



September 17, 2017 General Board Meeting

Present

Aaron Bellows
Rachael Cooper
Harry Cummins
Russell Feder
Adam Feldman
Judi Fleitman
Martha Friedman
Lew Gantwerk
Debbie Gitterman
Helaine Isaacs
Eric Jaffe
Bret Jacknow

Heidi Joseph
Edye Kamenir
Jeremy Kasdin
Moshe Margolin
Linda Meisel
Linda Milstein
Naomi Richman Neumann
Debbie Orel
David Politziner
Abigail Rose
Benny Soffer
Nicole Soffin

Agenda

1. Call to order: 7:09 PM
2. Minutes – Approved from previous meeting
3. D'var Torah -Naomi Richman Neumann
4. Rabbi Feldman report
 - 4.1. Thank you to everyone that stepped up during Summer medical hiatus
 - 4.2. HH are coming and we and building are about ready
 - 4.3. Hazzan Acker ready to go and working closely with Rabbi
 - 4.4. Encourage board to visit all the various services to add to the services and also to represent board leadership
 - 4.5. *Linda→ be here for Shabbat morning 10/14 to honor Rabbi Feldman for 13 years of service*
5. Trustee updates
 - 5.1. Policies- Naomi Richman Neumann
 - 5.1.1. TJC Policy review assignments given out to responsible board officers
 - 5.1.2. Next month will review Richard Fishbane award and Congregant of the Year award
 - 5.2. Staffing conversations – Ginger

- 5.2.1. Staffing strategy conversations with congregation. There have been three so far. Going well. Most participants have been older congregants but there have been some others with younger.
- 5.2.2. Flexibility, Nimbleness, Encouraging/Connecting with young families, Staff that works on connectedness to clergy
- 5.2.3. EC working with Jennifer Stofman to optimize staffing strategy taking input from congregations
- 5.2.4. 2 positions to fill. Hazzan and Education Leader. Should this be one or two people? Are there other priorities?
- 5.2.5. Posting by November 1st so we need to get our plan and strategy together soon
- 6. VP and committee reports
 - 6.1. Finance
 - 6.1.1. Dashboard review. Finances in good shape, ahead of budgeted/expected collections. Related to strong collections policies and practices by front office staff. Credit card policy working well to help collections. Even collected some previous year receivables. HH ticket policy also helping with collections because 1Q payment needed. The HH policy has had follow on benefit of identifying changing membership attitudes and people planning to leave.
 - 6.1.2. Brett Jacknow update on Annual Fund:
 - 6.1.3. Thank you to all for writing notes and to Office lead by Debbie for getting all the mailers together. Annual fund planning and communications continue. Possible additional events like a Spring Golf Tourney to help raise additional money. Will also leverage “TJC Partners” business sponsorship program after HHs.
 - 6.1.4. Linda and David pushing for %100 participation. Annual fund accounts for %15 of total annual operating budget. Would rather all give at some level than none at all but we also need to cultivate past donors.
 - 6.1.5. Linda → November 5th from 7-9 PM. Life and Legacy program update: Long term planning gifts from estate planning, planned giving. Chaired by Gil Gordon with a strong supporting committee.
 - 6.1.5.1. L&L gifts that come to maturity go into a endowment fund and there is a TJC policy that governs use of money.
 - 6.2. Religious Affairs
 - 6.2.1. Sign up sheet for VPs and Trustees to sit on Bima during HHs
 - 6.2.2. Debbie Orel doing a great job getting things together for HH. Thank you!
 - 6.2.3. All HH honors have been distributed to a broad cohort
 - 6.2.4. Need people to sign up for B’Nai Mitzvah gifts and Shabbat greeters. Just Do It!
 - 6.2.5. Kiddush Committee will keep going under leadership of Susan Estermann will continue this year
 - 6.2.6. Thank you to Men’s Club for Sukkot building today and Usher organizing and training. See on Facebook.
 - 6.3. Education (Nicole Soffer)
 - 6.3.1. Religious school started last Sunday and went very well. Thank you to all for support.
 - 6.3.2. Lots of new students.

- 6.3.3. Splash Back event went very well, Yael did a great job organizing and money worked out well. New families and school kids really enjoyed it.
- 6.3.4. HH Youth Services planning going well and there will be a lot of strong programming. Board should pop in and show a presence.
- 6.4. Administration
 - 6.4.1. Membership update: 22 resigned but 25 new members. Numbers are evolving but generally positive
 - 6.4.1.1. Martha Friedman has been calling and following up with e-mail for new members. Helps establish relationships. Martha also working through resignations list many of whom have moved away but encouraging others to give us a second chance.
 - 6.4.1.2. Everyone has gotten their membership phone call list and should be making calls. Important to make contact, ask about TJC and wish a happy HHs.
 - 6.4.1.3. Oct 6th Sukkot dinner, new members invited as guests of synagogue
 - 6.4.1.4. Discussion on starting up Havurah group of new members to build community
 - 6.4.1.5. Demographics of new members is largely young families who are also entering religious school. 19 of 25 are families plus other demographics (11 Exploratory, 2 Household, 3 Young Household)
 - 6.4.2. Jessica's Garden project update: waiting for approvals and should start after HH
 - 6.4.3. Human Resources Update
 - 6.4.3.1. Background check policy has been developed and reviewed.
 - 6.4.3.2. After HH a thorough review of Employment/Personnel manual will ensue along with what Harry has already reviewed
- 6.5. Program
 - 6.5.1. Fall program guide is out and full of great stuff plus pamphlet looks good. Thank you to everyone's work to get the planning together.
 - 6.5.2. Walls of TJC are bare. For HH will put up lots of event posters to advertise what is happening to large audience...then back to art exhibits.
- 7. Old Business - None
- 8. Adjourn at 8:19