

Temple Shalom  
Executive Committee Meeting  
4/24/2023 at 7:00 p.m.  
Board Room

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

**Budget & Proposal for Surplus Funds – Jason Gadsby.** We have not needed the endowment fund for cash flow purposes over the past few years. We should always strive for a surplus in the budget. We have paid off our operating fund carry loss forward. However, we have no sustainable revenue for the building. We initially anticipated new members would cover building maintenance through their one-time maintenance dues. We propose a reserve fund to pay emergency expenses (roof/HVAC). In 2023-24 we have \$20K+ set aside for this emergency fund. Jason would like to make it a board policy, for any future budget surpluses, the funds go into this emergency fund. Rabbi asked Jason to confirm that we have paid the carry loss forward by repaying ourselves. There is another carry loss forward. The capital fund has a \$100K+ carry loss forward on the capital side. The operating budget has been paid off.

- The \$20K is incorporated into the new budget.
- Debra asked what is the cap or up to as we have other priorities as well.
- The proper way to do a reserve is to have pockets of funds. Follow best practices.
- Steve said it is a policy. Policies can be changed. 10 years from now, we can then create a new policy for other purposes.

**HR Staffing Update – Theresa Myers.** David Lamden has been hired to start on Monday, May 8<sup>th</sup>. He will also attend the Annual Meeting and Fond Farewell to Steve Lewis event. Theresa will be working with Steve Lewis and David Lamden on the transition.

**Annual Meeting Agenda – Dennis Eichelbaum.** May 7<sup>th</sup> 10:00 – 11:30. Dennis gave an overview of the agenda.

**Fond Farewell to Steve Lewis Update – Dennis Eichelbaum.** The event takes place on Sunday, May 7<sup>th</sup> at 5:00 p.m. The reservations have increased significantly, and we will have a large attendance.

**Board Installation Dinner – Dennis Eichelbaum.** Dennis reminded the committee the Board Installation service will take place during the Shabbat Service on Friday, May 19<sup>th</sup>. The dinner will take place after Shabbat.

**Outgoing/incoming exec meeting:** Will take place on Monday, 5/22 at Dennis’s house.

**May 1<sup>st</sup> Board Meeting Dinner:** Mark Stromberg and Theresa Myers.

**Communications Committee Recommendation for Consultant – Dennis Eichelbaum.** Dennis shared a consulting firm proposal recommended by the Communications Committee.

- Mark Stromberg asked about the payment schedule.
- Rabbi asked about funding to complete the recommendations. Debra stated there are funds for implementation.

**Shomrei Adamah (Green Team) Proposal – Dennis Eichelbaum.** The committee reviewed Shomrei Adamah’s proposed policies for sustainability. The executive committee made a few recommendations to Debra Levy-Fritts, Tikkun Olam Chair (umbrella council for Shomrei) to take back to the team.

**Closed Meeting – Staff Contracts**

Meeting Adjourned at 8:15 p.m.