

TEMPLE AHAVAT SHALOM
BOARD OF TRUSTEES
April 20, 2010
MINUTES

Attendance:

Barry Pearlman, Marc Zev, Esther Saritzky, Robyn Blachman, Gail Karlin, Robin Mandel, Jill Cullen, Chuck Mondrus, Marilyn Burman, Howard Schnee, Joel Lowell, Bruce Hatkoff, Robert Cohn, Debby Lieber, Lisa Kantor, Rabbi Barry Lutz, Ken Miles, Wendy Krowne, Stephanie Howard, Bice Recht, Al Lapidés, Steve Mermell, Lloyd Cutler, Jennifer Kosoy, Alan Kassan, Barry Krowne, Sheila Reback, Laraine Miller, Ava Silver, Diana Ho.

The meeting was called to order by President, Lisa Kantor at 7:30 PM. We received the agenda and recited the blessing.

Wendy Krowne shared a D'var Torah.

Al Lapidés motioned to approve the Minutes of the March Board Meeting. Joel Lowell seconded the motion and the Minutes were approved.

President Lisa Kantor reported:

This past weekend honored Rabbi Kleinman on his 90th birthday. It was a feel good weekend and the memories and photos on display fostered a powerful sense of our Temple's history. It reaffirmed Lisa's appreciation of those people whose shoulders we stand on and that they made it possible for us to be here. Sunday's dinner and celebration was a wonderful evening. Friday evening was equally moving and Sheila Reback thanked Rabbi Lutz and Rabbi Henkin for their part in making the service so beautiful and moving. And, the members of the synagogue for the deaf were there, as their synagogue is named for Rabbi Kleinman.

Scheduling issues to discuss: June is usually the meeting where the old and new Board members meet and the 15th is not a good date, so we would like to have the Board meeting on June 8th and the Exec Com meeting on June 2nd. The May 18th Board meeting falls on Shavuot and we need to change that to May 11th.

The Touch of Class contract has a 5-year term and the annual compensation was set one year at a time. The 1st year, Touch of Class (T of C) paid \$10k and it was used to make improvements in the Social Hall. We allowed people to use credit cards to pay for parties and the Temple paid the fees for the credit cards. We offered T of C the same deal this year, but the \$10k will be paid to TAS and added to our budget to be used per decision by the Board. Lisa has asked that we vote to approve this compensation agreement. Esther Saritzky asked if there is any possibility for allowing for an alternative caterer only if and when T of C is not available. The answer is "no" as T of C has exclusive rights to be our caterer. We can bring in food, but no other caterers can come on the premises and use the kitchen or provide food. Lloyd Cutler asked about the amount of credit card fees and last year it was about \$1600 and we budgeted \$2000 in the 2010-2011 proposed budget. Marilyn Burman asked if we saw an increase in parties as a result of the ability to pay by credit card and it did not seem to draw more parties as we thought it would. Jennifer Kosoy and Robyn Blachman spoke to the issue of planning events as far ahead as possible and notifying T of C, so that they have an appropriate amount of notice. This also emphasizes the importance of the July calendaring meeting. T of C is required to do several TAS events each year at cost. Lloyd Cutler motioned to accept this compensation agreement and Esther Saritzky seconded. The motion passed.

Rabbi Lutz announced that there will be only one Confirmation Service this year, instead of two as originally planned, and it will be May 22nd at 4:30 PM.

Cantor search - After speaking with Rabbi Henkin and Barbara Ostfeld, of the American Conference of Cantors, it became clear that we are at the end of the hiring cycle and they both recommended that we wait and begin the process at the appropriate time, which is near the end of the calendar year, after the LRPC report is approved and the job description has been completed. Rabbi Lutz highly recommends that we agree to approach it this way. Rachel Goldman will be with us until the end of August, but she is not available for the 2010 – 2011 year in any capacity. She is starting Cantorial school in the Fall and getting married in July, and holds a position at Beit T'shuvah. Neal Broxton is an accomplished musician and he has been hired for the High Holy Days. Cantor Evan Kent contacted Rabbi Lutz with suggestions for substitutes. Stephanie Howard suggested Cathy Gordon and Rabbi Lutz said she will help out as her schedule allows. Lynn Miles and Melissa Kassin are heading the search committee and we have submitted our application and it will remain in force from this time forward. We want them to come up with a plan to define who and what we are looking for, they will tweak the job description, go into the community and see what other congregations have and incorporate the LRPC recommendations and plan for a July 1, 2011 start date for our new Cantor. November 2010 is the beginning of the full-fledged search and in March 2011 we will be interviewing and making final decisions. Stephanie asked if there will be open communication with the Bar/Bat Mitzvah kids so they know what to expect. Rabbi Lutz said that as we have filled the spots, the families will be notified.

Ken Miles Budget Report:

The 2010-2011 proposed Budget remains similar to what was reported on at the March meeting. The two changes are a reduction in Cantor salary to \$75k and there is a \$5k expense attributable to the Summer Day Camp. The "Cantor salary" description in the budget may not be accurate, but the amount allocated will cover all substitutes or hirees. The \$5k expense for the Summer Day Camp recognizes that as a new enterprise, it is likelier to cost a little bit of money, while it builds up its reputation. We have to approve a Budget tonight in order to report to the congregation at the May Congregational meeting. Gail Karlin said that the Cantor's Concert is on the budget and we don't have a Cantor, so the language should be changed to a Concert. Bice Recht motions to accept the Budget with the recommended changes. The motion was seconded by Robert. The proposed budget was passed.

Nominating Committee:

Debby Lieber presented Jerry Hilecher's report. Debby read the report written by Jerry, who chaired the nominating committee. The report included the terms as laid forth in our By-Laws, a thank you to the officers stepping down and then the slate of new officers.

Those who are stepping off of the Board at the end of this term.

Executive Board

Jerry Hilecher, who served 4 years as Temple Vice President.

Board of Trustees:

Al Lapidis	Completed 2 two-year terms
Chuck Mondrus	Completed 2 two-year terms

It is my privilege to present the following nominees for consideration:

Executive Committee

Gail Karlin, who is stepping off of the Board of Trustees, and seeking a nomination as Vice President.

Bice Recht, who is seeking a second term as Vice President

Ken Miles, who is seeking a second term as Treasurer.

Board of Trustees

The nominating committee offers as its slate the following Board members seeking re-election for a second term:

Lloyd Cutler Marcy Hilecher
Stephanie Howard Marc Zev

The nominating committee offers as its slate the following Temple members seeking a new position on the Board of Trustees:

Two-Year Term

Marla Lorsch
Neil Bernstein
Robin Mandel (This will be her first term in her own right)

One-Year Term

Sheila Reback (as a mid-term replacement for Gail Karlin)

Before I end my report, I would like to acknowledge the incredible work that Lisa has done this past year in taking over as our new President and having to deal with the many unique challenges that have presented themselves.

Respectfully Submitted; Jerry Hilecher; committee member

Al Lapidés recommends that we present the slate as it is and Jennifer Kosoy 2nd the motion. This slate of officers will be presented at the Congregational Meeting on May 16th.

Lisa Kantor made the Long Range Planning Committee Power Point presentation. Lisa has asked the Board to approve the LRPC Recommendations for presentation to the Congregation. Robert moves that the Board accept the 2020 Vision to be presented to the Congregation and Jill Cullen 2nd. The motion passed.

Barry Pearlman shared that after much discussion with Rabbi Henkin, the personnel committee, and many others, we recommend that Cantor Linsky be given the title of Cantor Emerita with all honors and benefits that deserves, but without compensation, at this time. It is an honor and recognition of her devoted service. Rabbi Lutz strongly urges this Board's approval. Al Lapidés moved that we grant her the Emerita status and Chuck Mondrus 2nd. The motion passed.

Closed Session at 9:14 PM.

Out of Closed Session at 9:48 PM.

There was a motion to adjourn at 9:50 pm.

Respectfully submitted

Wendy Krowne
Recording Secretary