

**Temple Sinai Board of Trustees Meeting Notes**

**Open Session**

**12/22/2020**

<b>Attendees</b>	<b>Present</b>	<b>Attendee</b>	<b>Present</b>		<b>Present</b>
Bob Steine	X	Sandy Korn	X	Kathy Zeiger	X
Vicki Goldman	X	Jeff Lavenhar	X	Stephanie Podolak	X
Fred Leviton	X	Larry Polman		Lisa Meer Weiss	
Stephen Weinstein	X	David Solomon	X	Lauren Kimball	X
Larry Jacobson	X				
Bruce Tully	X				
David Eisner					
Rabbi R. Rheins		Ron Leff	X	Melissa Maas	X
Rabbi J. Callman		Lauren Bubis		Yoni Buckman	
Lisa Thorner	X	Ron Leff	X		
Shelia Purdin	X				

Time: 6:30 – 7:55pm

- I. Call to Order & Establishment of Quorum
- II. D’var Torah
- III. Approval of Minutes
  - a. Motion: To accept minutes as presented: Lawrence Jacobson
  - b. 2<sup>nd</sup>: Sandy Korn
  - c. Status: Approved
- IV. Old Business
- V. Staff Report
  - a. Clergy – The Clergy continues to maintain the policy of having very limited on-site activities (e.g. family life cycle events). This will be maintained through January, we’ll continue to monitor and adjust accordingly. Rabbi Callman reviewed several upcoming events including a women’s book group, 20-30+ yr old outreach, and social action activity.
  - b. Executive Director
    - i. Cemetery Update – Lisa Thorner and Lauren Bubis went out to Mt. Nebo to discuss and gain agreement on how to use a parcel of lot which will allow an additional 36 lots to be used. We will likely need to budget for additional plots for the next fiscal year.
    - ii. Job Descriptions Update – Lisa is currently wrapping up this effort and then she’ll provide these to the Board for review.
    - iii. A Chavurot fair is being planned as a way to reach out to members
    - iv. Lisa is asking for Board members to provide tech support for on-line events, this will reduce the load on the staff members.
    - v. Current matching gift is about \$31K less than the full \$200K matching fund goal.

- vi. The Audio/Visual upgrades continue with the installations. The grant application has been finalized; Jeff Lavenhar has led this effort.
    - vii. Lisa is working with Paycom on training and implementation.
  - c. Religious School
    - i. First semester is completed with positive feedback. The hybrid program that was planned fell short of expectations due to Covid. The plan is to start back remotely for January.
    - ii. Ron also outlined a Hanukkah program that allowed for families to come by for a moment and receive a gift.
    - iii. The Hebrew program continues and appear to be very successful
  - d. Preschool
    - i. Tuition Increase for 2021-22, January will start the registration/enrollment process. In polling of the local market, all schools plan on a 3-5% increase.
    - ii. The first semester completed, currently 122 students are enrolled for the next session starting in January
    - iii. Over \$20K has been received in unrestricted funds and \$5K in restricted funds have been received
    - iv. By 1/4/21, expectation is to have the Paycom system implemented.
    - v. A key initiative from the Preschool leadership team is to engage families. A recent effort was highlighted and was well received by the community
  - e. Programming
    - i. Lisa reviewed several upcoming events noted above
    - ii. Noted to the board to review the notes about changes to Keshet and messaging to the congregation.
- VI. Committee Reports
  - a. Financial Report
    - i. PPP – We will receive full forgiveness for the PPP loan, from Vectra Bank, we'll need to wait for final agreement from the SBA, that is expected.
    - ii. Budget –
  - b. General – membership dues and security are currently looking at the same levels as the year previous. This is a remarkable and positive situation and we'll work to recast the budget.
  - c. With the final Covid Act passed on 12/21, there may be an opportunity to find additional funding from this legislation.
- VII. Insurance Benefits when an employee leaves (how long)
  - a. This item is resolved
- VIII. Security Fee vs. Dues Increase for Members
  - a. As a group, we need to determine if we'll add another yearly security fee or should be only have a single dues increase.
    - i. There's been no dues increase in two years.
    - ii. We also need to look at implementing a regular dues increase.
- IX. Audio/Video Update
  - a. Comcast – Bob outlined how we may be able gain a 30 min spot on the Comcast Denver Public Access channel
    - i. We would need to develop content, production, and engagement.
    - ii. Rabbi Rick is interested in moving forward on this idea
      - 1. Could be an engagement/congregation building opportunity

- b. A/V Grant update: The questions from Jewish Colorado have been answered. The size of the grant requested is specific to the LiveStream and control equipment, approx.. \$14K. We should have answer from them this week.
- X. New Business
  - a. Successive Planning
  - b. Future Board Members/Executive Committee
    - i. Lisa and Fred are beginning to develop contact lists as well as a Leadership program members
  - c. Paid Time off – hours carried over
    - i. We need to confirm our carry-over policy and distribute to the staff.
    - ii. Lisa will come up with a proposal for Board review.
- XI. Executive Session