



Find Your Way

CONGREGATION BETH EL
OF THE SUDBURY RIVER VALLEY

Beth El Board Minutes 6/13/2019

Board Attendees

- Jocylyn Bailin
- Jim Billings
- Gabriel DeBrito
- Ken Fishman
- Neil Frieband
- Aaron Friedman
- Debbie Glass
- Judy Goldberg
- Sheila Goldberg
- John Harper
- Toby Kopman
- Justin Lewitus
- Marla Lewitus
- Laurie Margolies
- Steve Probst
- Helen Shik
- Judy Sletzinger

Other Attendees

- Rabbi Josh Breindel
- Beth Schine
- Scott Newman
- Shoni Aronovich

Agenda

- Hebrew with Janet: 10 min
- Rabbi's report: 5 min
- Beth's report: 10 min
- Unveiling of Zoom Calling Procedure: Ken at 8 pm
- New Massachusetts Family and Medical Leave Law: Laurie 15 min
- Opportunity to show interest in opportunities for engagement: Judy 10 min
- Thank you to and feedback from retiring board members: 10 min

Board Votes

- None

Discussion Items

Rabbi's Report

- Rabbi's report generally covers highlights of activities plus any topics requiring input from the Board on policy-related issues – see attachment
- Had Shavuot hike – about 45 participants
- Rabbi officiated at his first Beth El member wedding
- Also officiated at funeral – for Fred Brooks' uncle
- Recorded another spot in Hagigah (WERS radio show – Emerson – also streamed)
- Leadership Advisory Committee met today – Rabbi and President co-chair this

Temple Administrator's Report (Beth)

- Membership is 258
- This past month:
 - Had successful blood drive in May; another planned for August
 - A lot of work in preparing the Capital Budget for Annual Meeting
 - Ongoing planning for security and safety measures
 - Following up with people who have not met financial obligations – just a few remaining
 - Calendaring process – met this past Monday to do initial calendar planning
 - Two-part process; will meet again in January to check in mid-year
 - If you want to get anything on the calendar, please let Beth know ASAP
 - Aiming to start planning much earlier for following year by laying out priorities first – will start in early April
 - Summer cleaning will start July 1
 - Will probably close for one day for carpet cleaning
 - Beth will be on vacation June 20-30

Zoom Calling Procedure (Ken)

- Shoni set up computer to drive big screen via ChromeCast plus webcam and microphone in Foyer
- Successfully tested with Michael Brown and Rabbi Thomas calling in remotely

Opportunities for Engagement (Judy)

- See attached sheet for indicating interest in specific areas

New Massachusetts Family and Medical Leave Law (Laurie)

- Up for discussion because issue for Beth El legal compliance, not about advocacy
- New paid leave benefits to employees starting January 1, 2021

- Requires employer notification to employees
- Requires payments based on total employer payroll of covered employees
 - All W2 employees
 - All 1099 employees if the number of 1099 employees is 50% or more of total staff
 - Since Beth El has fewer than 25 covered employees, we are exempt from employer payments
 - 0.75% of salary (0.62% for medical leave, 0.13% for family leave); larger employers required to pay 60% of medical leave; rest can be deducted from employee wages; employers are not required to contribute to family leave portion; for Beth El, as a small employer, we are not required to make an employer contribution and instead could cover it with employee pay
- Employees can be paid for up to 12 weeks related to birth, adoption, foster-care placement, or medical leave in a single year
- Maximum weekly benefit of \$850/week, depending on employee earnings
- Do not know how this applies to parsonage for clergy
- Will need to start making the contributions to this fund in October 2019
- Required to communicate something to employees by June 30 – even though the law is not finalized
- Beth is checking with other synagogue administrators about how they are handling this
 - One said they were doing strictly what is required by the law (larger congregation)
 - Two said they were going to pay 60% of both portions and have 40% payroll deductions for the rest (larger congregations)
 - So three out of four were taking on 60% of the total obligation

Attachments

- 2019-2020 Board Calendar
- Rabbi's Report – June 2019
- Ritual Committee Report – June 2019
- Show of Interest – Beth El Projects for Sign-Up
- Tikkun Olam Report – Annual Meeting