



General Board Meeting, October 28, 2018

Present:

Bernard Abramson	Heidi Joseph	David Politziner
Rachael Cooper	Edye Kamenir	Abigail Rose
Rabbi Adam Feldman	Moshe Margolin	James Rosenberg
Lew Gantwerk	Kim Marks	David Rubinstein
Debbie Gitterman	Andrea Hoberman	Ginger Schnitzer
Debbie Gross	Martinez	Nicole Soffin
Bret Jacknow	Linda Meisel	Cantor Jeff Warschauer
Eric Jaffe	Linda Milstein (by phone)	Sandy Wilson

Minutes:

1. Meeting called to order at 7:10 PM
2. D'var Torah given by Cantor Jeff Warschauer.
3. **Cantor Warschauer's report**
 - Thanked the congregation for the warm welcome he and his wife have received.
 - Thanked Rabbi Feldman for the time he has spent ensuring Cantor Jeff understands the unique aspects of our services.
 - Reviewed his involvement with school classes and with b'nei mitzvah students. He has found that b'nei mitzvah students have been very well prepared by Gila and the teachers when they come to him and he is confident that he can maintain the program at this level.
 - Reviewed his music and community activities including organizing a group of singers for Friday services, community selichot, Hannukah events, and planning a coffee evening with klezmer music on January 26.
4. **Approval of Minutes**

The minutes of September's Board meetings were approved. They will be posted to the TJC website.
5. **Rabbi Feldman's report**
 - The events yesterday at Squirrel Hill synagogue have dominated the last 36 hours and will have lasting impact on the entire US Jewish community. However, the community service just completed at Nassau Presbyterian Church demonstrated a remarkable level of support from the entire Princeton community.
 - The 4 day trip to Israel he undertook with other rabbis the previous week included a meeting with the prime minister who made commitments about access to the Kotel.

- There will be two Hannukah programs this year. In addition to the traditional service and celebration, TJC will co-lead the menorah lighting in Palmer Square at the invitation of the Square's management company.

6. **President's report** – Linda Meisel

6.1 The President thanked Rabbi Feldman for his leadership today following the attack in Squirrel Hill and Nicole, Kim and Rachel for their work with school children and parents.

6.2 The main focus of the meeting was a discussion on synagogue security. Linda presented some initial ideas (see attachment A). The proposal will involve locking all entrances and restricting entry to the forecourt doors which will be opened electronically by TJC staff. Police Chief Sutter has committed to increase patrols around TJC in the short term. During the discussion these points were made:

- Linda Milstein: we should follow the example of all schools which have "active shooter" plans and practice drills.
- James Rosenberg: shuls abroad often have a single point of entry manned by an armed person (Jewish and often Israeli) who can question visitors to ensure they are appropriate. The best preventative measure is the visible presence of guards or police.
- Kim Marks: improved security will not be inexpensive and should be listed as a distinct line item on fee statements. While children in our schools have practiced drills at their day schools, we need to train the adults in our community on safe evacuations and will need to explain our procedures to visitors.
- Heidi Joseph: we need to implement a mass communication process for use in case of emergency.
- Eric Jaffe: we should commission a professional risk/threat assessment. This will be more comprehensive than the work K Street carries out and is likely to be costly.
- Moshe Margolin: we must take reasonable steps but cannot and should not turn TJC into a fortress. It is reasonable to have armed protection. We should monitor what other synagogue lay leaders are proposing.
- Ginger Schnitzer: how do we sustain a higher level of alert beyond the short term?
- Rabbi Feldman: for the next 4 weeks we will have a police presence on Saturday and Sunday and K Street on other days when children are present.
- Linda Meisel: other congregations are taking steps similar to those described by Rabbi Feldman and increasing the role of congregants in screening visitors.
- Edye Kamenir: we should consider a Princeton-wide security plan through the clergy association.
- Debbie Gross: we must educate the congregation to ensure they are able to follow good security practices.

Linda Meisel summarized the actions to be taken as follows:

- On Tuesdays, Wednesdays, Fridays and at weekends there will be a visible presence of guards or police.
- A security assessment will be commissioned urgently.
- We will form a security committee with participation from experienced congregants. Among their tasks will be to develop a list of questions to ask unknown visitors and procedures to ensure we have advance lists of expected visitors, for example, b'nei mitzvah guest lists.

- Increased security will impact this year's budget and will need to be included explicitly in future year budgets.

7. Finance report

In Warren Mitlak's absence David Politziner summarized the September financial statement (see attachment B). With the exception of roofing costs we are on or ahead of budget. As previously reported, roofing costs will be covered by a transfer from the capital expense reserve account.

8. Discussion of Rainbow Flag

Abigail Rose introduced a proposal that TJC should display a rainbow flag. She described versions of the multicolored flag: the pride flag representing the LGBT community and a peace flag. She suggested the flag could be displayed in the sanctuary and would indicate our inclusiveness. The discussion that followed included these comments:

- We could indicate inclusiveness in a way that would be visible externally, for example, on our website. Supports a visible display of a symbol of acceptance in the lobby.
- The flag should not be on the same level as the US and Israeli flags.
- The goal should be more clearly specified. Supports a statement of acceptance of sexual preference.
- The Keshet website lists 18 ways to make gay, lesbian, bisexual, and transgender members feel welcome in our congregation and demonstrate social action beyond a flag display (see attachment C).
- We can display the flag as part of the rotation of announcements on the lobby monitor.

It was agreed that the matter should be discussed further at the next Board meeting.

9. Director of Administration report – Sandy Wilson

Sandy and Randy Brett have held further discussions with the Zoning Officer about trees along the driveway on the Riverside Drive side of the property. Negotiations are continuing but the neighbors are insistent. We have over 50 tree stumps to remove and would need to plant a similar number of trees. A motion "to spend up to \$25,000, to be reduced by negotiation if at all possible, to remove stumps and plant trees" was moved by David Politziner, seconded by Kim Marks and approved unanimously.

Meeting adjourned at 9:30 pm.

Minutes recorded by Bernard Abramson

Attachment A – Security

The Jewish Center

Security Discussion

Physical plant

1. As of today, 10/28/18 all doors to the Jewish Center will be locked and require buzzer access. This includes the school building and the main building. Parents will need to bring their children into the building and pick them up at the designated dismissal area.
2. In the main building, congregants will need to buzz in. All doors will be locked at all times and entry will only be through the mail door at the courtyard. We understand for some people this is difficult and those needing special assistance may contact the Executive Director for a timed entry.
For groups having programs, they can station an usher by the door to ease this process. All groups renting TJC space will be notified of the security procedures.

There will need to be a culture shift that when someone knocks on the door in by the Adult Library we cannot open that door.

3. On Tuesday, 10/30 K street security will conduct an assessment of the TJC property and make recommendations to the physical plant – once this is received the TJC board will discuss what modifications need to be made, the cost and a priority of list

In person security

1. There are 3 types of in person security and each type has a different cost
 - a. Private security guard – not armed
 - b. Private security guard –armed
 - c. Armed off duty police officer

Discussion question—what are the thresholds for in person security and what type of security.

Attachment B – Finance Report

TJC Financial Dashboard

	Sept 30, 2018 YTD Actual	Sept 30, 2018 YTD Budget	Variance	Sept 30, 2017 YTD Actual	May 31st, 2019 Full Yr Budget
Operational Revenue					
Dues	599,792	524,185	75,607	727,203	916,000
Capital Assessments	68,621	36,421	32,200	50,474	66,000
Other	27,906	22,127	5,779	7,443	43,034
Operational Expenses					
Professional Salaries	(202,057)	(206,932)	4,875	(197,289)	(621,900)
Buildings	(86,999)	(66,984)	(20,015)	(60,263)	(227,900)
Administration	(58,411)	(36,170)	(22,241)	(26,097)	(101,000)
Mortgage Debt Service	(24,353)	(24,352)	(1)	(24,353)	(73,060)
Finance	(29,042)	(39,032)	9,990	(30,330)	(86,000)
Maintenance & CapEx	(306,444)	(67,000)	(239,444)	(364)	(77,040)
Information Systems	(1,941)	(1,000)	(941)	(7,348)	(30,000)
Transfers	-	-	-	-	-
* USCJ Dues	(1,151)	-	(1,151)	4,812	(23,000)
Other	(14,078)	141,263	(155,341)	443,887	(214,866)
Operational Net					
Education	92,974	89,270	3,704	117,104	268,500
Education Revenue	(63,685)	(65,669)	1,984	(68,911)	(367,000)
Education Expenses	29,289	23,601	5,688	48,193	(88,500)
Education Net					
Fundraising	9,554	3,500	6,054	33,689	248,000
Annual Fund Income	24,730	7,964	16,766	11,526	30,400
Contributions	23,351	20,250	3,101	24,411	102,200
Other Fundraising (Events)	(7,810)	(3,800)	(4,010)	(5,672)	(5,300)
Fundraising Expense	49,824	27,914	21,910	63,953	375,300
Fundraising Net					
Programming, Committees, Other Net	(16,753)	(33,305)	16,552	12,138	(61,934)
Capital Reserve	-	-	-	-	-
Total Revenue	830,175	670,412	159,763	983,988	1,612,200
Total Expenses	(781,893)	(510,939)	(270,954)	(415,817)	(1,612,200)
Net Income	48,282	159,473	(111,191)	568,171	(0)

Membership as of 10/11/18		
Category	# Families	\$ Billed
Household	260	698,222
Single	46	74,612
Senior Couple	100	160,572
Senior Single	73	66,852
Subtotal	479	1,000,258
Associate	4	1,440
Friend	2	200
Remissions	20	9,714
Non-Paying*	56	-
Total	561	1,011,612
FTE @ full household dues		366.79

Membership as of 6/1/18		
Category	# Families	\$ Billed
Household	266	714,338
Single	50	81,100
Senior Couple	102	163,784
Senior Single	78	71,432
Subtotal	496	1,030,654
Associate	4	1,440
Friend	3	300
Remissions	6	6,186
Non-Paying*	27	-
Total	536	1,038,580
FTE @ full household dues		393

*Non-Paying includes 17 Exploratory, 2 Young Household, 12 Clergy, 11 Staff, 14 Exempt

Attachment C – Keshet: 18 Ways to Make Gay, Lesbian, Bisexual, and Transgender Members Feel Welcome in Your Congregation

18 Ways to Make Gay, Lesbian, Bisexual, and Transgender Members Feel Welcome in Your Congregation

By William and Lottie Daniel Department of Outreach and Synagogue Community

1. Develop a Shabbat service and sermon to educate and sensitize congregants about gay and lesbian issues. Consider having a panel of congregants at the oneg to discuss how GLBT issues affect their congregational and personal lives.
2. Phrase your congregational publicity in a way that is inviting to all people. Advertise your congregation's services and events in local GLBT publications.
3. When planning singles' activities, recognize that not all single congregants are looking for a partner of the opposite gender.
4. Appreciate that one who appears "single" may have a committed life partner of the same gender.
5. Design your membership and school forms to be welcoming to a spouse/partner of either gender. Two men or two women living together may represent an established home or family.
6. In addition to "single" or "married," offer "committed relationship" as a membership category.
7. Be open in your community to sharing in the joy of same gender commitment and wedding ceremonies by encouraging couples to host an oneg Shabbat in their honor and include a mazel tov in your temple bulletin.



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8. Publicize and celebrate the anniversaries of all committed couples.

9. Substitute “parent(s)/guardian(s)” on your religious school forms, for “mother and father.” Teach your students and congregants about the many models of diversity in Jewish families.

10. In all your congregational advertising, make sure that the GLBT population is specifically welcomed at all congregational events.

11. Honors belong to the entire congregational membership. Make sure that gays and lesbians are honored at services (i.e., opening the ark, reading a prayer or other passage, or lighting the Shabbat candles).

12. Acknowledge homosexual victims of the Holocaust at Yom Hashoah services.

13. Include gay and lesbian concerns related to employment rights and benefits, adoption, military service, health issues, etc. in the congregation’s social action agenda.

14. Make sure that gay/lesbian members are represented on all committees and are encouraged to participate fully in congregational leadership.

15. Offer a program for the parents and families of gays and lesbians draw them closer to your community, to increase understanding, support and awareness for them and to educate and sensitize your members.



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16. Include specific GLBT content in your social, cultural, and educational programs, i.e. screen and discuss a film such as “Yossi and Jagger2” in your congregation’s Jewish film festival.

17. Comfort those who have lost a child, parent, friend or devoted life partner to AIDS and encourage them to mourn communally.

18. Create a list of community resources serving the gay/lesbian community³.

1 The Life-Cycle of Synagogue Membership, URJ Press

2 Search for “Yossi and Jagger” on www.Amazon.com

3 URJ Department of Jewish Family Concerns www.urj.org/jfc Kulanu, URJ Press

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