



CONGREGATIONAL MEETING MINUTES June 10, 2018

Opening

David Leichenger called the meeting to order at 9:30 a.m.

Welcome - David Leichenger

Welcome and thank you for attending the 2018 Congregational Meeting. We will be presenting awards today: Staff Award, Rivkie Blau, Emerging leaders Award, Karen Hedges; Hineinu Award, Suzanne Solig; and the Lifetime Achievement Award, Chuck Hurewitz. Rabbi Zoe Klein Miles is unable to attend because she was attending her step-son's graduation. Note from Rabbi Zoe Klein Miles was read to congregation.

D'var Torah – Rabbi Dara Frimmer

Where we are headed is the land of milk and honey, not the land of the past, but the land where we lift up the marginalized and oppressed. The land of justice, peace and possibility. We can build it together and believe that we, as a Jewish community, are heading and striving for this ideal.

Introduction of Current Executive Committee and Board of Trustee Members

List of members was read and those in attendance stood as name was called.

Approval of minutes from the annual Congregational meeting of June 11, 2017 and special Congregational Meeting of January 31, 2018

Motion by Eileen Lewis to approve minutes for the annual congregational meeting held on June 11, 2017, seconded by Helene Korn. Vote to approve was unanimous.

Motion by Ellen Canter to approve minutes of special congregational meeting held on January 31, 2018, seconded by Laurie Gantz.

Vote to approve was unanimous with one abstention.

Executive Director Report - Michael Cantor

Financial update: Our current membership is at 925 which is up from 911. We experienced growth in membership due to various factors. We are continuing to push our Social Hall rentals and will be creating a pamphlet for promoting our space as well as creating a web page dedicated to event planning at our facility.

Staff: We have a new staff member, Christopher Becker, who will be focusing on technology and data support. We have also experienced some reassignments of our administrative assistants and finally have that resolved so that our support is where it needs to be.

Projects:

This year we installed the new sound system in the Sanctuary, which includes an updated hearing assist infrastructure and we installed new carpet in the sanctuary as part of the project. We have experienced the benefits of this system in many ways. We also implemented our armed guard protocols. We had a very successful Purim Carnival, which was different from our previous setup in that it was held inside and was not open to the general public. We have implemented SchoolPass child pick up system, which has aided in our efficiency in the logistics of the school pick up. We are currently rolling out the Isonis blue tooth app access to the Temple in place of our current FOB system which has been failing. We thank Renee Winkler for all her help with this. Thank you to senior staff, lay leaders, administrative team, custodial staff, and security staff.

President's Congregational Report – David Leichenger

We previously sent out the Community Affairs, Development, Education and Membership reports, and we will not directly address those reports at this meeting.

Last July we had a special board meeting regarding the restructuring of our clergy. With the vote of confidence from our Board of Trustees we moved forward with coffees and other opportunities for temple members to discuss and ask questions of Clergy and lay leaders. At the special congregational meeting on January 31, 2018, we approved this new structure and related contracts. The clergy have been working hard to move this forward. I am confident that our future is bright.

The lay team, clergy, executive committee, and our board, along with outside consultant have been formulating measures to help assess our success. We have committed to quarterly assessments to keep us aware and on track in this venture.

We confronted security issues and voted to arm the security staff. Our VP of Education, Sharon De Mayo, has headed the Safety and Security committee and has helped us implement safety protocols and procedures with our security team. Thank you, Sharon.

Our Executive Vice President, Jessica Dabney, has been working on the infrastructure of our lay leadership. She formed a Leadership committee which presently includes the following goals: to honor existing lay leaders; to identify and train new leaders; and to provide clarity in governance through best practices, transparency and making sure that the mission of the Temple is accurately reflected on the Board and in committees and programs. The Leadership committee is working on: developing an orientation for new Board members and training for other leaders, including Board members; ways to identify new leaders; review of our numerous committees, Board structure and governance and more.

Temple Isaiah has participated in the URJ Congregational Benchmarking and Assessment Project. This Project included a Board survey, Congregational survey, an Administrative survey, and a Financial Assessment. Jon Cohen helped us analyze the data, and we learned that we are on par and in most cases ahead of peer congregations in our strengths. The implications and recommendations are as follows;

- Define our temple vision, mission, and unique identity clearly for the congregation and also to guide temple leadership and decision-making. Potential cornerstones will be our sense of community, our commitment to social impact, and our willingness to experiment/innovate.
- Study and address key membership retention issues, particularly where we are

not successful converting families from one stage to another (e.g., preschool to Religious school, b'nai mitzvah to confirmation).

- Make our temple budget and resource decisions more accessible to the Congregation.
- Assess ways to improve fund raising.

In some respects, these findings were confirming, in that each one of these issues were already on our radar due to sustainability committee.

We upgraded our audio-visual system in the sanctuary as well as replaced the carpet. We had a very successful 70th anniversary event. We continue to be involved in ChaiVillage and in review of this program have approved funding for 3 years in collaboration with Temple Emanuel. Andrea and Terry Pullan and Barbara and Dale Joyner have contributed great efforts towards building and sustaining the Village. Our Personnel Committee guided on a variety of personnel issues, including several new and important contracts, and provided training to our senior staff on important personnel practices and procedures.

We are looking forward to supporting our Leadership Committee, Budget Committee and the Clergy changes here at our Temple. Thank you to the Executive committee for all their efforts and thank you to our Board members. We are fortunate to have amazing senior staff and clergy and thank them along with the Temple administrative, security and custodial staff. Thank you to the members of this community. Thank you to Karen Leichenger for her support of me and this community.

Treasurer's Report, Including Submission of 2018-2019 Budget - Michael Diamond

This presentation will focus on the highlights of the proposed FY 2018-19 budget which is a reflection of the temple's mission, vision, and values of our congregation. This budget reflects a stabilization and small, but important growth in our membership numbers, new tuition policies for our preschool which provide temple members with a predictable cost for the preschool and costs related to our Rabbinic reorganization and the hiring of our Cantorial Soloist.

We have recently completed a review of our 2017 financial statements with an outside accounting firm which shows that we had a surplus for the year-ended June 30, 2017 when all operations, changes in the value of our investments and other accounting requirements are included. We are looking into our current loan and the options for us to pay-off our current mortgage and negotiate for new credit terms. We have liquid assets (cash and short-term investments) which provide us with operating and financial flexibility. We are projecting a deficit that is less than 1% of our budgeted revenues. This reflects revenue increase membership dues and security fees, tuitions and annual giving goals. Our aim was to increase our tuitions closer to market value, but in a rational way and one that is consistent with our mission and values. For example, we made changes in structure of the tuition for the preschool, 15% camp tuition increase, religious school tuition increase of 2%, and the temple dues increase of 3.9%. All of these numbers are based on our current 911-member units.

We have had some expense changes that are reflected in the budget as mentioned previously: The hiring of a Cantorial Soloist and the on-going Rabbinic reorganization. We have experienced a shifting in how people are giving which decreased our overall level of annual giving this current year, as well as increases in teacher compensation due to change in pay classifications, along with our ongoing technology costs, and our limited commitment to help

support Chai Village consistent with the recent Board approval of Temple Isaiah's support for the Village over the next three fiscal years.

Some of the budgetary cautions: we have ambitious goals for development, but we are optimistic that we can meet them; we have capacity limitations at our preschool and camp which limits our ability for future tuition and fee increases in comparison with other synagogues' programs and their facilities; we need to continue to invest in our facilities; we have obtained a deferred maintenance study which indicates that we probably need to set aside about \$144k per year for replacements and updates; and we should remain cognizant of the increasing costs of acquiring and retaining key personnel.

As we move into the FY 2018-19 fiscal year, I will do my best to keep the Board and the Congregation well informed on our financial performance.

Motion to approve the proposed budget by Barry Korn, second by Honey Amado
The budget unanimously approved.

Clergy Report – Rabbi Dara Frimmer and Rabbi Nickerson

Rabbi Nickerson: Leadership restructuring and what that means for the Clergy and their rolls.

- Rabbi Klein Miles will be serving in the role of interim Director of the Religious School through June 2019, will be working on development for the temple and will also continue to oversee adult education.
- Rabbi Frimmer will be focusing on performance management, quarterly reviews, employee goals and role descriptions and will continue to focus on social justice and Israel.
- Rabbi Nickerson will focus on visioning and membership.

All Clergy will continue their involvement with lifecycle events and services.

A search committee for a new Director of the Religious School has been formed and will be soliciting resumes in the upcoming fall and winter. We will also begin our Membership Director search, and the position will initially focus on retention. We will continue to assess our programming and work to provide sustainable and quality engagement. This will be done through our relational campaign and utilizing our data base system, "Sales Force", tracking how people are and are not engaged in the community. We intend to focus more on one-on-one engagement which can be realized in our 175 one-on-one interactions outside of life cycle events. We already have 250 congregants that have participated in small events. We have had a successful 70th anniversary celebration that engaged the several generations of our Temple community. This also led us to consider digitizing all historical archived photographs, documents and other content to preserve our history and make it more accessible to the community.

Introduction of Temple Isaiah's new Cantorial Soloist, Rabbi Jaclyn Cohen – Cantor Coyot

Cantor Tifani Coyot and Jaclyn Cohen sang "Hinei Ma Tov" with attendees.

Temple Isaiah has only had three senior cantors. Currently the weekends are so busy and intense that one cantor alone could not sustain the pacing and scheduling on a regular basis. Having support in cantor specific areas is necessary. We have tried the Cantorial Intern model and determined that we wanted something more permanent. This led to the formation of our search committee for a new Cantorial Soloist. Cantor Coyot expressed appreciation to the search committee for their help: David Davidson, Steve Fox, Ava Friedman, Rebecca Gabor, Jamie Halimi, Allison Holtzman, Sara Leib, Sydnie Loeb, Andrea Pullan, Gabriel Rutman, Robin Schorr, Navid Yadegar, and Neda Zargari. The committee represented all different areas and demographics of the congregation. Cantorial Soloist Rabbi Jaclyn Cohen excels musically, has extensive Jewish background and knowledge and experience and organizational skills. Her position is part time and officially starts July 1st. She has already started working with our congregation.

Presentation of Awards – Jessica Dabney & David Leichenger

By Jessica Dabney:

2018 Outstanding Staff Award- Rivkie Blau

2018 Emerging Leaders Award-Karen Hedges

By David Leichenger:

2018 Hineinu Award - Suzanne Solig

2018 Lifetime Achievement Award- Chuck Hurewitz

Presentation and Election of Slate of Officers and Trustees 2018-2019 – Norm Solomon and Susan Bartholomew

Susan and Norm co-chaired the Nominating Committee and first thanked the Nominating Committee which was comprised of: Bita Kamran, Jim Knott, Babak Kadkhoda, Michelle Heller, Suzanne Solig, Orli Belman, Jody Greenblatt, and Sharon De Mayo

The Co-Chairs then presented the proposed slate of officers (Executive Committee members for the coming year):

Executive committee list

President: David Leichenger

Executive Vice President: Jessica Dabney

Secretary: Matt Hedges

Treasurer: Mike Diamond

VP of Administration: Steve Jamieson

VP of Community Affairs: Janet Hirsch

VP of Development: Kristin Lonner

VP of Education: Sharon De Mayo

VP of Membership: Sharon Eshaghoff

Board list

Re-nominated: Jon Cohen, Steve Fox, David Snow, and Ephraim Sales

New board members: Richard Birnholz, Allison Bloom, Michele Bollinger, Ellen Canter, Beth Mohammed, Allie Samek, Sam Shakerchi, and Orly Tabibi.

Motion to approve the proposed slate of officers and trustees was made by Norm Solomon and was seconded by Jack Berlin. Motion was unanimously approved.

Closing – David Leichenger

Dara Frimmer- Thank you to Steve Smith and Ellen Canter and to Debra Silverman and Rich Birnholz for the dedication and service on the Executive Board for the past many years. Thank you to the Board Members who are not returning. Meeting was adjourned at 11:40am.

Respectfully submitted,

Matt Hedges
Secretary (2017-2018)