

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

Brith Shalom
 Board of Trustees- Meeting Minutes

Date	Thursday, April 20 th , 2017	Time	7:05 pm -8:19 pm
Staff	Rabbi Teller, Cantor Levine, Larry Estes	Guests	Nada Chandler, Barbara Garber
In Attendance	Jeffrey Actor, Ellen Feisinger, Aaron Howard, Milton Mosk, Rhonda Kaplan, Morris Narunsky, Debi Mishael, Iris Fisherman, Allan Goldstein, Dori Wind		
Next Meeting Date	Congregation Annual Meeting: May 18, 2017		

ATTACHMENTS TO MINUTES		
No.	ITEM	DESCRIPTION
1	3 financial	
2		

TZEDAKAH COLLECTED AT LAST MONTH'S MEETING	\$
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MEETING ACTION ITEMS			
No.	Action Item	Owner	Date
1	Task force		
2	Kitchen renovation		
3	Call Iris about luncheon		
4			

MOTIONS OR DECISIONS MADE	1 ST / 2 ND RESULTS
Motion to approve the budget as proposed	Iris/Ellen

Thursday, April 20th, 2017

- I. **President's Welcome**
 - A. **Approval of minutes** –
 - B. **President's observations** at the end. Jeff asked that we use tonight's tzedakah to donate a leaf on the tree of life in honor of this year's board members for their service.
- II. **Clergy and Education updates**
 - A. **Rabbi –Clergy Report-** Rabbi added that the Chai Initiative continues, (meet our members' needs when they come up). One initiative called us to house an AA group in a Jewish setting. They have outgrown the classroom with 30+ people attending regularly. They are now meeting in the chapel.
 - I. Rabbi has been doing a lot of bris and namings...it balances the funerals.
 - II. **Rabbi** was the rabbi at Pesach camp up at CYJ. Many young families attend; many families from GMS. It is a great way to connect on a meaningful level with some new and potential members.

MEETING MINUTES- Board of Directors

- B. Ed Director – Clergy and Educational updates** – Kehillah High graduation is next Wednesday night. Approx. 120 kids total. The graduation class is about 20 although there are no graduates this year from CBS.
- I. 20 Young professionals attended a mock seder at Cantor’s home.
 - II. Mitzvah /Tikkun Olam continues. Each project has an “owner” or CBS volunteer
 - III. Chai Team is starting a grief support group for those in need. Also, a support group for people cantor parenting their parents.
 - IV.

III. Old/New Business/Reports and Updates

- A. UOS-GMS – Nada Chandler and Barbara Garber** Jeff introduced Nada who is the president of the board and Barbara who is Head of School. Nada thanked the board for making it possible for the school with 40 year history to continue when their previous building was flooded. They are only one of a dozen schools in the United States that are completely Montessori including Judaica program. Special thanks were given to the staff for helping and accommodating 140 small sized people running around the building. Nada commented that they will no longer be housed at GMS and look forward to exploring a long-term relationship with Brith Shalom. The nature of the relationship is still to be defined. They are at capacity and have waiting lists. They have created a visioning committee to begin to explore what our future could look like. Nada hopes that the relationship has been beneficial to Brith Shalom as well. Landlord tenant relationship or something more substantial will be explored in the visioning task force from each organization. 2004 GMS became their own 501©3 and separated from UOS. UOS relationship began 40 years ago. 60% of GMS board was required to be UOS members. UOS has officially said that the relationship will be legally separated. Until that is done through a bylaw change, it is not official. Leonard Goldberg was very involved with the school. He made a substantial donation to the school and is a permanent member of the board. He is still involved with the school and has a strong commitment to Education. GMS is completely independent financially and raise all of their own funds through tuition, fundraisers, and 18 months-6 years. 138 capacity. Jeff commented how wonderful it is to walk out of minyan in the morning and see so many young kids receiving a (their board is 12 members currently) Rabbi commented that he is able to go in on Friday mornings to conduct a simple Shabbat and the kids love him and it is a meaningful part of Rabbi’s week.

B. Kitchen Discussion – update on status

- I. **Quick update – summer 2017 or 2018?**- Last month we started investigating. It turns out that the person who drew up the plans is no longer interested in the project. Thus, we will not be able to start as early as we had hoped. It will not be possible to get permits and begin by this June. We will need to focus the project with a timeline for next summer. This will be a project/task for next year’s board. Jeff thanked Sisterhood for their initial involvement.

C. Administration

- I. **Security Report-** Larry commented that Homeland security was here and consulted in a vulnerabilities report to help us mitigate risks. They provided a detailed report. PPP Plans, process and procedures...We are in a similar situation of other congregations. We will work with GMS to identify the PPP and prioritize the needs. Test and evaluate over the next year. Some items will require capital outlay. The DHS grant requests will be simplified with this pre-planning. Jeff asked for the report to be available to the board members who would like to see it. For security reasons, it will not be distributed to digitally.
- II. Asked about security company change...4 hour minimum. Certified peace officers, licensed to carry a handgun require 8 hour shifts. We typically only need the 4 hour shifts. Alternative is off-duty police officers. That is an advantage but it will double our costs even though they do 4 hour shifts. An off duty officer could also be called off the job at any moment since their primary employer is the city and Bellaire is a relatively small city.

- D. Constitutional Revisions-** Stephan updated that a lot of work was done to update. This is the last board meeting and it was deemed better to send this forward to the next board. It will not be voted upon at the annual meeting.

E. Life and Legacy

- I. **Just current numbers, and Celebration/Honoring events-**We have hit 50 Legacy members and we have earned an additional bonus for reaching this goal. We started off and really led in the community. May 8, Monday HJCF is holding an event to celebrate. Net \$13,000 for advancing the future of Judaism and Brith

F. Other updates and Reports

- I. **Membership numbers-** 580 members currently. We have had a 5% growth over the last 2 years. This was one of our goals and we have met it. Jeff thanked everyone for their part in this success. Iris mentioned the need for a Membership Chair to be added to the board. It is a vital component. Jeff commented that Stephan has been sitting in to those meetings and several incoming board members are on the membership committee.

IV. Financial Info

- A. Update: FYTD Income Statement/Cash status**

MEETING MINUTES- Board of Directors

B. Revised Budget Presentation, FY 2018 -Milton explained some of the budget revisions made after the meeting two weeks ago for board input. Milton thanked the board for their participation in this process. This the 4th time you are seeing the budget. Preread, revision, workshop, etc. FAC took feedback and worked hard on the budget to offset the needs with the realities of the numbers. Expenses are pretty similar to this year's budget. Most of our core expenses are fixed or necessary. Fundraising opportunities were added to offset the Casino Night, Cantor's Concert, Mitzvah Campaign Dollars plus additional securing before the end of this fiscal year., Additionally, there is a renewed commitment from the FAC to manage the process better to make needed adjustments throughout the year instead of at year end. Suggested that someone from FAC would work with Larry in different areas. Ie...different volunteers to monitor different areas and paired with board members to take responsibility and problem solve and monitor more closely throughout the year. All this is intended to reduce the surprises at the end of the year.

Iris made a motion, Ellen second- to approve the budget as presented. Some discussion ensued with questions and answers. The next step is for the congregation to have a town-hall opportunity to discuss the view the details of the budget prior to the annual meeting. This has become an annual event and will continue. It reduces the amount of time needed to spend on budget during the annual meeting. A town hall date will be determined.

Stephan/Aaron called the question

1 abstention, 11 in favor

Larry was asked to forward income statement to the board since it was not available for this meeting due to holiday constraints.

V. Observations – Jeff took a few minutes for observations. He reflected on the last two years of his presidency. He thanked the board for their commitment. There was a lot of positive energy. There is energy out there and we need to step back and look for it. We have grown over the 2 years. Jeff showed his solar key chain and a 3foot solar panel on his car. He has a gift for all solar powered dancing flamingo. We have accomplished a lot together. It is the combined efforts that have made everything happen.

- Maintained our top priority that we are foremost a religious organization
- Implemented transition from Interim Plan to current model
- Increased communications without congregants
- Membership growth of 5% per year
- Survived two floods-helped congregants and community to recover
- Provided a long-term home for Goldberg Montessori School
- Two major fundraisers (My Father's Son, 60th weekend celebration
- Initiated the Mitzvah Campaign; significant increased our Endowment
- Successful Life & Legacy campaign
- Completed Religious School survey, staff review surveys and performance reviews
- Two benefactor events (Hazzan and Hoe Down) Directory assembled and distributed through Mishloach Manot
- Educational Programs-RS growth to 150+student and Kehillah High, Adult Education outstanding programs
- Implemented new security measures, CHL policy
- Facilities enhancements, implemented building fund and security fee without backlash
- Chai Initiative, Diversity, Interfaith Programming with St. Theresa and Community Outreach, Social Action and Mitzvah Day
- Stephan added that two major fundraisers were as much fundraisers as they were membership outreach

VI. Good and Welfare – Adjournment

I. Date of General meeting - May 18th

II. Date of Installation - Shabbos morning, May 20th

B. Congrats to Cantor Levine for Grant receipt! (HJCF, a three Religion Mitzvah Day)

C. Love and passion- Milton was thanked for his tremendous effort to keep us focused...Stephan added.

D. Longest serving member of EC...Allan commented that Milton is the longest serving member

E. David Krohn's Nabucco Series- He even went to hospital to sing for member who missed

I. Next Meeting: June 15th, 2017

F. Program co-sponsored- Wednesday night April 26 Meditative Interfaith- Grace Episcopal

G. Dori invited all to June 4 for the Marcia Sheena Award recipient Lori Actor.

VII. Iris asked about communication and the need to find a way to let more members know about all the things we do and the activities available to members.

VIII. Milton is going off the board after 15 years of service on the board. He has changed to several positions over the years.

MEETING MINUTES- Board of Directors

I. Initial Goals set for Board (May, 2015)

- 1) Build a SENSE OF SPIRITUALITY from the board
- 2) Increase intra-board and inter-congregant communications
- 3) PHYSICAL GROWTH of synagogue (membership increase 5% per year)
- 4) LEADERSHIP DEVELOPEMENT and MEMBERSHIP ENGAGEMENT
- 5) FINANCIAL STABILITY
 - a) Programs developed on a cyclical basis and for targeted groups
 - b) Endowment and Naming opportunities
 - c) Equipment and daily operations
- 6) INCREASED PRESENCE in the greater Houston Community.