

Congregation B'nai Tikvah
Board Meeting
July 5, 2005

In attendance:

Danny Greenberg, Gary Bergman, Jeff Cadoff, Ruth Anne Koenick, Arie Behar, Mark Sherman, Marc Dillman, Allison Nagelberg, Mitch Frumkin, David Spivak, Al Garten, Arthur Biderman, Doris Sandrowitz, Ed Birch, Frank Waltzer, Mark Kasdin, Harvey Finkelstein, Gary Warner
Cantor Rockman, Hadas Elami
Guest: Ben Shapiro

Meeting called to order at 8:00 pm by the new president, Danny Greenberg. He welcomed the new board members and let everyone know that we try to start on time. Motion to accept the minutes from June made by Harvey Finkelstein and seconded by Al Garten. Minutes approved.

Cantor Rockman provided the D'var Torah

President's report: Danny said that the procedure is for everyone to get previous meeting minutes and agenda is usually on the Friday before the board meeting. VP reports should be sent then as well. He thanked everyone, in particular Mitch, for making the installation and dinner so nice. Regarding the nursery school, some tasks that need to get done on a timely basis. Ann was asked to start things going and she has done so as we try to fill that position. Danny also introduced the topic of the Rabbi thank you party, which will most likely be on Thursday June 8. That event will also include an ad journal. He is looking for people to work on this. The other major fundraiser will be on March 11. Danny noted the current budget issues, asking everyone to have an emphasis on watching our pockets. We are in a deficit situation and need to bring in more people and dollars but also watch spending as well.

All went around and introduced themselves. There was a question from Mark Kasdin about removing Fran's name from the board on front of the congregation. Frank also said he saw her name on local TV channel and anything going out needs to be fixed.

Motion by Jeff Cadoff, seconded by Mark Sherman,

To allocate a total of \$3,750.00 from Shomrei Tikvah to pay for the Cantor's new office and \$250 from that amount for new wireless mike. There was some discussion about the history of this fund agreeing that this is really what the fund is for, designed to help for special things.

Seconded by Mark Sherman

Vote passed, unanimous

Ben Shapiro presented information on the alarm system. It is comprised of three components, internal alarm, fire, and burglar. ADT is the provider. Time was given for everyone to look at the handout with the details regarding what we have, the costs and what is needed and what it will cost.

Motion by Jeff Cadoff

To enter into a contract to sign the security contact agreement for \$30,202 and have it include the yearly maintenance.

Seconded by Mark Sherman.

Ben said the system would be for new wing and to retrofit for the old. He noted that our insurance would be canceled if we don't alarm the new wing. Gary Warner asked where did ADT stack against the other vendors. Ben said that they have been very responsive over the years and everything will consolidate into one contract. Mark Kasdin asked about the terms and conditions such as what are the issues with false alarms and are our fees increased if there are a lot. Police will charge for false alarms if we go over a certain amount, according to Hadas. Mark thinks we owe it to ourselves to look at what David Spivak said about his friend giving us a better deal. Harvey wanted to know if the equipment we purchased is interchangeable with another firm should we choose to change and Mark K said he thought that the monitoring system would be the issue. Ben said that our issue is we have 20-year old technology now and things will change. Maintenance is optional but you can't piecemeal, either you take the whole maintenance package or no maintenance. Arie thanked Ben for doing a great job on this. He said the real question is how will we pay for this? Can we do something to the new wing that will qualify us to keep our coverage without committing to the rest of the proposal? Ben said something about the money, that ADT could finance over 5 years at \$819 a month over 5 years. Issue is also about protecting people in the building as much as protecting the building. Ben said that panic buttons are included which was asked by Gary Warner. Danny wanted to know if we could go back to ADT to break down the bid to do part of it. Danny asked if it is expandable and Ben said if you put in the right board

Amendment to motion by Arie:

To get into contact with ADT to install basic system in the new wing and to finance it for 5 years.

Jeff accepted the amendment.

Three components for \$5225.00, motion detectors and additional window contacts.

Doris asked if we could pay it off early. Harvey talked about Shomrei Tikvah and speaking to Jeff Schwartz about this as it is critical stuff to have this done right. Not enough from Shomrei Tikvah. Committed to roof and phone system from Shomrei Tikvah. Arie reminded us that Shomrei did pay for it when we did it outside for the old building. There was discussion about maintenance costs. Ben said this is just a basic system - no cameras, no card key, important that the building be controlled. Harvey wanted to know about our liability if we don't do it completely. \$10,065 from Shomrei Tikvah for the basic system, etc

Vote: 11 in favor, 4 opposed, 3 abstained.

Ben thank you for your hard work on this.

Danny asked for volunteers go to Long Island to pick up the pews for the Bet Midrash. We have truck and driver thanks to Jeff Schwartz, so it can be done in one trip. Urged people to go and help

Old business

Mark Kasdin provided an update on the honor wall. He has had email contact with Baum, who did our tree of life etc. Met with committee, prepared a proposal to be presented on July 13. If accepted we need this done fast and it will include the names of the families who donated a minimum of \$1800. Also there will be individual plaques for those who have given \$10,000 or more. Mark will email the details to the board. Initially estimates were about 20K. He told Baum that we were hoping for something in the \$12-15 K range. Jennifer had a company that bid the \$20K. Arie asked how we would pay, Mark said buy the Giants tickets. Need an appropriate honor wall. Danny said it could be used to solicit more donors too.

Financial Secretary. Mark Kasdin.

We have 445 member families with a FDE of 287. It was noted that the numbers are deceptive, as anyone who joins this quarter we don't charge dues. Hoping that August 1 numbers will improve. 91 are on special arrangements. More than 50 families are more than a quarter behind. Concerned that what we do now with special arrangements we just believe what they say, but he has reason to believe that 10-15 aren't totally honest about it. May have to ask for income verification. Not uncommon to show tax returns. We have always been the synagogue that believes and we would have to go after everyone. Danny said it would have to be a policy set by this board. David Spivak asked when is the time to do this and Danny said it would be a very significant change. Is there a way to break out the problem in a different way? Follow up to those who have lost their job. We have never received a phone call from someone on special arrangements saying it is not needed any longer.

Gary Warner thinks that we need to be more aggressive sooner rather than later.

Maybe put together a group to come up with some recommendations.

Arie said that we sent a letter to everyone with the message that they were not on special arrangements anymore and it was their burden to prove it. Danny said maybe the answer is that you are granted special arrangements for one year. Mark K said there are certain people who you know really need the special arrangements and that he won't embarrass them. Mark said that some people said asking was an invasion of their privacy. Danny will form a sub committee to study this.

Marc Dillman has nothing to report as his computer is waiting to be repaired.

Doris asked about 50+ having bought a bingo game and could they charge internal members in order to pay out. You need a license from the state.

VP Reports

Jeff Cadoff reported that we are in negotiations with someone now for director of the nursery school. Discussion about Ann doing this on a permanent basis but Jeff thought that doing this for the long run was not the right way to go. Harvey asked for some parameters for evaluating this individual. Her teaching experience in another institution similar to us, longevity, wanted someone who was conservative, but mostly looking at this individual's experience. Harvey asked if she had director experience and Jeff said that she did. Felt that she will be able to hit the ground running but it will take time to make it better. She will be running a summer camp too. Frank asked if candidate declines what will we do and Jeff said that there is a second candidate. We will continue to get resumes until we have someone hired. Whenever she accepts etc, get info out to board for approval so she can start working ASAP. Discussion about if the board needed to approve non-religious leadership contracts. Discussion about contract, why she is waiting and if the contract will include reviews.

Mark asked about the person in charge of the catering committee and if he would want to appoint someone to head up the committee as it really isn't a committee. There will be a chair with experience according to Danny and also make it a real committee.

Mark Sherman said we have sold 80 "Giants" tickets. Ebay has started up selling. And we have a 1992 Honda Accord with 60K miles. We continue to collect printer cartridges.

Arie reported that in order to get the CO we have two things to do. We need to place an exit sign that was not on the original drawing but the fire inspector wants it, and there is water coming into the building, need to re-grade the back. We will get the CO but now we can now use it for furniture but can't use it for activity. Regarding the lawsuit, we are trying to go to mediation and we can't find the builder. If he doesn't respond, we will file. Fran Pearlson is threatening us for severance and there was discussion about whether we violated her contract regarding notification. John Wolf and Arie drafted a letter to her lawyer and why we think we are not in violation. We can terminate contract with no cause with 8 weeks notice. John says we may have to negotiate some pay. Arie says we really didn't do anything wrong. Danny thinks she is fishing. Is it possible we might owe her three weeks pay and that is possible?

Auxiliary Reports:

Men's Club: Bowling league raised a lot of money. Eddie Birch said that we have moved to Midstate and Carolier no longer has 1x month leagues. It will cost us more. Matt Katz is doing his Eagle project, a holocaust garden; please call Steve if you can provide any help. Asked why Men's Club wasn't asked to be on search committee. Danny gave an answer about the diverse constituency and at some point you have to make the committee a manageable size. Put together a committee that was representative and there will be open forums for others to give input. Arie said that there are members of Men's Club on the search committee. Harvey suggested that the application should be in by October 17 will provide us with the largest pool of candidates. Joyce asked about how to get the gift shop empty. Ruth Anne noted that again Sisterhood had an installation dinner and the Rabbi did the installation during Friday night services and there wasn't any board representation except those members who were there because of their wives' connection to Sisterhood. It was also the night that the new Siddur was introduced and she felt there should have been a board presence.

Good and Welfare:

Mazel tov for b'nai mitzvahs that included Kay, Nagelberg, Schultz and the marriage of Avi Olitsky to Sarah Littman

Meeting adjourned at 10:00