



We deepen relationships to Judaism and our community  
by engaging the soul, heart, and mind.

## Board of Directors Meeting

### □ Minutes □

19<sup>th</sup> of August, 2021

11<sup>th</sup> of Elul, 5781

Directors present: T.J. Stutman, Benjamin Glatstein, Betsy Maurer, Heather Camp, Shelly Cohen, Rachel Zerrell, Corinne Fligner, Laura Karassik, Steven Snyder, Kelly Rigotti, Josh Samson, Greg Berkman, Stacey Symonds, Lauren Young, Sara Jensen.

Directors absent: Ronnie Shure, Lou Kotler

Staff Present: Davida Sims, Reyna Abraham

Clergy Present: R. Levine, R. Benson

The meeting took place via Zoom

#### 7:00pm **Blessing for Serving the Needs of the Community**

ברוך אתה " אלהינו מלך העולם אשר קדשנו במצותיו וצונו לעסוק בצרכי  
צבור:

*Baruch atah Adonai Eloheinu melech haolam asher kidshanu b'mitzvotav  
v'tzivanu la'asok b'tzorchei tzibur.*

Praised are You, Adonai our God, Ruler of the universe, who sanctifies us through mitzvot and has commanded us to engage in the needs of the community.

#### 7:03pm **Icebreaker**

#### 7:23pm **Consent agenda –Ben**

1. July Board meeting minutes

**VOTE:** Motion to pass the recommended Consent Agenda Greg Berkman moved, seconded by Stacey Symonds. None opposed, none abstain.

#### 7:24 pm **Discussion of Gan update**

-Opt into classes, blended grade classes, collaborative year

#### TEMPLE BETH AM VALUES:

Inclusion □ Inspiration □ Purpose □ Engagement □ Curiosity □ Responsibility

--Continue to develop: Creation aspect, mentorship madrichim internships, DEI trainings

-Immersive experiences: involving lots of opportunities to interact with the larger congregation

**7:44pm Executive Compensation Policy**

-Break-out groups to discuss

**7:49pm Covid-19 Policy changes**

-Values to preserve like and involving and being an inclusive community

-Remain open as currently open, we will require proof of vaccination to attend in-person or require negative test

-Mask wearing required by all

-No Gala in-person in January

-All staff must be vaccinated

-Gan is in-person, for students under 12yr old there will be learning pods

-SEED- additional funding needed not being able to offer after-care

-High Holy Days- 150 people maximum, which is less than 25% capacity, masked, show proof of vaccination, socially distanced

-Ventilation- we are working to optimize

-Please be sensitive to the needs of little ones who are not yet able to be vaccinated and how we are supporting this group

**8:28pm DEI small group exercise**

-Questions to ponder and practice giving voice to: Why did we pick these 3 groups? What do we mean by DEI? Why is DEI central to the mission of TBA?

**8:43pm End of year actuals discussion**

-\$600,000 less than projected

-Definition of net ordinary income

-SEED had taken a hit, operating at a significant loss

-Operating budget is on website

-Please email questions about budget to T.J.

9:00pm

Adjourn

DRAFT