

**Temple Sinai Board of Trustees Board Retreat Meeting Notes
Meeting- 9/14/25**

Attendees	Present	Attendees	Present	Attendees	Present
Stephanie Podolak	X	Gerald Lassow	X		
Dave Eisner	X	Jeanette Amayo	X	Rachael Narcissi	X
		Emily Yates	X	John Spanbauer	X
Phyllis Babich	X	Rob Eber	X	Reid Goodman	X
Ana Koser	X	Melanie Wiseman		Tamara Siegel	
Marshall Tobin	X	Jean Guthery		Al Blum	X
Kathy Zeiger	X	Rebecca Hea Wilson	X	Amanda Brooks	X
Jim Stone	X			Adam Melnick	X
Rabbi R. Rheins	X	Lisa Thorner	X	Doni Kaye	X
Rabbi M. Shields	X	Ruthie Lipshulch	X	Sheila Purdin	X
Debbie Foster	X	Rob Eber	X	Lauren Bubis	X

9:00 am

I. D'Var Torah: Rabbi Rheins

II. The Role of the Board Stephanie Podolak

- A. Transitioning to a more strategic board
Now is the time to continue to move forward, think about the long-term planning, go through the vision and the mission.
- B. Looking to the future and identifying areas for growth and improvement
Where do we want to focus our attention? At High Holy Days this is where we want to go. Stephanie will present this and wants to make sure all ideas are in place to speak to the congregation.

III. What is the mission of Temple Sinai? Stephanie Podolak

- A. The purpose of Temple Sinai is our mission statement:

IV. Review of Board Materials: Stephanie Podolak

- Calendars-Meetings, Temple Sinai, High Holy days
Board Sign up for who will be ushering what days, calls for Board members to make to temple members

- Bylaws/Handbooks: All need to be reviewed and updated.

Board members willing to help review all the materials: Rob Eber, Gerald Lassow, Marshall Tobin, Al Blum, Jim Stone, Adam Melnick

- Confidentiality: Board Rules and Ethics, items remain confidential.

Here to support these very aspects of our community. Who you talk to and what you share. Everything you hear in meetings stays here. Personnel matters need to remain confidential.

- Board Roles and Ethics:

Board Members to sign Exhibit A. Sent around for the board to sign and return

Executive Committee should be to gather and filter up the information, come up with a recommendation, but not dictate to the Board.

-Big Purchases need to be discussed

-Role as Board: attend all meetings, let Lisa or Stephanie know if you can't make it.

-Be an active voice in the room

-Bring certain experience and viewpoint

-Be respectful

-Committee participation/Community Representation: expected to have a board member at big events. Coming to services to be here with name tags on as a representative of the temple

-New things this year at Rosh Hashanah: gathering in the outdoor space, make honey and get people to know one another

-Board and past President's service will be on 9/23/25

- High holy days call list
Calls assigned for call list

V. Old Business:

- Financials

Phyllis Babich

-Year end June 30th

-We are in a good position, need to stay on this path

-Finance committee meeting on Tuesday, financial advisors coming in, please let Phyllis know if there are any questions.

2023

-2023 Audit review complete every other year, review and then audit

-Need to start the process earlier to get a review in place

-There are no glaring errors, financial committee is comfortable signing off on the audit review

-Motion: Move that we accept the review of financials:

-1st: Marshall Tobin

-2nd: Jerry Lassow

Passed: all in favor

-The full audit will go into much more detail.

- Lisa set up more CD's laddering at the bank
- Money markets to accrue interest
- Things are being done to be more creative to get as much interest as possible

- Special Purpose Fund: Lauren Bubis/Lisa Thorner

- Funds can only be used for the funds that it was created for

- Some funds hadn't been used and didn't have a fund

- Can we use the funds in a way that supports the fund and the temple?
We can't use money in any way

- Rainy days do come and we always need to plan for this, so we need to stay on this path for the growth and responsibility of the next generation.

We are solid but we always need help for the long-term growth and stability for the temple.

- Gift from the Appel Family Foundation hire a full-time youth coordinator.

- Brynn Tully: youth director/family engagement assistant to Debbie Foster.

She grew up at Temple Sinai, was a ranch camp leader, she brings with her a different music energy. She has been hired.

- The board has a say in senior staff, this is not a senior staff, Lisa has a say in non-senior staff hires.

2) Development Director: looking for this position, looking for the right person, working with David Appel, he'll be part of the interview process.

- Homeland Security Grant Lauren Bubis

Money has come in for the security fund

- Building Updates: Youth Lounge & Outdoor Space Lisa Thorner

- Need money for the interior of the building

- Phase II of the outdoor space

- Huge grass area, basketball court, picnic area, grill, all things that are going to be added outside

- Will lose a total of 14 parking spaces

- Trying to be strategic about doing the work around High Holy days so everyone can see what's going on

- Appel donation: Youth Lounge

- Met with designer

- Goal to create a youth section and community space with coffee machine, banquettes to make this space a community space to use

- This will be money from the Appel fund and will not be funded from Chai

- Mount Nebo Cemetery

Lauren Bubis

-Initial proposal came in \$1,950/plot

We Proposed:

-188 plots

-\$1,800/plot

-\$200,000 down

-Balance of \$157,000 in 7 equal installments for 94 plots

-Cash now for 188 plots

\$1,750/plot

\$329,000

They came back with:

-188 plots@1,900 Total \$ 357,000

-94 plots \$178,600

-Remaining 94 plots \$89,300 over two years

-Overall comments from the Board:

-The sooner we come to an agreement the better, inventory is low right now

-they need the money to develop the land, they are going to raise prices to \$2,500 September 1

-In the cemetery fund we are \$20,000 short of the outlay of the initial expenditure

-Owe remaining balance over time

-We can change what we want to charge per plot

-If we pay for all up front we should get a bigger discount

-Mt. Nebo is a separate entity if something happens if they go bankrupt

-Separate entity for Mt. Nebo and BMH

-Mt. Nebo owns a large property across the street.

-Where are they on the development for the 188 plots? They haven't started it yet, but once they do it should only take few months.

-Bottom line: \$329,000 (our offer) vs \$357,000 (their offer)

-Vote on their proposal or should we go back?

-Are we comfortable with Mt. Nebo's financials? Yes, we can review them. The money goes to the cemetery not the synagogue. Mt. Nebo is not struggling financially.

-Let's make a counterproposal and empower the board and members handling this to move forward.

-Motion: \$1,850 -\$1,900 within 4 years

Move to empower the Mt. Nebo committee to make the decision at a price up to \$1,850-\$1,900 with terms to be negotiated, this amount, with the understanding the expenditure will be over \$150,000 so the board is approving this.

1st: Rebecca
2nd: Kathy
Passed: All in favor

Al Blum will put a letter together

- Memorial Wall Lauren Bubis
 - Looking at different options
 - Part of the money raised at Chai 5 will go towards this. We charge \$250 now, looking at doing lights that would be closer to \$30, \$50,000-\$100,000 to redo the wall.
 - Motion to empower Lisa and Lauren to move forward with a new design
 - 1st Reid
 - 2nd Jeanette
 - Passed: All in favor

Rabbi Rheins needs to be sensitive in doing this process because of old plaque and new plaque

VI. New Business

- Committees and sign-ups Lisa Thorner

Pick One

VII. Brainstorming Session

- Chai 5 Campaign Lisa Thorner

Update on this year's Chai 5

 - a. Thinking about where we need to invest, maybe in technology advancements for the Temple.
 - We raised \$67,000 last year with a match. Most of the money went to Religious School.
 - They want:
 - Projectors, art teacher, raises for the teachers, hired Rabbi Bobbi, madrichim training.
 - b. Chai 5 Categories

We are starting a pilot program on Wednesdays for Religious School

 - New gate installed
 - Movie screen and projector
 - Fix thermostats throughout the building

- Sinai experiences
- Healing art kits for Israel
- Teen/Tween Twisted Shabbats etc.

Look at list is this what you want, is it missing anything

May re-work it to:

- Lead with Building beautification
- Youth Lounge
- Tech
- Teachers

How to frame: Chai 5 strengthens your partnership shows that any amount helps

VIII. Annual Event

Lisa Thorner

- Ideas for June Event: Discussion
- 2027 60th Anniversary
- The board is planning a legacy

IX. Executive Session

Request from Lisa to cover medical, dental and vision. We do this for both Rabbis. She can no longer provide medical for her kids 26+ and then they will be aged out. \$769/month for medical, \$34/month for dental so around \$825/month for all.

Motion to approve: 1st Jim
2nd Reid

Passed: all in favor