



Find Your Way

CONGREGATION BETH EL
OF THE SUDBURY RIVER VALLEY

Beth El Board Minutes 1/10/2019

Board Attendees

- Jim Billings
- Yaakov Cohn
- Neil Frieband
- Ellen Glickman-Simon
- Judy Goldberg
- Sheila Goldberg
- John Harper
- Michael Joachim
- Toby Kopman
- Justin Lewitus
- Laurie Margolies
- Cinthia Meyersburg
- Steve Probst
- Lizza Sandoe
- Jen Stevens
- Marcos Szydlo
- Susan Tohn

Other Attendees

- Rabbi Josh Breindel
- Scott Newman
- Beth Schine

Agenda

- D'var Torah: Rabbi Breindel: 10 min
- Rabbi's report: 5 min
- Membership and finances report: Beth, 10 min
- Fundraising for Tikkun Olam: Policy discussion and deliberation: John: 20 min
- Update on Education Programs: Scott and Sheila, 15 min
- Human Resources report: Laurie Margolies, 10 min
- Update on work of Safety Committee: Jim: 20 min
- Proposal regarding Health Care Fund: John 10 min
- Comments and questions about delivered reports: 10 min

Board Votes

- Motion: That the Board adopt a moratorium on new Tikkun Olam fund-raising initiatives, and that on lifting the moratorium, we adopt the following guidelines on requests for Tikkun Olam fund-raising initiatives.
 - The Board to review requests for Beth El endorsements, to create a specific Beth El fund, or otherwise use significant Beth El resources.
 - Such requests should show both:
 - Broad and strong Beth El member support and involvement
 - Close fit with Beth El's mission.
 - Beth El's own fund-raising needs to take precedence.
 - Proposed beneficiaries should be registered 501(c)(3) tax-exempt charitable organizations. Requests to raise funds for other types of entities or individuals to be discouraged, absent very high levels of Beth El member involvement and close fit with Beth El's mission.
 - Requests to create Beth El funds to be broadly worded to avoid stranded donations.
 - Board approvals be for defined time periods to foster subsequent Board reviews.
- Approved unanimously 15 in favor

Discussions (excluding any votes/decisions)

Rabbi's Report

- Concluded 6 months of home meetings with members, as part of the Rabbi transition process
- Community Shabbat – around 160 participants last Friday
 - Will do every other month for next few meetings, then review – so next two are first Fridays of March and May

- MLK weekend and Tu B'Shvat overlap this year – new Haggadah for this
- Torah class starts this Sunday
- Launching new program – Grades 3-6 on emotional awareness
- Lorel has new adult bnai mitzvah cohort; he will teach adult Jewish literacy

Administrator's Report (Beth)

- Highlights of her report:
 - Membership dropped by 1 household this month
 - Billed \$607k, budgeted \$570, have collected 69% of budget so far, which is below last year's was at 74% run rate
- Year-end appeal has collected \$9k so far with another \$5k in outstanding pledges
- Other things she is involved with (not a complete list)
 - Revising employee handbook
 - Upgrading sound system
 - Security
 - Scheduling and programming for rest of this year
 - Inclusion initiatives
 - Fundraising
 - Did not do regular calendaring process last year because of so many things transitioning then; lots of ideas being proposed; please let Beth know of anything we want to schedule before the end of this fiscal year
 - Leak in Kim's office has been officially fixed, with ceiling tiles replaced and heat turned on

Tikkun Olam Fund-Raising (John Harper)

- John handed out proposal with background information
- Ellen Glickman-Simon will check with CJP and/or URJ to find a lawyer to advise us on what we are allowed to use fund-raising for
- Motion proposed, discussed, and approved

Education Report (Scott and Sheila)

- Presentation is about results of 3-year experiment in reviving the school and upcoming request to extend it – see slides in attachments

HR Report (Laurie Margulies)

- Have been developing a new employee handbook
 - Have had congregants provide legal guidance and help with formatting and publication
- Performance Management
 - Reviews and job descriptions
 - What is the environment we want between employees and supervisors?

Safety Committee (Jim Billings)

- We are submitting a grant application to the Commonwealth of Massachusetts for \$50,000
 - Bullet-proof doors near the office and window between doors into the office, as well as the double doors
 - Cameras and audio link to the office
- Medical safety
 - Did AED (defibrillator) training session today before the Board meeting
 - Will do hands-on first-responder training
- Alarm to alert everyone in building if there is an emergency

Reports and Attachments

- Congregation Beth El VP HR Update 1-10-2019
- Coordination of Tikkun Olam Fund-Raising for Board meeting 190110
- Education Initiative Handout 1-10-2019
- Education slides: The (almost) Concise History of BE InSpirEd
- Health Care Fund proposed guidelines 190110 for Board
- Rabbi Josh Breindel Board report 1-10-2019
- Ritual Report 1-10-2019
 - Note: An amendment to the Ritual Report is that there will be fragrance-free sections at every service.
- Temple Admin report 1-10-2019
- Tikkun Olam Report revised 1-10-2019