

Minutes from the TBI Board Meeting September 8, 2016, 7:00 PM

TBI 29th and University

Present: Richard Argosh, Jerrica Becken, Maram Epstein, Michael Griffel, Jeff Kirtner Nina Korican, Bruce Kreitzberg, Jessica Lambright, Justine Lovinger, Rabbi Ruhi Sophia Motzkin Rubenstein, Nathan Philips, Jared Rubin, Mindy Schlossberg, Amy Steckel, Pearl Wolfe

Regrets: Scott Fellman, Geraldine Moreno-Black, Aura Solomon, Craig Starr

Opening Blessing

Agenda:

- Torah Study
- Public Forum - None
- Minutes from the August 11, 2016 TBI Board Meeting.
Action: Minutes were unanimously approved with the minor correction: The PNW Reconstructionist Shabbaton is May 5-7, 2017 at Solomon Schechter Camp in WA.
- Financial statements
First month of the fiscal year, shows financials are on track.
- Employee Policy Manual Revisions
The following revisions to the Employee Policy Manual Revisions were proposed:

TIME-OFF BENEFITS

Holidays.

The following Holidays are typically observed by Temple Beth Israel and are granted with pay to all full-time regular and part-time regular employees who are eligible for holiday pay so long as the holiday falls on a day when the employee would regularly work. If a secular holiday falls on a weekend and is observed on a weekday, TBI observes the secular holiday on the same weekday. Jewish holidays do not move in this way. If a Jewish holiday falls on a day when an employee is not scheduled to work, the employee receives no paid time off for the holiday.

The following are holidays observed by TBI:

- *New Year's Day*
- *Martin Luther King, Jr. Day*
- *Memorial Day*
- *Independence Day*
- *Labor Day*
- *Thanksgiving Day*
- *Christmas*

Rabbis, Executive Director, Religious School Staff, Preschool Staff and Maintenance Staff may be required to work on the above legal holidays based on the congregational calendar.

The following Jewish holidays are paid holidays for Temple employees regularly scheduled to work. Religious School Staff, Preschool Staff, Maintenance Staff and employees whose responsibilities include facilitation of congregational observance of the holiday, may be required to work on these Jewish holidays based on the congregational and school calendars.

- *Rosh Hashana (2 days)*
- *Yom Kippur (1 day)*
- *Sukkot (1st, 2nd day)*
- *Shmini Atzeret*
- *Simchat Torah*
- *Shavuot (1st and 2nd day)*
- *Pesach (1st, 2nd and 7th & 8th day)*

In order to be eligible to receive holiday pay, employees are required to work their regularly scheduled hours the workday preceding and the workday following the holiday. In accordance with TBI policy, an approved vacation day or any other excused and paid day off is considered a day worked for purposes of holiday pay eligibility.

A paid holiday not worked will not be considered in computing overtime hours worked in that work week. Employees are entitled to flex time off for any legal or Jewish holiday observed by TBI on which they are required to work.

Temple Beth Israel will provide employees with a calendar of paid holidays that will be observed by Temple Beth Israel during each year based on the Jewish calendar year.

Action: Unanimously approved.

- Lifecycle Fee Revisions due to change in first year membership policy
The following new lifecycle were proposed:

Bris: Non Member \$360

Baby Naming at a regularly scheduled service: Non Member \$180

Baby Naming at non-scheduled service: Non Member \$360

All of the above includes membership for the remainder of the fiscal year.

Action: Unanimously approved.

- Committee Updates
 - Library – There will be a meeting with those interested in the library to brainstorm direction for the library. Maram Epstein agreed to be the Board Liaison.

- Membership – Jerrica will staff the Membership Committee until a new Chair is identified. A Membership Committee meeting is scheduled for September 19, 5:00pm-6:15pm. Working to revitalize the Membership Committee.
- Bikur Cholim (Visiting the sick) – There is a need to visit more locations than Riverbend and Sacred Heart. There is a need to visit McKenzie Willamette and some long term care facilities. Working to finalize identifying someone to do this.
- Nominating Committee—The Nominating Committee includes, Nathan Philips, Chair, Mindy Schlossberg, Gordon Lafer and Marlene Dressher. They are working to propose a slate of officers for four open board positions.
- Board Retreat/Strategic Planning- Will be held Sunday, September 11, 9:00am-1:00pm
- Rabbi Report – Jerrica will be reaching out TBI Members who are +80 years of age a few times of year.
- ED Report – Received a plan from an acoustician and will be soliciting bids to improve social hall acoustics. Purchased pipe and drape (60 feet x 8 feet high) to create a nicer space for smaller events.
- TT Report – 15 youth signed up to the Rabbi's Youth Leadership Program

Other Items

1. Safety Response Training is September 19 at 6:30pm
2. Looking for a child care provider for the High Holidays for TBI
3. Pearl sent out an email to see if anyone would like to represent TBI at the Faith Coalition meeting September 22, from 10:00am-3:00pm. Nina will be attending part of the event.
4. There was a question about sign language interpreting at High Holiday Services. The Decision was made to offer ASL if requested.
5. Welcome to Jerrica Becken, Programs and Communications Manager

End of Meeting