

## B'nai Tikvah Board Meeting

Minutes: September 11, 2000

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

### Attendees:

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, M. Kasdin, G. Bergman, J. Scheuer, J. Marcou, A. Behar, M. Frumkin, B. Shapiro, K. Riemann, B. Rockman, J. Baer, R. Harkov, H. Schneider, H. Finkelstein, H. Nisat-Elami, Rabbi Eligberg, B. Binder, Cantor Sared-Lever, S. Berk, G. Edley, K. Zimmerman, M. Dillman

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

### Non-Board Guests:

Millie Kutlifoff, Bette Koffler, M. Abshutz

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

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 Celebrating Chai Shabbat at the beginning of the month of Elul, a month for reflection provided an opportunity to look back at Bnai Tikvah as a congregation/community.. This event provided a look at the founders of this community and at Jewish continuity as well as to note how much change has gone on in just the five years since arrival. Of particular note is the expansion of the professional staff with a full time Chazzan and full-time School Administrator which mark another milestone in the growth of the congregation. We are now ready to enter the next phase of our "youth" as is evidenced by the active expansion program and other recent events.

### Non-Board Guest Comments:

#### United Synagogue Update (H. Finkelstein)

Opportunity at meeting of leadership of Jewish organizations yesterday to hear President Barak. Key messages:

- Growth of Israeli economy (+5%) with inflation down
- Peace with Syria and Palestinians requires "two to tango" and no peace resolution will be imposed upon Israel
- Social agenda that separates civil law from religious law
- Peace process: Arafat would not impose own declaration of independence. He is willing to create a wider Jerusalem. The Jewish majority is an absolute and Jerusalem would be recognized by the world as the capital of Israel. If Arafat would unilaterally declare a state, Israel would view it as breaking all of the agreements that had been made. He also advised President of US that no Prime Minister would ever give away the sovereignty of Jerusalem.

#### 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: Cemetary

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.

#### **Old Business:**

##### Expansion Update: M. Kasdin

- Stand at about \$750,000 in pledges commitments. A significant number of families still to be contacted in next few weeks. Limited number of solicitors.
- Campaign will end at the end of October with a Phone-A-Thon. Every member will be contacted either directly or via phone-a-thon.
- Now looking into grants from other organizations.
- Resident campaign manager is gone. Secretary is on until end of September.
- Reconvene the original expansion committee with a couple of additions to begin thinking about what the building will look like for December meeting

Questions:

- How many families are yet to be contacted in person? *Approximately 150 (250 in total) This leaves 250 to be contacted by phone.*
- Caterer contribution? *Catering committee is negotiating contract with caterer. The caterers will be more in terms of cash flow vs. a lump sum. Caterer agreed to a higher amount per head rather than lump sum contribution.*

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.

#### **New Business:**

##### Minyons (Bruce Rockman):New Chumashim:

Motion (B. Rockman, 2<sup>nd</sup> K. Riemann) *Purchase 100 New Chumashim with publication of United Synagogue Chumashim which will be available at a pre-publication price of \$39.50 (vs \$42.50). These will be available in June 2001.*

- Why are we replacing? Current ones are in very poor condition. If so, should we replace with older version written in 1920s or should we replace with current.
- Dedication plates in current volumes: will we replace? Not thought through and need to determine.
- With funds that are in budget, do we have records of who donated these monies? Need to locate and insure appropriate bookplates are placed.
- Amendment to motion: H. Finkelstein recommended amendment increase purchase amount to 150. Amendment denied due to budgetary impact.
- Question called: Ben Shapiro. Motion voted: **Motion passed with 2 abstentions, 2 opposed.**

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.

#### Cemetery Marker

Each year, the cemetery committee requests that we raise funds for a marker for the secretary. There is a fund (Capital Improvement Fund) which can cover costs.

Motion (J. Baer, 2<sup>nd</sup> R. Harkov): *Appropriate up to \$5000 from Capital Improvement Fund to secure a marker for the cemetery.* The marker will be placed in honor of the years of service Millie Kutliroff. **Motion passed with 3 abstentions.** 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)*

No report. Report will be circulated post meeting.

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)*

- Fiscal year end not completed. Still awaiting bill from Molina contracting.
- Last month, board authorized creation of a Brokerage Account to receive gifts. Account has been established.
- Need note on how to use brokerage account for expansion committee.
- One month into new fiscal year thus not a lot of trends.

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: J. Schwartz is handling. M. Frumkin will report back next month. Still no further information. Will continue to follow-up with Jeff.

*VP REPORTS WERE SENT TO ALL BOARD MEMBERS PRIOR TO THE MEETING**VP Admin (A. Behar)*

- Passed around Bimah assignment for Rosh Hashanah and Yom Kippur as well as Usher assignment is also needed.

Motion (A. Behar, 2<sup>nd</sup> J. Kaminsky): *Seek Board approval for entering into a maintenance contract with Advanced Roofing. The roofer will perform all maintenance and work necessary to keep the roof free of leaks, and gutter clogs, and perform upkeep as necessary. The fee is \$400 per month.*

- Have been spending ~\$700 per month in past year when you amortize over the year.
- *Motion to table A. Ross, 2<sup>nd</sup> H. Schneider.* Requested additional information next month with Isaac's opinion.  
**Motion tabled.**

Motion: (Ben Shapiro 2<sup>nd</sup> Kim Riemann): *Execute current contract with a 30 day out-clause penalty while we pursue further options. Amendments to motion that execute contract assuming that there is no penalty when out-clause is executed. Amendment accepted.*

- Is 30-day out-clause without cause? Not known, needs to be explored. Amendments to motion that it is contingent on contract having a 30-day out-clause without cause.

**Motion PASSED**

Motion (A. Behar, 2<sup>nd</sup> G. Bergman ): *Seek Board approval for entering into a contract with maintenance company which will perform all maintenance tasks as assigned by the administrator (Hadas) and as outlined in the contract.*

- Is a single year agreement prudent?
- Does contract provide for overtime? Currently works to completion and not by the hour.
- Does contract cover evenings/afternoons on weekends if we have Youth Group activities? No
- Does individual work to clean school wing after school? Cleans in morning.

**Motion passed with one abstention.**

Motion (A. Behar, 2<sup>nd</sup> J. Edley): *Seek Board approval to perform the following work on the parsonage: Install a*

*concrete pad approximately 300 sq ft in the rear of the house to serve as the base of a Sukkah. Cost is approximately \$1000.*

- Commitment from last board that we would only spend a specific amount on parsonage. We exceeded this amount.
- Kim Riemann identified a congregant that may be willing to donate.

B. Shapiro: Motion to table. 2<sup>nd</sup> J. Baer. **Motion Tabled.**

Motion (A. Behar, 2<sup>nd</sup> B. Shapiro): *Seek Board approval to install a boardwalk in the garage to allow a car to be parked inside the garage. Cost is approximately \$1000.*

- Garage is 20 feet. Staircase from door to garage is 42 inches. The left side of the garage is narrower and therefore a car cannot park in the garage.
- This was part of the negotiated settlement with the builder and therefore some funds may be returned to the Congregation at a later date.
- This walkway will allow two cars to be parked simultaneously in the garage.
- Recommended taking photographs prior to any changes.
- Vote: 11 for, 1 opposed, 3 abstentions. **Motion passed.**

Reports sent to board members prior to meeting.

#### *VP Activities (B. Shapiro)*

- Thursday night is Open House. Friday/Saturday is Prospective Member Shabbat
- Sunday is Community Unity Day. Need people to sign up to help. Important that we have people to staff the booth. 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)*

- USY held first meeting yesterday, 30 in attendance
- Nancy Danto will be retiring as Camp Director. Need to make some decisions about the future of the camp. Recommended creating an ad hoc committee to explore the feasibility of the future of the camp. Mitch asked Kim to provide an overview to the board and recommendation at October meeting.

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)*

- Entertainment books are now in. They are \$30.
- Profit of \$380 in Retail Scrip program
- Question: How many inventories are we keeping? We are ordering on a weekly basis.
- 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):*

New member tea is Thursday night. First meeting is September 24 with live entertainment.

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

*Men's Club (G. Edley)*

No Reprot

Men's Club needs a president.

*Fifty Plus (J. Scheurer)*

No report.

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*

- Prepared "Connect to Our Conservative Movement on the WWW" for members. (Kim recommended adding in Hakol next month)
- Yesterday was start of Hebrew School. Compliments to school committee.
- Saturday, September 23 will be Selichot program. This year we will focus on healing.
- Sukkot is on Saturday/Sunday, which provides opportunity to enjoy the festival without challenges of work. Encourages participation in "Shake a Lulav" campaign.
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- Thanks everyone who filled in for Rabbi while he was on vacation.

Cheer and Sorrow:

*Refuah Shelayma (Get Well):*

Estelle Bach

Audrey Flumen

Shirley Berezin (Janice Baer's mother)

Arthur Calem

Howard/Myra Dickert

Soloman Dinkevich

Steven/Andrea Katz

Jack Mailman

Ted Marks

Renee Mory

Ruth Cohen (Adrienne Rogove's mother)

Millie Rosloff

Jordan Rosuck

Les Seidenstein

Barbara Seidman

Fran Shapiro

Ethan Suttner

Susan Stotzfus

*Mazel Tov on B'nai Mitzvah:*

Alyssa Tannenbaum and family on occasion of her Bat Mitzvah

Josh Kober and family on occasion of his Bar Mitzvah

Yoni Heit and family on occasion of his Bar Mitzvah

Judi and Hank Klein on birth of granddaughter

Melissa and Phil Fisch on naming of daughter

Joel and Eleanor Weisenberg on engagement of daughter

Fred Streit on publication of book

Andrew and Adrienne Charwat on birth of daughter

*Hamakom*

Jack Weintraub

Judy Schiller

Bonnie Kutwig lost her mother.

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

*President's Report*

Next Board Meeting: Wednesday, October 11, 2000.

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CLOSED BOARD SESSION:

Purpose of the session is

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.