

Temple Sinai Board of Trustees Meeting Notes

1/10/23

Attendees	Present	Attendee	Present		Present
David Eisner	X	David Appel	X	Rebecca Hea	x
Bob Steine	X	Paulette Brody		Ana Koser	X
Stephanie Podolak	X	Jonathan Falk	X	Terri Tillis	X
Anna Kaminsky	X	Erwin Gelfand		Marshall Tobin	X
Kathy Zeiger	X	Gil Gerstein	X	Alison Magno	X
		Lisa Mier Weiss	X		
Rabbi R. Rheins	X	Lauren Kimball	X		
Rabbi J. Callman		Leah Goldberg	X		
Lisa Thorner	X	Doni Kaye			
Ruthie Lipshulch	X	Sheila Purdin	X		

Time: 9:15am - 12pm

- I. Call to Order and Establishment of Quorum
- II. D'var Torah- Rabbi Rheins
- III. Who we are and the world around us.- Lisa Thorner & Luran Kimball
 - A. 1967-2023
 - B. 862 households, 375 students (Preschool-R.S.), 251 programs
 - C. \$1.2M Operating funds, \$750K Temp. Restricted funds
 - a. Investments: working capital \$300K, Temp. Restricted \$1M
 - D. Market disruptors in broader society
 - a. EX- Blockbuster- Netflix, Taxis- Uber
 - b. Our own environment
 - i. Religious school-Judaic & Hebrew Education
 - ii. B'Nei Mitzvah Experience
 - iii. Youth & Teens
 - iv. Young Adults
 - v. Donor Development
 - vi. Endowment
 - vii. Aging Population
 - E. 2023 Congregational Survey Results
 - a. See packet
 - F. Whiteboard
 - a. Lead from the Future book
 - b. Complementing organizations
 - c. Best in Class- by demographic, ID "mixed" demographic
 - d. Advertising community at activities and services, inspired involvement
 - e. Community building across demographics
 - f. Formalize social media outreach- development associate

- g. Chavurah groups- micro-management placement and support leadership, ambassadors
- h. Lists provided with life experts (baby, grief, bat mitzvah, etc) of opportunities
- i. Waiting list to become a member?
- j. Belonging?
- k. Community Outreach- impactful with complementary and competitor organizations vs. too many emails
- l. Support with grant writing
- m. Location, big parking lot, building
- n. Onboarding
- o. Contextualize the mission statement
- p. Addressing Anti-Semitism
- q. Blending tradition and operating with innovation
- r. Rebrand

IV. Today at Sinai

- A. 22 households up, Total dues up \$37,000, Acreage dues up \$220
- B. Strategic Priorities with measurable outcomes
 - a. Membership & Engagement, Financial, Operations, Education, Worship
- C. Goals and Objectives
 - a. Membership & Engagement
 - i. Growth/Satisfaction
 - b. Financial
 - i. Fundraising/Development
 - c. Operations
 - i. Resources/Culture
 - d. Education
 - i. Curriculum/Engagement
 - e. Worship
 - i. Prayer/Community

V. F2023-2024 and Beyond

- A. Outcomes & Priorities
 - a) Look at job descriptions & staff structure at next board meeting
 - b) Development officer?, Marketing (outsourcing)?
- B. Business-Congregational needs- How do we show up in the community
 - a) Business
 - i) Endowment
 - ii) Financials
 - iii) Building “keeping the lights on”
 - b) Congregational needs
 - i) What is Sinai?
 - ii) Worship of Gd

- iii) Wherever you are, we are committed to you
- iv) How do we respond
- c) Keep the generations involved
- d) Define & manage succession

V. Wrap Up

- a) Board reports will be expected to be read before moving forward- meetings will be aligning resources to our priorities.
- b) Look for links to continue to share debriefing thoughts and comments which will be addressed by leadership over the coming weeks. Create a clear statement that reflects where we want to be in the different categories (IV, C)
- c) Moving to 6 board meetings a year, monthly executive committee and committee meetings.