

Congregation Beth El of the Sudbury River Valley
Board Meeting Minutes
Thursday July 11th, 2019 7:30pm

In attendance: Judy Goldberg, Debbie Glass, Marcos Szydlo, Laurie Margolies, Susan Tohn, John Harper, Lizza Sandoe, Jim Billings, Mike Joachim, Neil Friedband, Jesse Wertheimer, Toby Kopman, Cynthia Myersberg, Gabriel DeBrito, Andy Goldberg, Scott Newman, Rabbi Josh Breindel, Beth Schine

Attending by phone: Michael Brown

Welcome: Judy officially welcomed the new 2019-2020/5779-5780 Congregation Beth El Board of Directors.

Hebrew with Janet: "A touchy subject – chukat"

Rabbi's Report: Rabbi Joshua Breindel

Now officially in my second year!

- Newest Bar Mitzvah: Joey Brown on 6/15
- Tikkun Olam Kabbalat Shabbat service a success
- Meeting with gabbaim to strengthen and expand their ritual leadership role
- Holding experimental special musical Kabbalat Shabbat on 7/12
- Accepted invitation to join with B'nai Torah for a Shabbat service at Wayland Town Beach on Friday 8/23. Or Atid joined them on 7/5
- Will be presenting in Pittsfield for Barrington Stage production of "If I Forget" on Sunday August 11th, continuing a tradition started when at Anshei; Very excited!
- Planning for 5780 School year ongoing – working with Scott, Shoni, and Sheila
- Will be away on vacation for the last two weeks of July.

Temple Administrator's Report: Beth Schine

- Membership at 257
- Oneg/Kiddush signup is ongoing
- Membership forms and dues are coming in at a steady rate, slightly ahead of last years' metrics
- Work on establishing emergency landlines is underway
- Work on the HR handbook is underway – making good progress
- Calendaring is ongoing. Will be another meeting on 7/15 hopefully to finish up
- MPFMLA (Massachusetts Paid Family Medical Leave Act). More details continue to trickle out. From what we can now tell, Beth El appears to be exempt. Since we don't pay into unemployment then we are not obligated to pay into the MPFMLA. On the flip side our employees would also not be

eligible for the benefit. We will continue to monitor changes and will make a decision when the rules appear to be set.

- Hineynu is dead and all of our data is lost to us. The demise of this program has affected not only Beth El but many synagogues. All affected synagogues are working together more or less to try and figure out if and how it may be possible to recover all or even some the lost data, which is sensitive personal information. In the meantime we are looking for other programs that have the same or similar functionality. Hopefully a new software package may be available soon. Discussion ensued over ways to protect confidential congregant data in the future. In the meantime Mike Joachim is planning to speak to Rob Wolkon and see if there is any legal recourse/action that can be taken to recover our data. Beth will look for our last contract with Hineynu and give it to Mike/Rob.

High Holiday Ticket Policy: Toby Kopman

Background (from document): "Each year before High Holidays we are faced with a dilemma regarding former members who no longer pay dues but would like to attend our High Holiday services.....(skip to discussion question): There are Beth El members who rarely participate in congregational activities other than High Holiday services. Their continued membership creates valuable support for our community and allows them to find new ways to connect. If, however, some members are on the fence about continuing their membership, allowing them to pay for tickets might be an enticement for them to resign. It appears that this dilemma needs to be addressed as part of a bigger discussion regarding the rights and responsibilities of membership and how permeable the boundaries of membership should be."

Discussion ensued regarding what should be the High Holiday ticket policy. It's unclear as to whether the concerns regarding members/resignations are actually an issue. It was unanimously agreed that our goal is to be as welcoming and inclusive as possible.

Motion: To set High Holiday Ticket prices at \$360, \$180, and \$720 (see below for categories). *Motion passed unanimously.*

Motion: Everyone shall pay the same price, including former members and the greater community as a whole. *Motion passed unanimously*

Motion: the following shall be our High Holiday ticket policy:

Beth El Members

Tickets are free for:

- Members of the congregation in good standing
- Children of members, up to age 26

Tickets for members' independent children over 26 years old are \$180 each, to a maximum of \$720/household.

Tickets for other relatives and guests of Beth El members are:

- \$360 each for adults
- \$180 each for seniors (age 65+)

Community At-Large

Tickets are good for all Rosh HaShanah and Yom Kippur services. Ticket prices are:

- \$360 each for adults
- \$180 each for seniors (age 65+)

Free tickets are offered to:

- Prospective members who would like to experience our services before joining. This is offered one time only.
- Young adults through the CJP High Holiday Ticket Match program
- Members of other congregations, with documentation of current membership.

Our 2nd day Rosh HaShanah services are free and open to all.

Motion passed unanimously

Addendum: The Temple Administrator will continue to use their discretion in all other questions related to High Holiday tickets.

Security Update: Jim Billings

- We are switching vendors for our security system. Better system, same cost.
- 6 new cameras will be installed in the next week or so, with eyes on the parking lot, entrance and exit as well as looking towards the woods. We will have one camera covering the playground, one covering the garden area outside the sanctuary and one in the hallway as you enter the building. These are in addition to the existing camera at the office entrance and the integration of the live stream camera in the sanctuary. The hope is that we will have all critical areas in and around the building covered. The live stream integration is there for the worst-case scenario where we have an active shooter situation. This would allow the authorities to be able to see inside the sanctuary, and it would also allow us to monitor the Ark in case of vandalism or theft. All cameras would be recording to the cloud with the recordings accessible for 7 days, typically enough to have access just after an incident has happened. These recordings will be downloadable if the need arises.
- A new keypad/reader, which will allow everyone to have access to the building using their own code, will be installed soon. The caveat is that most people's access will be restricted to services and events/meetings as needed. These limits can be modified at a moment's notice if necessary.
- Details are still being finalized on all these updates. We hope to have everything up and running by mid-August. A full status report will be available next month.

Beth El Finances: an intro for the new Board: Mike Joachim and Neil Friedband
Mike distributed the budget information that was presented at the most recent Annual Meeting and reviewed it for all present. We continue to operate with losses every year that we have covered from various funds. This is not sustainable in the long run. In their estimation we can continue to do this only for another 1-2 years at most. This leaves us with three options:

1. Reduce expenses. Realistically this means reducing personnel as everything else is already tightly managed.
2. Increase revenue. This can be done by increasing membership and/or increasing dues.
3. Increase our endowments.

Mika and Neil asked the VP's to be fiscally conservative. At the same time, Neil announced that if any VP needs money that they don't have, please ask him and he may be able to figure something out.

Meeting Adjourned 9:15pm

Respectfully submitted,
Jocelyn Bailin.
Clerk, Congregation Beth El of the Sudbury River Valley