

Temple Sinai Board of Trustees Meeting Notes

Meeting- 9/14/23

Attendees	Present	Attendees	Present	Attendees	Present
Stephanie Podolak	X	David Appel	X	Alison Magno	X
Dave Eisner	X	Janette Amayo	X	Rachel Narcissi	X
Jonathan Falk	X	Paulette Brody		Terri Tilliss	X
Anna Kaminsky	X	Rob Eber	X	Lis Meer Weiss	X
Ana Koser	X	Gil Gerstein	X	Eddie Yenkinson	X
Marshall Tobin	X	Jean Guthery	X		
Kathy Zeiger	X	Rebecca Hea	X		
Rabbi R. Rheins	X	Lisa Thorner	X		
Rabbi M. Shields	X	Lauren Kimball	X	Doni Kaye	X
Ruthie Lipshulch	X			Sheila Purdin	X

6:08 p.m. - 7:28 p.m.

I. D'Var Torah: Rabbi Rheins

II. Old Business

A. Review and acceptance of minutes:

Motion to approve: Dave Eisener

2nd: Dave Appel

B. Update on outdoor space and need for permitting: Lisa Thorner

1. Space is 90% completed. Last phase is the new fence along the West side. The pergola/gazebo is ready to go. There will also be a preschool structure added once its conception is finished.
2. \$137,000 in grant monies from the Homeland Security Grant will be coming in approximately a month that will go towards the fence costs.

C. Update on outsourcing HR and update on Professional Employer Organization (PEO) interviews: Anna Kaminsky

1. Narrowed down the search to 2 companies. Cost: approximately \$25,000-\$30,000 a year.
2. Traditional PEO company; we would most likely migrate into their software, they also have their own insurance plans and brokers.
3. HR outsourcing only. Take over all of our HR, payroll responsibilities. We would not fall under their umbrella but would have access to their pricing.
4. Both companies have been open to negotiating lower pricing. We will get all the information at the next meeting and analyze it for a final decision.
5. Fiscal year ended June 30th. \$17,000 BEG audit was conducted last year. Anna is recommending doing another audit this year. At year end we should look to change from a cash basis to an accrual basis this creates confusion with journal entries.

III. New Business

A. Application for \$50,000 grant: Lisa Thorner

1. We were not awarded a 3rd Homeland Security Grant, however we are able to apply for a State level grant to continue our work on security.

B. Hiring for open positions: Lisa Thorner

1. Marketing position, 28 applications have been submitted, posted as 20-25 hours
 - a. 1 in house person is being considered.
 - b. Rob and Gil offered to help find the right person for this position
2. Office Manager position, 75 applications, many do not qualify.
3. Programming position, 4 applications.
 - a. Rabbi Shields and Lisa Thorner have reached out to a former colleague as they are highly qualified.
 - b. Currently not being posted as a senior staff position.

C. Cushman Neal Funds Stephanie Podolak

1. \$150,000 was donated a few years ago to a wellness fund, this was to be dedicated to mental health support. The position did not work as we wanted it to.
2. Funds have been moved to JFS
 - a. If a Sinai member is in need of support JFS will connect them to resources allocated from this fund.
3. Stephanie is recommending that as a formal position, Sinai is no longer formally connected to. We will continue to support this ideal and direct those who are seeking support to JFS.
4. Justice Necessary Donations (Donations for Dignity)
 - a. Collection of hygiene products and diapers. We have supported many events with this fund and drive.
 - b. Stephanie is also recommending that we will continue to support this and all will communicate that future messaging will come directly from JFS and Temple Sinai.
 - c. Motion to approve: Dave Eisner

2nd: Anna Kaminsky

D. High Holy Days: Stephanie Podolak

1. Phone call lists distributed
 - a. Please continue to make calls and connections. Next year we can add the number of years, children, and school enrollments to have background knowledge when calling.
 - b. Board members need to share feedback and if numbers are disconnected.
 - c. Board Presence and Ushering at Services: Saturday Sept 1. 9am
 - d. Brotherhood will help with ushering
 - e. Caring committee will help guide congregants to the middle seat.
 - f. Security at services
 - g. Live streaming services: Temple Sinai Steam Spot only
 - h. Facebook live option is removed, recorded version will be posted afterwards.

E. Kickoff Off of New Fund Drive on Yom Kippur: Lauren Kimball & Rabbi Shields

1. Chai 5: From High Holy Days to Hanukkah
 - a. Tie in with Hanukkah Light the Night Event.

- b. Dedicate the new outdoor space
- c. Donate in units of chai, congregants can donate their units to a fund of their choice.
 - i. Main initiatives for the year
 - 1. Young Family Initiative
 - 2. Adult Education and Cultural Arts
 - 3. Empty Nesters: Need someone to get this off the ground.
- d. Sunday Dec. 10 is the date for "Light the Night"
 - i. There will be latkes, donuts, food trucks and a big reveal of our campaign final number
 - ii. Starting to look for a donor match and family level sponsorships.

F. Anti-Semitism programming: Terri Tillis

- 1. John Falk recommended Tina Malka director of anti semitism education for Hillel. Sept 25th program
- 2. Sun October 29, parent program & all congregants 9:30-11:30 am
- 3. 12-2 second program for highschool students and their parents