pres.	x	Diane Laner, HRSTF (guest)
x	Julie Eichelbaum, HR Staffing Task Force Chair (guest)	x	Debi Sorrentino, HRSTF (guest)	x	Raelaine Radnitz, HRSTF (guest)
x	Gail Enda, HRSTF (guest)	x	Ali Rhodes, HRSTF (guest)		

122 Days Remaining

D'var - Rabbi Paley: Exodus 14:13-16. March into the sea or march onto dry ground. Implications: how to march forward when we are unsure of how. Going forward is terrifying/going backward is not an option although it's what's comfortable.

Budget – Jason Gadsby: We had our endowment meeting preceding the executive committee meeting. Overall, the endowment has lost money, year over year. We are not allowed to take a distribution from the Tomorrow Fund. Unless there is a large uptick in the market, we won't receive funds next year either. The endowment board has decided "not to" make a decision vote regarding taking from another fund until they see what is needed to cover the budget shortfall. Each executive committee member should be working with their councils and far into the discussions. We need the final drafts of council budgets by 2/17 to incorporate into the overall budget. The full budget review will take place on 3/3.

HR Staffing Task Force Presentation - Jaffe, Mersky, & Associates: David Mersky stated he hoped the executive committee had already read the report before the meeting and opened the floor for Q&A.

HR Staffing Task Force Follow-up Presentation: Julie Eichelbaum presented the task force's takeaways from the MJA report.

Fond Farewell to Steve Lewis: Dennis stated that the GiveSmart page is up for the silent auction and that all board members have notified him of their auction items.

Grant Progress – Debra Levy-Fritts: We made our \$50K match. To that point, Stephanie, Diane Laner, and Debra met to discuss the Communications Task Force! Also, Debra has been speaking with Phil Rosenfeld on governance issues. Mark asked to be included in the governance loop.

Blue Print Update – Stephanie Hirsh: Stephanie stated its time to start the annual congregational survey process. She will meet with Zak Palmer on which items gave us the best information. Will circulate the survey to the executive committee and Blue Print 2025 Task Force. The survey will go out in March and be open for survey completion for 6-7 days. Stephanie stated that we also need to start the BP for the 2025 - 2030 process. She asks that the executive committee consider nominees for BP 2025 - 30's task force members.

Next Executive Committee Meeting: It was agreed that the February executive committee meeting will be held on 2/26 at Einstein Bros Bagels at. 9:15 a.m. Location: 5976 W Parker Rd Ste 308, Plano, TX 75093.

Upcoming Board Meeting (2/6/23) Agenda: Agenda items reviewed. Dinner will be served at 6:30 p.m. Karen Stock is donating the meal.

Retreat – Topics to address: Dennis stated he asked Debbie Niederman for suggestions for retreat topics.

Special Funds Discussion (Stephanie Hirsh): How to understand the designated in the endowment and the operating budget. What are the rules and where are they listed? Do we have a set of rules and set of recommendations on how we can be more inconsistent? How do we make requests that our members give to those funds? And how do we convey what these people's donations impact? Need leaders of the congregation to also thank donors - not just thank you's through staff-signed letters.

Answers/solutions:

- A presentation is made to the congregation.
- A High Holy Day program booklet section could list/describe the funds and their purpose.
- Explain how the endowments are budgeted.
- Create a system for thanking people.
- Steve stated the more people who can thank donors, the better we will be.

Constitution Discussion: Should the Temple Shalom constitution be changed so that non-Jewish members who have spouses/partners who are Jewish are eligible to become board members?

Other Updates:

- Dennis stated he had a very good meeting with CDA and they are considering a 99-year lease. CDA is looking at the groundwork for zoning and financing. They are starting to address what is going to cost.
- Dennis gave an update on Hallie Weiner's final decision regarding the proposed cantorial contract.
- Rabbi Paley stated that the Federation is doing a community-wide trip to Israel in November 2023. Temple Shalom will need to come up with a group of 35 people. 8–9-day trip. Each congregation will have its own bus.
- Rabbi stated we had our first Munchkin Minyan North last Saturday. Tremendous success! Hats off to Temple Shalom member, Noel Rigley who owns the Primrose School of Frisco West. He is allowing us to use the building for free.

Meeting adjourned at 9:45 p.m.