

C O N G R E G A T I O N

Brith Shalom
 MEETING MINUTES- BOARD OF DIRECTORS

Date	February 18, 2016	Time	7:01 pm -8:33 pm
Staff	Rabbi Teller, Cantor Levine,	Guests	
In Attendance	Jeffrey Actor, Stephan Rubin, Ellen Fiesinger, Dani Roisman, Allan Goldstein, Steve Conaway, Aaron Howard, Debi Mishael, Milton Mosk, Karen Bernstein, Mitch Kreindler		
Next Meeting Date			

HANDOUTS AT MEETING		
No.	ITEM	DESCRIPTION
1	Agenda	
2	January Minutes	
3	Interim Plan	Staffing description and details for Interim Plan
4	JHV article	Copy of 2/18/16 Senior Chavurot JFS program
5	Budget Info	Actual vs Budget reforecast FY-2016

TZEDAKAH COLLECTED AT LAST MONTH'S MEETING	\$26.00
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MEETING ACTION ITEMS			
No.	Action Item	Owner	Date
1	FAC to present the first draft of the budget at March meeting		
2	Assess history of giving levels of membership		
3	Review the constitution for staffing issues	Stephan	
4	Plan a Town Hall meeting for March	Jeffrey	

MOTIONS OR DECISIONS MADE	1 ST / 2 ND RESULTS

President's Welcome- Jeff saw a bumper sticker "Wag More, Bark Less."

Minutes- Contingent on corrections. Approved

Cantor's Report:

MEETING MINUTES- Board of Directors

- Young Professionals Shabbat is scheduled for this week. These are the future leaders of our synagogue leading services this week. Brith Shalom is becoming well known as the place to be if you are serious about being Jewish and you are young.
- 22 post-b'nai mitzvah are reading Torah. Lots of activities and events for young people.
- Also, 5th/6th Grade students are also participating and in an Interfaith model seder.

Rabbi's Report:

- Scholar-In-Residence programs were well received here. Thanks was given to the Adult Education planners and the resources from the Weiner/Wallace fund. The Yom Limmud Funds also brought in scholars. It was inspiring to see the love of learning.
- At the recent JFS Annual meeting, the Senior Chavurot program was highlighted and a picture was in the JHV. Rabbi Teller and Debi Mishael were among those making presentations to the seniors.
- Rabbi taught at class at Rice University on Psalms. These are a few of the extracurricular activities he participates in the community. The students from the class will come to FNR to see Psalms in action.

FINANCIAL REPORT: Milton distributed forecasted 2016. It reflects a \$65,000 deficit for the end of the year. We put some new membership growth in the budget and we have not completely manifested to meet the projection. We are also working on moving current members up in their giving levels. A combination of these approaches account for what is needed to minimize the deficit. We have about \$281,000 in A/R. (\$90,000 is 90 days or more.) We are trying to get more members to go an automated route. We are going to a new credit card provider that takes 2-3 % (less than current provider). Cash flow now is 0 but we have not yet drawn on our line of credit. Typically, April/May is when we start to draw. Calls were made earlier in the year that were quite effective in getting accounts that were in arrears. Cantor's Concert bills just went out so hopefully some of those funds will come in soon.

Milton answered a series of questions on the budget from Board members.

FAC meeting- Jeff attended and remarked that it is a tenacious and soulful group that puts a hearty effort into this important task.

Next board meeting the FAC will present the first attempt at the budget.

1. Raising the sustaining level to \$3,000 from \$2,750. That would incorporate the new security fee. Benefactor levels have not been adjusted for a while.
2. Security fee will be calculated to pay for all the additional security costs. One idea is to treat it more like a building fund, it would be a separate Security Fund. Next year there may be a security fee assessed for outside groups that use the facilities and require security. Also being considered a cap for families that have the RS security fee.

(Ellen asked that we might consider having a few young professionals added to the FAC to help them participate in the dialogue about financial future.)

Allan suggested to do an assessment of how long members have been at the same giving level. If people have not changed in 5-10 years, they should be asked to increase.

Milton discussed calculating the actual "sustaining level" need to be sustaining.

The EC is making an effort to raise sustaining and benefactors to increase. EC members will be making calls after some training with Elliot.

Every 5 years the FAC should reassess the benefactor levels to make sure that match with inflation. SUGGESTION from Mitch to make this a policy.

MEETING MINUTES- Board of Directors

Kitchen expenses were discussed. We need people to sponsor luncheons to help offset the costs. We budgeted for 80+ people and we have 125+ each Shabbat. Therefore, the budget actuals reflect higher expenses than were originally budgeted.

Suggesting to have a membership level for GMS families or reciprocal discounts or different paradigm of membership including RS without membership.

New signs are up at the entrance to the synagogue. We thank the Roisman's for paying for these.

Legacy Grinspoon- just about 100% of board and EC has made commitment to pledge letters. We were number 1 in the community. We will receive \$6,000 this year.

Contract Update: Cantor Levine's contract has been signed. A 2-year agreement has been made with David Krohn. We are waiting for the signatures but all the details have been agreed upon.

General Meeting: May 19, 2016 is the General Meeting. There will be no regular board meeting that month.

Perspective on Interim Plan: Rabbi Teller asked us to remember the original intent of the interim plan and to do a short assessment and provide feedback.

1. Increase and expanded Cantor Levine's role
2. Youth Director expanded
3. High Holiday Cantor plus

(1+2+3=full time cantor) We can serve our membership better with having 1,2 & 3 instead of a full time cantor.

Original Goals:

1. Improve membership engagement, volunteerism, membership satisfaction and financial giving.
2. Increase membership through meaningful synagogue engagement and soulful davening.
3. Energize the community with the addition of a young, spirited educator.
4. Utilize Cantor Levine's strengths in organizational leadership build

(see handout for full details)

Anna is doing Youth Programs and Religious School. Not yet doing the youth worship services.

Rabbi went through the handout and explained the various plans and providing his feedback for how he is rating the plan. The RPC is also evaluating various components and possible alternative options for the future.

Jeff raised the discussion about removing the "interim" from the title or do we wait until November? Either way, a special meeting must be called in order to make this decision. Some discussion was held. Mitch commented the evaluation committee. They presented an initial report and the committee is currently continuing to evaluate until the Board tells them otherwise. Two big areas to evaluate, Religious School and B'nei Mitzvah and two minor areas around Membership and Chazanut. The feeling is that the committee can continue. Some members commented that there are members who still want a full-time cantor and we need to act proactively to make sure those members have been heard. This topic should be discussed at the annual meeting but it may need a separate meeting, possibly before, to allow for more time.

There may be constitutional issues that need to be addressed. Steve has offered to review the constitution. We might need an amendment to change the staffing plan.

MEETING MINUTES- Board of Directors

Jeff gave a directive to the evaluation committee to give a report on the remaining two areas in time for the April meeting that need evaluation (B'nai Mitzvah and RS.) Jeff will plan a March Town Hall meeting to solicit input.

HCJF Grant Proposal: Jeff presented HCJF released a proposal for grants for funds. We are applying for grant to help develop young leadership. \$12,000-\$16,0000

Good and Welfare:

Yom Limmud 1300 showed up for concert, 1000 for day of learning, 6-7 congregants from Brith Shalom were presenters, 15 volunteers from CBS. Rebecca Weiner was the chair, Joyce Gilbert co-chair. Rabbi and Cantor's session were well received.

Aaron Howard was commended for arranging Film Festival. His commentaries and additions make the festival something special.

Still Kvelling about...Little Milty and Jake....