

**B'nei Tikvah Board Meeting**

Minutes: August 7, 2000

Meeting called to order at 8:00 p.m. by M. Frumkin.

**Attendees:**

M. Frumkin, A. Behar, B. Shapiro, K. Riemann, J. Marcou, G. Tinkle, M. Dillman, A. Ross, B. Rockman, A. Gold, H. Finklestein, K. Zimmerman, J. Baer, S. Berk, G. Bergman, R. Harkov, H. Schneider, M. Kasdin, M. Dillman, M. Frumkin, M. Kasdin, J. Marcou, K. Riemann, A. Ross, H. Schneider, B. Shapiro, G. Bergman, S. Berk, H. Finkelstein, A. Gold, S. Gordon, R. Harkov, J. Kaminsky, B. Rockman, G. Tinkel, K. Zimmerman, J. Scheuer, Rabbi Eligberg, N. Hadas Elami, Cantor Sared-Lever, B. Binder (Sisterhood), G. Edley, S. Gordon, J. Kaminsky, J. Scheuer, L. Marx, J. Edley, Cantor Sered-Lever, Rabbi Eligberg, H. Nitsat-Elami

Non-Board Guests: Marty Abshutz

Motion to approve minutes:: Jay Scheuer 2<sup>nd</sup> J. Edley H. Schneider. 2<sup>nd</sup> J. Marcou. Minutes approved with two abstentions.

Mitch thanked the Rabbi and Cantor for all of their efforts over the High Holidays. He also extended thanks to Bruce Rockman and the Ritual committee, Marty Abshutz for coordinating the ushers, Hadas and Arie for administrative aspects, Jeff Schwartz for obtaining the chairs and apples for Junior Congregation.

The holiday pledge was very successful. The budget had \$15,000 for high holiday appeal, a 50% reduction from last year due to capital campaign. This year's appeal resulted in pledges of \$32,387.

**Non-Board Guests:**

Millie Kutlifoff, Bette Koffler, M. Abshutz

**D'Var Torah:** Cantor Sered-Lever Rabbi Eligberg

During the In Pirkei Avot, it notes that we are not obligated to finish the task nor are we permitted to not initiate it. Remember there is a lot we are trying to do – take it in pieces and we can achieve. Festival of Sukkot we leave the comfort of our homes and create fragile structures called sukkah with branches for a roof. There is an aspect of faith that the weather will be on our side so that we can fulfill the mitzvah of "residing" in the structures. One of the tapestries in our sanctuary quotes the saying, "Spread over us your Sukkah of peace". Today, peace in the State of Israel is as fragile as a Sukkah. Encourages everyone to join in Jewish solidarity and support Israel during these difficult times.

Rabbi wanted to renew a custom that he has enjoyed in the past by having the board and families join him and Jodi at their home on Sunday afternoon (October 15) after 3 p.m. in the Succah.

**Non-Board Guest Comments:**

Bette Koffler: Publicity

As chair of publicity, Bette takes information that is provided and distributes it to the media in the form of press release(s). The sooner she obtains information, the greater the chance that we will get coverage. Reminded everyone that media coverage helps with membership growth since people view the congregation as active and vibrant. Contact Bette via phone, fax, snail mail or e-mail. Also have web address noted as [publicity@bnaitikvah.org](mailto:publicity@bnaitikvah.org).

Jodi Marcou also noted the Prospective Member brochure and wanted to publicly thank Bette for all her help in making this come to reality.

Millie Kutliroff: Cemetery

Graves and reservations sold this year \$2025.00. Expenses for maintenance \$973.

Six deaths of non-members and one member. Issued 12 permits.

Millie recommends that we establish a "gate" (or market) for cemetery so people would know where the Congregation's section of the cemetery is within the larger cemetery. A number of years ago there were plans for a marker (gate) but it has never materialized. Cost of gate is from \$1500 to \$5000. Mitch asked for volunteers to complete this project. (Mitch will speak to Irwin Millinger to see if he will help).

#### M. Abshutz: Rabbinical Feedback

M. Abshutz reviewed cross tabulations from the survey sent earlier this year along with the comment sections.

Questions:

- Why were "adequate" and "not adequate" lumped together? The feedback committee's purpose is to help Rabbi Eligberg improve. Since adequate is really not a definite skill, there is still room for improvement. This also helps in setting priorities for feedback.
- Is the purpose of the survey to have a direct representation of the congregation or is it to identify opportunities for improvement? In many ways, the survey was to serve both purposes.
- Is this something commonly done with other Congregations? H. Finkelstein noted that he felt that we were in a minority with the thoroughness of the process.

#### **Non-Board Member Guests Comment:**

M. Abshutz: Thank board for support in ushering during the holidays.

#### **Old Business:**

##### Expansion Update: M. Kasdin

A little over \$900,000 in pledges with a good possibility we will break the \$1 million dollar goal. Phone-a-thon is planned for the end of October. October 12 is meeting of expansion committee as well as Capital campaign committee. Presentation slotted for meeting in December relative to needs.

A Congregant who works for Goldman-Sachs has agreed to contact some "Wall Street" philanthropists to assess interest.

- Question: Phone-a-thon on October 29? Yes. Follow-up will be done Monday and Tuesday evening.
- Do the Wall Street Foundations go on a Jan-Dec calendar? If so, will need to time requests.

Doing very well. As of today, we have committed pledges for \$610,000. These monies come from 39 families. Have had face-to-face meetings from slightly over 50 families.

Resident campaign manager leaves September 1<sup>st</sup>. We will be left with certain programs to know when funds are due, etc. September will be devoted to a telephone campaign. Approximately 150 member families personally contacted in homes.

An appointment with caterer will be set-up to discuss expansion and his potential contributions. There is ongoing dialogue.

As building plans go to families, significant input is being received. Once the financial side is completed, will reconvene the expansion committee to determine what will be built.

#### **NNew Business:**

During the holidays, several ex-members attended services without tickets. Recommendation was made that, as in past years, president send a letter requesting a donation.

HAKOL deadline is this Sunday. Please get things to Kim by Monday morning.

HOME News today (October 11), Aaron Rosloff is being honored by Marty Indik award for community service. Presentation on November 4.

- Minyons (Bruce Rockman):

Minyons are very important to congregations. We often are short people and make phone calls or ask people to leave a meeting. Please make the effort to attend minyon when you are coming to meeting.

Ritual committee is planning to institute a "Minyon Makers" group. Contact different families to attend minyon. Bruce will come back to board with plan.

Brokerage Account: (Motion: M. Kasdin. (2<sup>nd</sup> S. Gordon)

*Open a brokerage account for purpose of converting stock into cash when stock is used for capital pledges.*

Finding that, during discussions with families about the campaign, a number of individuals would like to donate appreciated securities. We need a brokerage account for conversion.

- Is commission waived because of non-profit? No.
- Who would set it up? G. Tinkel and M. Dillman

**Motion passed unanimously.**

Harvey Finkelstein (Mercaz):

As part of the Conservative Movement, would like to encourage every member of the board to join Mercaz, the political arm of the Movement. Annual dues (tax-deductible) are \$36 for family.

Rabbi commented that Mercaz is the political action group that provides a voice at the World Zionest Congress for the Conservative movement. The more members from United Synagogue, the greater the voice of the Conservative movement. This accounting of "voice" also includes allocation of funds for Conservative Jewry, especially in Israel.

Fund Raising Drawing:

Kim Riemann noted over 800 chances were identified to potentially win membership. Winner was Norman Shapiro. Kim Riemann will contact him.

**Reports:**

*Financial Secretary (Gary Tinkel)*

Numbers are very good. Since 8/1, we have 19 new families – 456 members. Our dues equivalents are 318. This holiday season go from most popular person to least popular due to withholding tickets unless dues are current. Total number of families that did not get tickets this year is 4 – the lowest number ever.

As of now, we have 435 members, a decrease from last month. Out of 12 letters sent in past month, 10 withdrew membership. In addition, 10 letters went out this week for people more than 3 quarters behind. At this time of year, we normally both lose and gain members.

- Any effort to contact 10 people as to why they have left the congregation? The bulk moved from the area.

*Treasurer (Marc Dillman)*

Two months into fiscal year thus difficult for trends.

A couple of items to point out:

- Fund raising a positive variance of \$3000 – not included in here is expenses.
- The negative variance in member dues is not accurate. Credit card revenues are not posted until bank statement is received
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- Nursery school is a positive variance, substantial amount is prepayment
- Positive variance in expense from administration payroll – yet to pay monies to maintenance, Molino Bros etc.
- Clergy payroll reflects the non-taxable payroll as 1/12 of year rather than previous years where we targeted specific months.
- Lots of cash. Took liberty of highlighting where we stand with expansion fund, which is negative. Net amount of \$80,000 (taken in \$9,211, spent \$89,591 as of 9/30 which includes Development Consultants, secretary and other misc. expenses)
- Question:
- Bills for expansion coming on the same bill as dues? How will monies be separated? Religious school bill is paid first followed by dues and building fund and then pledge.

Year-end report is not quite complete due to a number of adjustments that will be made and incorporated into year-end fiscal statement. No significant differences anticipated. Comparing to forecast prepared at time of budget process, we are "on" for carry-over. We had anticipated ending the year with \$889,000 revenue but ended with \$905,000. Spent \$915,000 when anticipated spending \$905,000.

Member dues are significantly higher than forecasted (membership did pay their dues). Gary Tinkel noted thanks to Hadas for tracking down members and keeping up with bills.

Net cash position, as it relates to operating funds, is \$13,000. This amount is what we anticipated. Large liability section mostly related to dedicated funds. A large portion also relates to monies collected this year for our religious school and nursery school programs in 2000-2001.

Questions:

- Status of the audit: J. Schwartz is handling. M. Frumkin will report back next month

*VP REPORTS WERE SENT TO ALL BOARD MEMBERS PRIOR TO THE MEETING*

*VP Admin (A. Behar)*

Question: Are there funds in budget for home improvements in parsonage? There is, its in House and Grounds.

Question: Can we ask maintenance staff to improve outlook? Yes. Arie will handle.

Question: Police during the holidays? The only way to make sure they are here is to pay them. If we feel strongly, we should include in next year's budget.

Reports sent to board members prior to meeting.

*VP Activities (B. Shapiro)*

- Joyce Gerbman has volunteered to take over "New Beginnings" which is in the process of being reconstituted.
- Any information on Philharmonic orchestra? Kim to verify who submitted for Hakol (C. Goldstein?).
- Community Unity Day: September 17. Joe Grodman made considerable efforts to move from Saturday to Sunday. Need presence and staffing for the table. Need representation from congregation.

*VP School and Youth (K. Riemann)*

- B'nai Mitzvah surveys will be going out this week.

Kadima advisor: M. Rich provided two additional names.

Recommended to call Michele Kleinman to see if she will work on a month-by-month basis.

*VP Ways and Means (J. Marcou)*

- Broadway shows tickets – contacted Ruth and did not get response. More information?
- Ruth is a member of EBJC. She has show tickets, usually during the week within 2 weeks of call.

- Asked everyone to look at information on new Retail Scrip program. Ordering process: place an order and mail to Andy Ross who will deliver Scrip or have available on Sunday once Hebrew School begins. WE would also like to "pre-purchase" certain stores to have "readily available". Would like to buy Old Navy, Gap and a couple others. Would like board input on "favorite stores".

*Motion: Approval to receive advance of \$2000 to purchase some stock of specific stores to keep on hand. (J. Marcou, 2<sup>nd</sup> A. Ross).*

- How do we fund? Operating account lends the monies.
- Since untested, what do we do if unsold? Only going to buy into top retailers so that we will limit our liability.
- Send notice with nursery school children as well as Hebrew School.

**Motion passed with unanimous approval.**

Entertainment books will be available at end of month. \$6 per book sold.

*Sisterhood (L. Marx):*

First meeting had good turnout. Paid up membership is November 13.

Any new member will receive Hallah and candle delivery next Thursday.

*Men's Club (G. Edley)*

Thirty-five attendees at initial meeting with a lot of enthusiasm. Many were new to Men's Club

Men's Club needs a president.

*Fifty Plus (J. Scheurer)*

Nothing. Tonight did \$950 in SCRIP, thanks to board members.

On separate note, would like to encourage everyone to participate in SCRIP program. If 300 members bought \$25 per week, 40 weeks a year it would equal \$15,000 in profit. This year we got \$4700 to the congregation. Reaching a goal is attainable if everyone participates.

No report.

*Chazan's Report*

No report.

No report

*Administrator's Report*

No report.

No report

*Rabbi's Report*

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- Thanks everyone who filled in for Rabbi while he was on vacation.

Cheer and Sorrow:

Refuah Shelayma (Get Well wishes)

Shirley Berezin (Janice Baer's mother)

Ben Baum

Elliot Danto

Shirley Eberle

Audrey Flumen

Jacob Green

Michael Hecht's father

Jusdith Swan's father

Andrea Katz

Hattie Loewen

Norman Uroff

Soloman Dinkevich is doing better.

Ruth Rosen

Ben Baum

Hamakom Yenahem

Linda Feinstein on loss of her father

John Wolf on loss of his father

*Mazel Tov on B'nai Mitzvah:*

Yonaton Heit

Bonnie Kutwig lost her mother.

Ted Marx is in Robert Wood Johnson hospital. (Gary Bergman noted he was getting better)

*President's Report*

Cemetery Marker:

Obtained quote from Clinton Monuments. Two markers (six feet tall) will cost \$3867 plus inscription cost. The markers will be in honor of Millie Kutliroff of her years of service. Recommended that she be told versus honoring in service (Millie's preference). Millie will get involved in wording on markers. Markers will be noticed from all entries to our sections.

Sent out a multitude of e-mails requesting "bimah buddies".

Oct 13: Kim Riemann

Oct 14: Mark Kasdin

Oct 21: Harvey Finkelstein, Harold Schneider

Oct 27: Sherri Berk or Ann Gold and Jodi Marcou

Oct 28: Adrienne Ross, Steve Gordon

Gary Tinkel volunteered to do minutes at next months meeting since secretary (A. Ross) will be away.

Board went into closed session at 9:00 p.m.

Motion to adjourn at 11:30. G. Edley 2<sup>nd</sup> S. Berk. MOTION PASSED

## CLOSED SESSION:

## Rabbinical Contract.

Motion: J. Baer: (2<sup>nd</sup> A. Gold) Motion that vote for Rabbinical contract be conducted by closed ballot. If vote results in a tie, we move to open ballot so that President's vote is not the only open vote.

- Against motion – should not have secrets
- Reason for closed ballot? People were concerned that Rabbi could learn of whom voted, how.
- Mitch spoke with Rabbi Lankin and Richard Price on this issue. Mitch noted that they recommended this vote not be closed since congregational votes are, in fact, open.
- Concern that last month meeting was not completely confidential but did not happen. If things don't stay in the room, could it negatively impact ongoing working relationships.
- Disappointed all information that was provided directly to the Rabbi from the last month's meeting was disseminated. Individuals who would like their vote confidential should be able to remain so.
- Respect everyone's right to privacy yet we will need to stand in front of the congregation in the event we choose not to negotiate. This will have to be public and thus, vote should be public.
- What is value of everyone knowing how anyone voted? Only value is "gossip" value. If we go to the Congregation, we must go with a united front and not how we voted.
- Least coercive way to vote is a private vote. Vote is always a secret ballot.
- Is motion valid or against the constitution? If the motion comes as a tie, will we still follow the constitution
- Disagree with analogy of democratic election. When any body that represents a group of people, their votes is public.

Vote: 9 In Favor, 12 Opposed; 1 Abstention. Motion DEFEATED. Vote will be OPEN.

Motion: The Synagogue Board of Directors initiates negotiations with Rabbi Eligberg for a new contract. (K. Riemann, 2<sup>nd</sup> H.Schneider)

Motion to call question: A. Gold 2<sup>nd</sup> G. Edley. MOTION PASSED.

VOTE: 13 in Favor, 9 Opposed. No abstentions. Motion Passed.

Motion: M. Kasdin: Board of trustees instruct the negotiating committee that they offer the Rabbi a maximum of 3 year term. 2<sup>nd</sup> A. Behar.

- H. Finkelstein requested to amend motion to a 2 year term. Amendment refused.
- Recommend goals be considered so that the third year is an option based on performance.
- Clarification: a negotiating committee will be appointed and they will negotiate in good faith on behalf of the board
- If we want specific parameters, we will need to provide specific information to the board
- Rationale for 3 years? A lot of dissension exists at the board level. Three-year term is not greater than current contract term.
- Call the Question (A. Ross, 2<sup>nd</sup> L. Marx). Motion Passed Unanimously.
- VOTE: 19 In Favor, 2 Opposed, 1 Abstention. Motion Carried.

Rabbi to be notified by October 15 (certified mail). He notifies us by November 15 of his agreement. Negotiations to be completed by December 31.

November meeting should include discussions with the negotiating committee on terms of contract. Negotiation committee: G. Tinkel (chair), M. Abshutz, L. Tannenbaum, J. Wolf (to draft contract). If anyone has comments or questions on committee, contact M. Frumkin. Board does the final contract approval.

Motion to adjourn. G. Edley 2<sup>nd</sup> S. Berk. MOTION PASSED

Next Board Meeting: Monday, November 6, 2000.

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CLOSED BOARD SESSION:

Purpose of the session is Reminder of timelines:

October 15 need to notify Rabbi if we want to enter contract negotiations

Rabbi to notify us by November 15.

Negotiations to be complete by December 31.

Formal vote will be at next board meeting, October 11.

Rabbinical Attribute Summary was distributed prior to meeting.

to discuss issues of staff. Discuss rabbinical process review. Number of things in next few months:

Rabbi's contract: Term 2/12/98 and ends 7/31/2001

Cantor: May 31, 1999 and ends 7/31/2001.

Rabbi: Notify by Oct 15 whether we intend to enter negotiations. Respond by November 1<sup>st</sup> if he chooses to enter negotiations.  
Conclusion by 12/31/00.

Cantor: Notify in writing 7 months prior to end of contract 12/31/00.

Rabbi:

Desire to have a fair and objective process.

Letter attached to survey is a part of what we will use in making our decision.

Each person was asked to provide top 5 attributes of a Rabbi for our congregation.

At the September meeting, we will review the comments. We will agree on the list and then discuss Rabbi Eligberg's performance against the list.

A written report from the Feedback committee will also be available for review at the September meeting

A vote will be taken at the October meeting on whether or not to initiate negotiations.

Questions:

What is the term of the contract? It is assumed that the Rabbi will be looking for a 5-year contract.

Can measurement parameters be placed in the contract? Yes

If we have all the information at September meeting, why not make a decision at the meeting? Wanted to provide an opportunity for thought.

October meeting will be **Wednesday, October 11.**

The President appoints the negotiating team.

Cantor:



Formal review process every three months. This committee will make a recommendation to the board. This will occur in November.

Motion to adjourn B. Shapiro. 2<sup>nd</sup> G. Edley 9:50. K. Riemann 2nd. PASSED.

Next board **MEETING is Monday, September 11.** Executive committee meets one-week prior so please let anyone know of agenda items.