

Minutes from the TBI Board Meeting
January 14, 2016 7:00 PM
TBI 29th and University

Present: Richard Argosh, Maram Epstein, Scott Fellman, Michael Griffel, Nina Korican, Bruce Kreitzberg, Jessica Lambricht, Justine Lovinger, Rabbi Ruhi Sophia Motzkin Rubenstein, Nathan Philips, Jared Rubin, Craig Starr, Amy Steckel, Pearl Wolfe

Regrets: Jeff Kirtner, Geraldine Moreno-Black, Mindy Schlossberg, Aura Solomon

Agenda

- Torah study was presented by Rabbi Ruhi Sophia
- Minutes from the December 10, 2015 TBI Board Meeting.
Action: Vote on the Minutes from the December 10, 2015 TBI Board Meeting - unanimously approved.
- Public Comment. There was no public comment.
- Financial report
 - Building sale – clearing the title from the Portland Street building. Arden Olson, legally representing TBI, was at the TBI Board meeting to request authorization to clear the property lien on the former TBI building on Portland Street. This is a summary of the background information Arden provided: The Portland Street building has been sold to Network Charter School. A lingering agreement of the sale is to clear the title of a property lien. Arden explained that the lien came from the initial offer on the Portland Street building in 2008 to a pre-school for \$815,000. In this arrangement, TBI took first deed of trust, and had the first mortgage, a Royal limited partnership paid \$45,000, and private individuals took \$30,000 for a second and third mortgage. The pre-school went out of business four months later. TBI made a written agreement with the 2nd and 3rd mortgage holders that if the Portland Street building were to be sold for more than what was owed by the pre-school agreement, they would receive their money back. (The building would need to have been sold for over \$1Million for this to occur.) Network Charter School agreed to buy the building for \$750,000, leaving nothing left for the 2nd and 3rd mortgagees. The 2nd mortgagee agreed to clear the lien. The 3rd mortgagee has not. Arden has been working with the 3rd mortgagee and their counsel to clear the lien. If other means do not work to clear the lien, it may be necessary for TBI to sue for a clarity document order from the court saying no money is owed and clearing the lien.
Action: Vote to authorize Nathan Philips, president of TBI, to take all action that is necessary, including a lawsuit, to resolve the title hold for the Portland Street property - unanimously approved.

- The Portland Street building has been sold. \$650,997 (sale price and rent, minus closing costs) has been received; an additional \$50,000 will be received once the title hold his cleared.

- Staff benefits recommendation. Amy Steckel presented the following staff benefits recommendations: The finance committee and the executive committee recommends that the board adopt a policy to: 1) waive full dues for employees who work an average of 20 or more hours per week; 2) waive full Talmud Torah tuition for the enrolled children of employees who work an average of 20 or more hours per week. The anticipated impact on the TBI is reduced revenue by approximately \$7400, not including scholarships. The executive committee recommends implementing this policy effective the beginning of the next fiscal year (July 1, 2016). It is believed that offering this benefit will boost morale and demonstrate our appreciation of the staff who are important in managing the day to day operations of our community. In addition, Rabbi Ruhi expressed that this was a common practice in the congregations that she has been associated with as well as being consistent with Jewish values. When the time comes to discuss the 2016-2017 budget we will have to keep this shortfall in mind. The Finance Committee and the Executive Committee also recommend: 3) revising our Family Leave policy to include eight weeks of paid time off for maternity/paternity leave for birth or adoption. Employees must have worked an average of 20 or more hours per week for at least one year to qualify for this benefit. Compensation during the time off shall be the average of the weekly compensation during the prior year or as determined by the Executive Director if the employee did not work a regular schedule. This benefit may not be taken more than once in a fiscal year. As we move forward to a discussion of the budget, we will have to look at our resources and find ways to fund this new benefit.
Action: Vote to, effective July 1, 2106: 1) Waive full dues for TBI employees who work 20 hours per week or more; 2) Waive the full Talmud Torah tuition for the children of employees who work 20 hours per week or more; 3) Provide 8 weeks paid leave for employees who work 20 hours per week or more, for maternity/paternity leave for birth or adoption, the qualified employee has have been employed by TBI for a minimum of 1 year and will receive an average compensation over the 8 week period, this benefit will only be allowed to be taken once a year - unanimously approved.

- December Financial Statements. Amy Steckel reported the following:
 - TBI Now has about \$920,000 in pledges and gifts towards the \$1Million goal.
 - Now that the Portland Street building is sold and the proceeds (along with TBI Now gifts) help pay down the mortgage on the TBI building, the monthly payments will be about \$3,500. However with the sale of the

Portland Street building, TBI will no longer receive rent, and rent was more than the difference in the anticipated reduced mortgage payments, leaving about \$6,000 less than budgeted this year.

- TBI financial statements show \$162,000 net ordinary income as of December 31, 2015.
 - TBI Sisterhood has separate bank/checking accounts but operates under TBI's non-profit organizational status. Judy Boles is the Sisterhood treasurer and is now on the TBI Finance Committee. The TBI Queer Chavurah and TBI Brotherhood have accounts through TBI.
 - The retirement fund for Rabbi Yitz is \$456 short of the congregation's minimum commitment.
- Rabbi Ruhi's Monthly Report was submitted.
 - Additionally, Rabbi Ruhi Sophia shared that she hoped to have a proposal regarding the membership elements of the by-laws by Fall 2016.
 - Nina Korican's, Executive Director Monthly Report was submitted.
 - Additionally, Nina handed out the 2016 TBI Board Roster.
 - Nina mentioned that there are people who have not yet renewed membership for this year and the membership directory is to be published soon. Bruce Kreitzberg volunteered to call people who have not renewed before the directory is published to ask if they will be renewing.
 - Nina asked for help soliciting items for the TBI Dream Auction fundraiser and handed out donation forms. Donations are greatly needed. The TBI Dream Auction is Sunday, April 3, 2016.
 - Gretchen Lieberman's Talmud Torah Monthly Report was submitted.
 - Talmud Torah
 - Report from the Talmud Torah Consultant was received. The report includes, strengths, general recommendations and recommendations for resources to support and enhance the program.
 - Nathan received input from the Board recommending that any elements of the report that were private comments, relate to particular individuals or personnel be handled as confidential matters and be removed from a final report.
 - A meeting has been scheduled for the end of January to discuss clarification of the governance structure for Talmud Torah.
 - Life and Legacy
 - Maram Epstein reported that OJCF (Oregon Jewish Community Foundation) has extended the program, whereby congregations receive an incentive of \$9,000 for reaching the set target number of commitments during the course of the year. TBI has achieved the target each year of the program. Some of the incentive money will be used for donor stewardship.

- Honoring the Rabbinic Search Committee
 - There was discussion about how to honor the Rabbinic Search Committee. Some believe the Rabbinic Search Committee has already been recognized. Others would like a community honoring. Suggestions under consideration include an Oneg Shabbat around the time of Rabbi Ruhi Sophia's one year anniversary as TBI's Rabbi. This is an open item.

- Nathan Philips brought forward that Rabbi Ruhi Sophia would like to designate \$25,000 of her compensation as Parsonage (an allocation of compensation for housing).
Action: Vote to have \$25,000 of Rabbi Ruhi Sophia's compensation be designated as Parsonage – unanimously approved.

- Agenda for the TBI Board Retreat March 13, 2016. The retreat will focus on strategic planning. Nathan is open to suggestions for facilitators, a few names were suggested.

- General Discussion
 - It was requested that all monthly reports (Rabbi, Executive Director, Talmud Torah), the past TBI Board Meeting minutes and the upcoming board agenda, all be sent together to the Board several days before the meetings.
Action: It was decided to try and send these items out the Monday prior to Thursday board meetings.
 - There was discussion about some TBI members "unloading"/significant complaining to TBI staff in a way that seems to fuel a culture of this behavior. This is a serious concern and there is a desire to address it. This is an open item.

- End of Meeting