

Minutes

Board of Directors meeting

December 10, 2017

Board Attendees: Aaron Bellows, Charlene Borsack, Rachael Cooper, Harry Cummins, Martha Friedman, Bret Jacknow, Heidi Joseph, Edye Kamenir, Linda Milstein David Politziner, Abigail Rose, Ginger Schnitzer, Barbara Schwartz, Nicole Soffin, and President Linda Meisel.

Staff Attendees: Rabbi Adam Feldman, Debbie Orel

Call to order: Linda Meisel called the meeting to order at 7:35 pm.

D'var Torah: Linda Meisel gave the D'var Torah., relating it to the Chanukah story, and the leadership of the Maccabees, our professional and lay leadership should step up to new incidents of anti-Semitism; Abigail Rose presented background of recent anti-Semitic acts in Princeton. Discussion followed regarding steps we could take, including: soliciting another statement from Princeton clergy; bringing in an organization such as CHANGE which teaches of consequences of hatred and being "upstanders" not "bystanders"; it was mentioned that the Princeton school board meeting will discuss new policy; and, further suggested that congregants be updated on incidents as they arise

Approval of Past Minutes: as there was no regular board meeting in November, the October minutes were reviewed corrections/omissions. There was one omission: tabled discussion on job descriptions. With that addition, the minutes were approved unanimously

Finance: David Poliziner, VP of Finance, reviewed our current budget: Dues collection \$25K behind – office is on top of it Capital Expenditure is on budget target; expenses: we have spent less on salaries than budgeted; operational costs on target; \$170K collected in Annual Fund; contributions up, Dues may be down, but other revenues and expenditures make up the difference;

Rabbi Feldman Updates: He, Linda Meisel and Debbie Orel attended the United Synagogue annual convention; spoke to CA about search; Torah project: Paula, Adam & Michal Scheer; about ready to contact committee members; first level of repairs for Torahs beginning tomorrow; soferet will come in January to look at it; finishing the Torah program June 3. (The Taryag 613) Donations for letters/words/parshiot. Religious School will be doing programming;

Administrative Report: Jessica's Garden is complete:. Arlene and Henry Opatut, who were the original donors, gave a generous donation to do necessary upgrade and are satisfied with the results. Security grant: terms of grant require 3 bids – moving forward with camera and automated door-locks; still needs 2 bids on outdoor lighting on locks. Seeking custodial help through advertising and word of mouth. Marketing: good feedback on revamped newsletter.

Annual Fund: Bret Jacknow, Fundraising Chair, announced that we have currently raised \$170,000. 97 people increased gift; we received \$27,000 from first-time donors; 22 people gave less; 80 people who gave last year and haven't given yet, many of them larger donors, are being proactively contacted. Historically, people give in December (tax year) and this will hopefully be reflected in next month;

Linda Meisel recognized Bret doing fantastic job.

Fund Raising Event Heidi Joseph reported. mark your calendars (arts and culture) for Sarge event: working committee is being finalized (35 people are already on committee; 8:30. Gen admission \$36 before deadline \$54 after deadline \$72 at the door; (distributed handout)

Review of Job Descriptions: There are two jobs being posted: Director of Congregational Learning and Hazzan.

Director of Congregational Learning job description will be widely distributed throughout including Jewish Jobs (on-line employment site) and major institutions of Jewish learning.

Discussion:

Heidi Joseph: last bullet "strike for young families" on.

Edye Kaminer: Don't like the first paragraph -- "spice it up"

Linda Milstein: add "develop a dynamic high school curriculum"

David Politzner: salary will be in the \$80-100K range

Motion to approve with incorporating Board feedback made by Charlene Borsack; Harry Cummins 2nded; no further discussion; passed unanimously .

Hazzan Job Description:

Edye Kaminer: First paragraph needs "spicing up" like Director of Congregational Learning.

Barak Bar-Cohen: be sure that that tenses grammatically match.

Heidi Joseph: add "Manage and create programs" (like Director of Congregational Learning)

Charlene Borsack: Does instrumental music ability need to be a requirement? Board agreed it did.

Motion to approve with incorporating Board feedback made by Edye Kaminer; motion seconded by David Politzner. passed unanimously.

Linda thanked Ginger, Linda M; Debbie O and Judi for work on job descriptions;

Linda read list of Hazzan Search Committee members: (attached)

And list of Director of Cong Learning members: (attached)

There will be a meeting with both committees on Wednesday, December 13. With 2 hires – we are in the unique position of being able to align these positions to compliment each other. Liaisoning between committees

Updated Policies:

Congregant of the Year: revised policy handed out to Board

Discussion:

Edye Kaminer: Switch position of criteria to order of importance

Motion to approve with incorporating Board feedback made by Linda Milstein; motion seconded by Charlene Borsack. passed unanimously.

Two new committees formed:

1. Feasibility Committee on TJC Real Estate: Barak Bar-Cohen will chair; committee will evaluate our property's need and potential including parking lot, empty lot; zoning; cost benefit; infrastructure;
2. Well being Committee: Stuart Levy, Chair. Offering programming to expand spirituality including yoga, mincha meditation; expanding spirituality. Debbie Gitterman and Linda Grenis are part of committee; seeking activities for Shabbat afternoons.

Meeting adjourned at 9:50