

Congregation B'nai Tikvah

Minutes from Congregation B'nai Tikvah

Board of Directors Meeting

August 1, 2005

Meeting called to order at 8pm by President Danny Greenberg.

In attendance:

Danny Greenberg, Gary Bergman, Jeff Cadoff, Ruth Anne Koenick, Cindy Gittleman, Bobbi Binder, Mark Kasdin, Marc Dillman, Frank Waltzer, Arie Behar, Arthur Biderman, Larry Cohen, Harvey Finkelstein, Mitch Frumkin, Al Garten, Linda Kohn, Gary Warner, Paul Zankel, Doris Sandrowitz, Ed Birch, Joyce Gerbman

Rabbi Eligberg, Hadas Elami

Guests: Elliott Danto, Bill Greenberg

Motion to accept the minutes by Al Garten. Seconded by Ed Birch.

Vote: in favor 13

Opposed: 0

Abstain: 3

D'var Torah by Rabbi Eligberg. Glad to be back home. Rabbi will be handing out a blank check made out for \$18 for board members to make a donation to charity of their choice.

President's report:

Danny welcomed Rabbi back.

One hour ago we signed a contract with new nursery school director. ope Peters, Laura Waksman, Jeff Cadoff, Kim Riemann and Mark Jiorle are to be thanked for their work on this committee. Phyllis Dennenberg from East Brunswick has been hired and will be starting on a part time basis next week.

School wing has been furnished, mainly in part to Ben Shapiro. Commercial kitchen equipment has been donated, thanks to Ben Shapiro. Gabowitz Appliances on Route 18 has made the donation. The equipment is brand new. We will be putting a plaque up acknowledging the donation and free Hakol advertising.

High holidays right around the corner, think about ushering. Sheet was passed around. Bobbi reminded everyone to turn in requests for High Holiday honors.

Kasdin asked about lawsuit. Mitch said that we were waiting for final costs. This info was turned in a few weeks ago. Main contractor moved to Maine, brother is still in New Jersey and gave us the Maine information. They were told the next step is mediation, cut off date is this Friday and if not we will move into litigation.

Kasdin: What's going on with Fran Pearlson.

Letter was set out six weeks ago to her and we have not heard from her.

Ruth Ann: Ann Kanarek needs to be recognized for the work she did in the interim.

Danny pointed out that the pews for the new Beit Midrash.

Thanks to those who went to Long Island to get them and bring them back for us (coordinated by Jeff Cadoff): Arthur Biderman, Matt Biderman, Matt's friend Matt, Jeff Schwartz, Andy Ross, Gary Warner, David Marcou, Jeff Cadoff

NEW BUSINESS:

Cindy Gittleman passed out a mock up of the flyer advertising our spirit week. Programming from each arm of the synagogue. The recognition night Sept. 25th is not on the flyer. Separate mailing will be going out to members for that. Marty Abschutz is chairing that with help from Ed Birch. Dignitaries being invited. Mitch said that we need to invite people who donated their time, etc.

Kasdin: update on donor wall. Passed around rendition of what the decorating committee decided upon. Any family that donated over \$1,800.00 will be recognized with a plaque. 135 names on that now. \$12,900.00 cost. Plus \$1,000.00 to install plus 38 cents per letter. 35 families/people donated \$10,000.00 or more. Letters were sent out asking what they want on their plaques. These will cost more and Baum needs a deposit before they will even start. Photos can be included and can be changed as part of the display. We can fit 150 names.

Warner: Do we have an estimate of how much it will cost? Average 15 letters per donation. Cost will be about \$2,400.00. This must be done right away to be available for our opening week. If this is not available we should have something available even if it's on a poster for our opening week.

Did we get other bids? Yes, this was done a few months ago.

Where is the money coming from?

Dillman: This cost was factored into the numbers that we have been using. \$20,000.00 for the donor wall. Still \$10,000.00 short of all money available.

Mitch thinks this should be up for opening week. Kasdin will shoot for that. How will names be arranged? Probably alphabetically but this is up for discussion.

Motion by Mark Kasdin:

I move to rescind the motion previously adopted at the June 6th Board of Director's meeting which revised the Passport to Israel Program to provide subsidies to children participating in the Youth Exchange Program.

Seconded by Bobbi binder.

Background by Danny: Passed in June, 2005 meeting and the minutes reflect that the PIP (passport to Israel program) was changed without input by the committee. The committee met to discuss this and they want to consider the intent of the original motion and come up with a proposed solution to make the two programs work together. Danny read the motion as reflected in the June minutes.

Committee will come back to board with recommendation.

Discussion ensued.

Arie wanted to make it clear that the trip is not "Arie's program". The committee should come back with new wording to the proposal.

Ed Birch asked for clarification as to what the PIP is. Danny explained this.

Mitch wants to wait for Alan Kane to be here.

Motion by Mitch to table the discussion.

Vote to table: 5

Against: 14

Abstain: 1

Discussion continued

Rabbi pointed out that the Israel trip will be presented during spirit week and we need to move along on this. Committee should come up with something for the next board meeting.

Call the motion by Ruth Anne.

Question called

Vote: in favor 11

Opposed: 8

Abstain: 1

Motion passes

Ruth Anne: Gift presentation for B'nai Mitzvot. Direction as to what to say was available. We still have people who do not know what to say or do. And presenters are not being notified. Ruth Anne is willing to be the coordinator of this. Discussion followed.

Reports:

Kasdin: 443 members, 301 Full Dues Paying Equivalent.

77 members on special arrangements, down from some numbers that were higher.

Frank Waltzer would like to see members on special arrangement to be compelled to buy scrip. Danny suggested that he form a committee and work with Kasdin.

Dillman: Income/expense report passed around. Income came pretty close to the forecast. Original budget is off though. Our deficit is still accurate; we are where we expected to be. Some adjusting entries still need to be made.

Discussion about the budget and refinancing options followed.

VP reports were previously emailed.

150 tickets sold for the Giants raffle. Being picked this Sunday. The tickets were not a sell out. Most of the tickets were sold by Irwin Millinger and Mark Sherman. Deadline is Wednesday of this week.

Gary Warner is starting to form the committee for the next fundraiser set for March, 2006. There will be an ad journal. It will be a casino night.

Auxiliary reports:

Sisterhood. Furniture will be installed in the gift shop shortly; will be done before the opening.

Men's club: Bowling getting ready to start.

Good and welfare by Rabbi Eligberg:

Wished Cantor a wonderful vacation

Condolences to Linda Brown on the death of her mother.

Motion to adjourn by Gary Bergman

Seconded by Mitch Frumkin

School & Youth Vice-President Report
August 1, 2005

Nursery School

Negotiations are near complete with our candidate for the Nursery School Director position. We anticipate having the new director on-board within the next few days. Registration is ongoing for the school, but is down at this time.

Religious School

Religious School registration for 2005-6 is ongoing.

College Program

The College Committee will be substituting an earlier holiday for the Hanukah packages as that holiday falls during winter break.

Kadima

The search for a replacement advisor is continuing, with selection of candidates for interviews underway. Please have all interested parties contact the VP School & Youth.

USY

USY membership likewise increased over the past year. Both groups outstripped the statewide average growth.

VP of Ways and Means

August 1, 2005

Supermarket Scrip : We would like to thank Marc Binder for all his efforts in doing a good job leading the charge on selling the scrip. It is not a job to be done by one person. We need to get more help, please volunteer. Rachel Shaneson will be taking over many of the responsibilities of the scrip program. Rachel has retired from her nursing, so now she can come back and help us with the scrip

program. Rachel will be back from camp the third week in August, so please have patience until then.

The Event: Next years event is only around the corner. Start thinking about how we can make next year's event a success. Please come and talk to either Gary Warner or myself on you can help. The event will take place March 11, 2006. We are going to do an ad journal and combined with a dinner for the Rabbi's departure.

GIANTS RAFFLE: Irwin Millinger has kicked off the raffle. We will have 2 45-yard line NY Giants seats for the season that we will be raffling off. Each chance will cost \$50.00 are break even is about 41 ticket. It is a great opportunity for any Giant fan or football fan. It is a great way to raise money with out asking the same old people. We have currently sold only about 110 tickets.

Printer Cartridges and Cell Phones: We are collecting ink jet cartridges and now cell phones. There is a box in the office please just drop them off. We have sent in a box and are sitting on several new boxes to be sent out. CBT will receive \$2.00 per cartridge. We have received several hundred dollars so please keep on bringing in the cartridges.

E-Bay: We have already sold item and started making money. Bonnie Kudwitt is our point person at this time. If anyone is willing to help we would appreciate your efforts. Start looking around to find anything that would be sellable on E-Bay. Look in your cabinets, garages and draws for item you do not want any more. Please bring it into the office. Thanks VM for your support!

I appreciate ideas on new fund raising ideas. Please take ownership of you ideas.

Please help with all of these programs!!!!!! Help balance the Budget!!!!!! Keep our dues as low as possible!!!!!!

House and Grounds

Expansion
Status Report
Mitch Frumkin
July 2005

House and Grounds

1. My general comment deals with the total lack of care which is being shown in regards to the new wing. In my recent visits to the building I have found that it has become a 14,000 square foot storage area. In addition I have found damage to the Sisterhood Gift Shop door which was caused by whoever has been moving the stuff around because it was not there a few weeks ago. In addition, when we had the flood in the rear of the building, whoever swept the water out of the hallway must have used a shovel. The tile floor has been permanently damaged by this treatment. Based upon how this addition is being treated, it will rapidly fall into significant disrepair !!
2. In regards to the flood in the rear, the problem has now been corrected. We need to have the walls primed with a primer which destroys any mold which is growing on it and have it repainted. *I need to know if the maintenance company can do this.* In addition, a decision needs to be made in regards to the tile in the classroom as to whether it needs to be replaced, carpeted, or left as is. I will have a price for the retiling and carpeting in the next few days.
3. I have spoken to the roofer about the ongoing leaks. It is his opinion that the existing rubber roof has deteriorated to the point of requiring replacement. He will continue to honor his contract or will provide a 60% return of the money we have spent to apply towards a new roof. The ongoing leakage will continue to cause consequential damage to the ceilings etc. which are not covered under his contract. *Please provide your input.*
4. We must come up with a system to regulate the HVAC in the addition as we are wasting a significant amount of money. I stopped at the building a few days ago and the existing classroom area was about 50 degrees and the addition was about 65 degrees. The reason it was not colder was because the windows were open !!

Expansion

1. As we all know, we have now received the Certificate of Occupancy although there are a few things which still need to be completed as follow:
 - a. We have had a problem in two locations in regards to the tile curling and requiring replacement. This appears to be due to the mislocation of expansion joints (which we were aware of). The tile contractor has removed the tile partially in both areas. I am meeting him at the building on Friday the 29th to talk about the best way to repair these areas.
 - b. In regards to the pumps in the sanitary pump pit in the island, the pumps have been installed and the electric has been hooked up. They should be operable within the next week.
 - c. In regards to the MP room door, the electrical work should be finished on Monday the 1st. Once it is completed the door manufacturer will return to turn them on and show us how to use them. I anticipate that this will occur within the week or so after this. It was supposed to be finished this week but the electrician did not let me know that he was not complete and the door guy showed up and had to leave.

Administration VP Report
July 2005

Constitution Committee

Sam Rosenzweig was given a CD containing all the meeting minutes since 2003 for which to locate the various amendments that need to be added to the official copy of the Constitution and By-Laws.

Vacation Schedules

The Cantor is leaving for two weeks beginning Sunday July 31st as the Rabbi returns from his vacation. Services during that period are being managed by Ritual Activities Committee.

The following was prepared by our Administrator (Hadas)...

Forecast Schedule of Transition to New Wing

Week of Aug. 1st

During this week we expect to complete moving the Religious School to the new building. As of July 31, most of the classrooms are already set up, but there are some items that still need to be moved, phones need to be installed in the Religious School Director's office and the Secretary's desk. We expect the phone installation to take place by mid-week. All the furniture for the new School Classrooms are already in, there was no need for any purchases, thanks to Ben Shapiro's donations of items that the School is using. The only necessary purchase, that Ann Kanarek is working on at the present time, is 5 blackboards.

The Library is 95% moved already. There few small items that still need to be moved and will be moved during this week.

The Multi-Purpose Room will be evacuated from all the furniture and other items that are in it as part of this process, since the Storage Room will be emptied from items that were stored there.

The new Youth Lounge is almost complete. The Youth Committee and the USY Advisor were contacted, to make them aware of that and to invite them to paint the room (in the past they expressed their wish to paint their own room). There is a need for some minor electric work in that room, that will be done within a week to ten days – prior to their completing the painting. The floor will be polished and waxed after they will complete painting. We have plenty of furniture to furnish their room with and they were invited to approve them – whatever they are not planning to use will be discarded of.

Week of Aug. 8th

We expect the equipment needed to take care of the floor in the multi-purpose room to arrive by Monday or Tuesday of this week. This week will be dedicated to treating the floor in the multi-purpose room, fixing the scratched doors in the new wing that were scratched during the moving of furniture around and cleaning the Nursery School classrooms, including polishing and waxing of the floors, so the Nursery School will be ready for the new School Year.

Week of Aug. 15th

We are hoping to have the color scheme for the new Beit Midrash (the old Youth Lounge) from the Décor Committee by this time. During this week we will paint the room and empty it from all its content.

The Pews for the new Beit Midrash were donated to us and are waiting in the halls of the Nursery School and the New Religious School Wing.

In addition to the painting, we will complete any leftover tasks from the previous two weeks.

Week of Aug. 22nd

By this week I am hoping to have the rubber feet for all the chairs and tables in the building. Once they will be in, we will need a crew of volunteers to help us install them.

Also, this will be the week in which we are hoping to work on mailing out the Hakol, together with Calendar and some other items. A regular maintenance person is going to be on vacation and I am not hoping to achieve much in maintenance.

Week of Aug. 29th

Sergio, our permanent maintenance man is supposed to come back from vacation and start installing the carpet and the pews in the new Beit Midrash. According to him, it shouldn't take more than a week to complete this task.

Week of Sep. 5th

Assuming that everything else worked on schedule, this will be the week in which we will give the building all the finishing touches:

On Tuesday, the halls in the Nursery School will be polished and waxed – we will try to complete that right after the pews will be out of there the previous week, but I am leaving Tuesday as a contingency (the Nursery School starts on Wednesday).

The rest of the week will be dedicated to polishing floors in the hall of the new wing, treating the Multi-Purpose Room's floor and any other last moment

preparations needed for the Religious School to open on Sunday, September 11th.

VP ACTIVITIES REPORT AUGUST 2005

"UNWRAP YOUR SPIRIT, FIND YOUR CENTER":

The celebration week to open the new wing will take place beginning Sunday, Sept. 18th (9-11:30am) and end Sunday evening, Sept. 25th. Fliers and info about the week will be distributed mid August. The Spirit Committee organizing this celebration will have their next meeting on Tuesday, Sept. 16th in the syn. after minyan. New members welcome!

ADULT EDUCATION:

Plans are underway for a full year of programming. The first program, "FUNNY, THAT'S A SHUL?" discussing Jewish Architecture through the ages, will take place during the celebration week of the new wing on Weds. Sept. 21st.

NEW COMMITTEE - BT ATHLETICS:

This committee is formerly the Recreation Committee. This committee will focus on active/sports activities in the new wing. The committee has met and is enthusiastic about creating a basketball league for elementary school aged kids, clinics on a variety of sports, Women's Volleyball, and lots more. Looking for new members to join. Contact Cindy Gittleman at Cindy.Gittleman@bnaitikvah.org

HAKOL:

The next addition of Hakol will come out in Sept. We are very fortunate to have the talented team of Paul and Nancy Zankel as our editors for this coming year.

SOCIAL ACTION:

Laura Waksman is the new chair for the Social Action committee. The committee will have their first program of the year during celebration week on Weds. Sept. 21st. MITZVAH MADNESS, a hands on program for adults and kids to make a difference!

THANK YOU,
CINDY GITTLEMAN

VP Membership Report
Ruth Anne Koenick
August Meeting

- Membership had the first meeting of this year on July 21, 2005. Barry Mael, Executive Director of USCJ New Jersey Region attended and helped us to look at our membership recruitment and retention efforts and explore what needs to be done. The next meeting is set up for August 23 and the meeting notice has gone out along with the minutes.
- A prospective member coffee is scheduled for August 18, 2005. The mailing went out and also included information on Family Shabbat, the opening of the Spirit Week activities, and information about sisterhood.
- An ad was placed in the special synagogue edition of the Jewish State.
- I've looked at other websites to see what information is given about membership and have given Gary info about the one I like best. I am beginning to draft something for our website that includes more complete information about us undermembership.
- I am working with Cindy to make membership a presence at the Spirit Week opening day.
- Beginning to develop a brochure that can be a mailer that will go out to lists of new homebuyers and others that are identified through different lists and from current members.
- New t-shirts have been ordered as we continue to sell them and our inventory is down.
- Will be meeting with both the Rabbi and the Cantor to talk about ways they can be involved in membership.
- I've scheduled a monthly meeting/breakfast for new members in hope of including them, helping them to become a group/Havurah, and to provide with them information. All members who have been here 2 years or less will be invited.

Congregation B'nai Tikvah

Membership Committee Meeting
July 21, 2005

Attending: Marci Abshutz, Joel Gerbman, Ruth Anne Koenick, Marc Roller

Guest: Barry Mael, ED USCJ NJ Region

We had a good discussion with Barry who provided us with some material to review and to help us review our literature. The following are the items we discussed with him.

- For years, membership was not a big push but our membership now comes more from the perspective of a consumer and asks "What will you do for me?" There isn't the same commitment that many of our parents had to belong to a synagogue. So we have to understand our constituency and help people understand how to become involved.
- Membership needs to be a yearlong process with a calendar of events and meetings. We need to be actively engaged in all parts of the synagogue. For example, we need to be part of any nursery or religious school events, registration and open houses.
- Regarding the nursery school, we need to look at the gap between kindergarten and 3rd grade.
- Look at how we market ourselves and stop being a secret. Meet with the religion editors of the papers. Get back to them quickly, they have deadlines.
- Be clear about what we already do and look at ways to improve the process for getting information to prospective members.
- Look at the recent Jewish State synagogue insert and read them to see what catches your eye.
- BRAND everything and highlight what we are proud of and what makes us different from other synagogues in the area.
- Get more information about membership on our website...we are a web based culture.
- Review our literature including the membership application. The interest list on the back should be removed and part of a follow up phone call.
- Look at a mentoring inclusion program for older members (time of membership) to work with newer members. Invite to dinner
- Have the clergy call new members

- Send an anniversary card to everyone married here, see if we can work with the caterer.
- Be a presence at street fairs, Heritage day, etc in the neighboring towns. Get some inexpensive give aways. Always have membership at synagogue events such as Purim carnival and the Chanukah party.
- Ask current members to identify new neighbors who may be unaffiliated.
- What do we do for people out of work. Everyone wants to feel that they matter. Be thoughtful.
- Look at when we lose people and why. For those wanting to learn more, can we do a short study session before minyan once a week.
- Get someone who lives in the senior areas to sponsor a lunch and learn or something and have the clergy or lay leader do a short session.

Next meeting, Tuesday, August 23 at 7:30. New member coffee is Thursday, August 18 at 7 pm.

Ruth Anne