

Board of Trustees Meeting

March 9, 2017,

Temple Beth Israel

The meeting began at 7:05pm.

Present. Richard Argosh, Michael Griffel, Jeff Kirtner, Nina Korican, Bruce Kreitzberg, Jess Lambright, Justine Lovinger, Reisa Maddex, Geraldine Moreno-Black, Nathan Philips, Julee Raiskin, Rabbi Ruhi Sophia Motzkin Rubenstein, Jared Rubin, Mindy Schlossberg, Aura Solomon, Amy Steckel, Pearl Wolfe.

Torah Study. Leviticus 19:17, the mitzvah of appropriate feedback; when and how to rebuke.

Minutes Approval. Minutes were approved as submitted.

Safety Committee Update. Scott Fellman and Alan Leiman updated the Board on safety work. The safety committee has trained staff and congregants via two “usher trainings” thus far. Alan initiated the increased safety awareness and action approximately 18 months ago. Scott spoke of trying to increase preparedness without increasing anxiety. Some of the committee’s efforts are around simple things like considering exterior vegetation or the number and location of interior flashlights. Part of training is to reorient ushers and leaders toward awareness and responsibility instead of a regular person’s automatic default toward reliance on professional emergency workers; training people to trust themselves and to start taking action sooner than later. “Ask, tell, make” model explained. On April 30, the Safety Committee will host disaster relief training. Usher Corps training will continue quarterly.

Membership Policy Task Force Proposal and Discussion. Bruce Kreitzberg led discussion of the Task Force’s final recommendations to the Board about governance and voting by and for non-Jewish members. The recommendations were summarized, focusing on contentious points. Trustees asked questions about the depth and breadth of sentiment on both sides of contentious points. Rabbi Ruhi and Bruce emphasized that the recommendations are a compromise intended to satisfy values that are in conflict: those of inclusion and a Jewish safe place. A motion was made to submit the recommendations of the Membership Policy Task Force to Jeff Kirtner and Nathan Philips for rewriting into bylaws language and this motion passed unanimously. In April, we will discuss how to enforce the voting policy at the May Congregational meeting and we will discuss the what is a Jew question.

Communication/Conduct Policy Discussion. Pearl led discussion. Nina, Jeff and Pearl are at work on this, but are just beginning. They are currently exploring what other congregations are doing. They will strive to tie a Jewish value to any policy suggestions. Ideas for places to consider helping with communication are Board communication; how congregants speak to staff; how staff speak with each other; Talmud Torah parents’ speech with staff. The largest impetus for this work is communication

toward administrative leaders and infrequent communication at times of contention . We would like to have a policy in place to point to for those moments. One possible outcome is a code of conduct that gets signed when people become members. One question is how it would be enforced.

Financials. Amy Steckel led discussion. No transfer from reserves yet. Current information follows January numbers. TBI is currently operating within its budget. \$24,000 spent on successful acoustic improvement to social hall.

2017-2018 budget. Finance committee has not discussed this in person yet, but they will soon and the congregation will vote on it in May. The budget has a \$34,000 deficit. One consideration is a small dues increase. Budgeted income has decreased. Dues have been static, but building assessment has been added. Finance committee will probably support a small dues increase. A values based decision making process around dues may be begun in 2018. Board will vote on 2017-18 budget in April.

Lambda Legal Update. Jeff Kirtner is point person on Lambda Legal. Mindy signed the retainer agreement and the associated paperwork is in motion. Jeff is soliciting input from Queer Havurah on the declaration.

Executive Director Report. Nina's report was submitted electronically.

Rabbi Report. Rabbi Ruhi's report was submitted electronically. March 24 is another Shabbat service jam band.

Talmud Torah Report. Gretchen Lieberman's report was submitted electronically. No questions were asked on Talmud Torah. Nina solicited advice about mitigating TBI's liability with TT babysitters.

Other Business – Maternity Leave Plan, Sanctuary Movement Update. Volunteers are meeting March 21 to work on the Sanctuary movement. There may be more opportunities for TBI to participate in the future.

Maternity leave plan. Rabbi Ruhi detailed her work/leave expectations beginning approximately mid-August. Rabbi Ruhi will have one month with complete leave; then, 10 hours per week for months 2-3, but no services or committee work, her work will be for pastoral emergencies and b'nai mitzvah needs; months 4-6, working a maximum of 40 hours per week. Negotiations are currently underway with Rabbi Yitzhak about leading High Holiday services.

The meeting was adjourned at 9:00.