

## CBS BOARD OF TRUSTEES MEETING AGENDA: JANUARY 18, 2018

I. Welcoming Remarks from President - **Stephan Rubin-**

II. Opening Prayer - **Rabbi Ranon Teller**

III. Approval of Minutes - **Ellen Fiesinger**

Changes have been sent in by Jeff Actor, will be added to November minutes as advised. Eljay – Motion to accept minutes as amended, Mark Jason as a Second. All voted to approve

IV. Reports and Updates\*

A. Clergy updates

1. **Rabbi Teller**

Rick Recht and Nava Tehila to be here for a musical program. Monday January 29, 2017.

2. **Cantor Mark Levine**

Two musical programs, Ruby Nandar- Feb. 3<sup>rd</sup>. Benjamin Sumner- Yom Limmud- Scholar in residence.

New communications staff member- David Enav

Benefactor Event at the Zilkah home with David Krohn April 29<sup>th</sup>.

B. Financial Vice President's Report - Elliot Gershenson

1. Collection update.

2. FYTD Income Statement/Cash status.- Hand-out

Weekly cash flow – Endowment debt to be paid from cash, new term loan,

Frost Bank to be new bank-

3. Financial Affairs Committee- Did not meet as they did not have December financials.

4. Fund Development Committee

C. Standing Committees update

1. Religious Practices Committee - update- **Dani Roisman** (Report)

First Havdallah House Call at the Leder's home- a dozen present

High Holiday tweaks- tickets- will now be membership ID's –Envelope with person's name- if all paid up- a thank you note, if not paid up, an envelope to remit dues after the holiday

March 3<sup>rd</sup>- Alternate Worship Shabbat- Traditional service and alternative service at Bel Air Nature center

April

2. Education Council - update - **Cantor Mark Levine / Ellen Fiesinger** (Report)- Two potential candidates to replace Anna Blum– please spread the word...

3. Facilities Planning Committee - **Ken Podell** (Report)

4. Membership Committee- Sara Norris  
Reservations for 6- Jan 28<sup>th</sup>, 2018. RSVP to Harriet Wasserstrom

D. Auxiliaries / Other Committees\*

1. Men's Club - **Morris Narunsky** (Report)

Antiques Road Show- 55 people- David Lackey- Professional appraiser,

Chili Cook- Off – Postponed

Jerry Greenspan- potential speaker March 11<sup>th</sup>.

Hearing Mens Voices- April

Lag Bomer Picnic- May 6<sup>th</sup>

Jewish Federation World Wide Wrap- Feb. – Tefillin program

Early Spearlman- Nature Trip- San Antonio area

Men's club Shabbat- April 20th

2. Sisterhood -**Dori Wind / Denise Mosk** (Report)

Sisterhood Shabbat- Jan. 26-27<sup>th</sup>

Sisterhood and Men's club are contributing to the Rabbi's Bday Celebration

Bake Date- Jan. 21

V. Old Business.

A. Staffing Plan Update and Discussion - **Stephan Rubin**

Elliot Gershenson- Discussion Paper Filling the Executive Director Position Jan 18, 2018

Elliot gave background as to how the EC came to the decision- EC meetings, Donor meeting at Leslie and Sandy Weiner's house. Thank you to them for opening their home.

Karen Lerner- Efficiency, Excellence, and thinking outside the box at the close of the meeting

Lou Dorfman at Beth Yeshurun and Elliot have had a conversation about their set-up and some information about salaries. Elliot also spoke to a friend who is an Exec. Director at a similar Shul in Orlando.

Jeff Actor- Kudos to the EC and thank you for putting together the donor meeting. He wants to know how priority was decided for new ED.

Stephan Rubin- Cantor Levine who has taken over many of the ED tasks needs help before he becomes overwhelmed.

Resolved, that Congregation Brith Shalom shall employ an Executive Director whose specific responsibilities shall be as follows:

1. Operational excellence, including financial affairs (everything runs smoothly)
2. Development coming from members' perspective -assuring that CBS is member-centric which will lead to more member engagement and fund development.
3. Building Management - not just a clean building, but a welcoming atmosphere where members want to come and meet. Well thought out maintenance planning and someone who knows how to engage with members around their interests and concerns.
4. Leadership - which seeks a team player with leadership skills to manage resources and people both up and down. A people person who can partner with colleagues and lay leaders, lead projects and committees, serve members, and engage anyone who enters the building with care and passion.

Compensation will be commensurate with experience, skill and abilities, with due consideration to existing budget constraints.

The Executive Director Search Committee shall consist of Elliot Gershenson, Chair; Rabbi Teler (ex-officio); Cantor Mark Levine (ex-officio); Karen Bernstein; Ellen Fiesenger; Rhoda Goldberg, Ken Podell\*; Mitch Kreindler\*; Ron Moses; Amir Halevy. \* = waiting for confirmation.

Elliot makes motion- 1st

Mark Jason -2<sup>nd</sup>

Discussion

Morris- do we need to work within budget constraints?

Elliot- may have some leeway

Amir- Will we be able to hire someone earning less than Larry?

Jeff Actor- There is a line to the resolution- Under the supervision of the President – which is a new way of supervising-

Rabbi Teller- Agrees with Jeff that this is new to be this specific about supervision

Karen Bernstein- Will we have someone hired by next Board meeting?

Amir Halevy- Let's take out the clause of supervision but still look for someone...

Eljay- makes a motion to suspend the practice of needing to entertain a motion, discussion,

Dani Roisman- Second

Discussion

Debi Mishael- call for the vote

All in favor of voting

Ayes have it

No Nays

Ayes- unanimous

Adhoc hiring committee:

ED from the congregation or not?-

Yes- in and out of the congregation- Majority would like this

No- Not in the congregation

Rhonda- Agree that the best person for the job- if equal candidates- better to have someone not in the congregaton

Mark Jason- agrees with Rhonda

ElJay- wants to make sure that we look at all congregants

Dani- - We should except

Role of Board right to engage and discharge

Resolve

Four areas of priority for a new ED as indicated by EC

-Operational Excellence

-Development

-Building Management

-Leadership

#### B. GMS Update - **Elliot Gershenson / Stephan Rubin**

Group of people met with Director of School and President of their Board. They want to remain with us. They want to stay next year( which would be one conversation )

Fair Market Rent- Space inside and outside space and a fair distribution of what they use up in costs as they use the building .Elliot will meet with their treasurer to decide terms.

They have already budgeted this year, Our net is less than we thought. Elliot is asking them to split the increase in overhead we are incurring.

Debi- Comment- How are we addressing the change in rooms now that they are using our space. This will be addressed in further conversations.

Mark Jason- Have people joined because they go to GMS?

Yes people have.

Rabbi Teller- GMS wants to be attached to a Synagogue

Jeff Actor- Do they have their own Charter

Elliot- 501c3 is in place but no change in their by-laws.

Rabbi is doing a Shabbat with them every Friday

and beyond (a separate conversation- what does relationship look like) Could be a part of CBS, could be totally separate from us, or could have a Memorandum of Understanding that could be a blend.

VI. New Business.

A. Legacy Update - **Jeff Actor- Defer until next month**

VII. Good and Welfare.

Happy Birthday to Rabbi Teller- sung in English and Hebrew

Ruach this Friday night

Kindergarten getting their Torahs

Elliot- Sponsor Kiddush luncheons

Karen Bernstein- working on this system

Ellen- passed Prelim exams

Rabbi's Bday celebration- Shabbos morning- Jan 20<sup>th</sup>, a party later that evening.

A. Brith Shalom family news

B. Houston Jewish community news

C. Special messages

VIII. Tzedakah Collected \$ \_\_\_\_\_38.00\_\_\_\_\_

IX. Closing

Erin Seconds

***\* = Reports should be submitted in writing to be presented to the Board of Trustees at the meeting unless an oral presentation is necessary to support a request (motion, resolution, etc..) for the Board to take some particular action.***

REMINDER: Next Board Meeting: February 15, 2018 @ 7:00 pm.

Not in Attendance:

Ken Podell, Marc Garvin, Rhoda Goldberg, Deborah Karakowski,

In Attendance: Sara Norris, Debi Mishael, Eljay Waldman, Mark Levine, Stephan Rubin, Ellen Fiesinger, Erin Pomerantz, Rhonda Sherman, Elliot Gershenson, Karen Bernstein, Mark Jason, Rabbi Ranon Teller, Steven Goldberger, Amir Halevy, Jeff actor, Morris Nuranski, Dani Roisman-7:32 arrival.