

**Peninsula Temple Sholom  
Board of Trustees  
Minutes from Meeting on June 15, 2016  
Approved**

Attendees

<u>Board</u>		<u>Staff</u>	<u>Guests</u>
Nathaniel Bergson- Michelson	Ware Kuschner Jeff Lerner	Rabbi Lisa Delson Rabbi Dan Feder	Marilyn Hollinger Gene Podkaminer
Marc Engel	Reid Liebhaber	Rabbi Molly Plotnik	Betsy Rosen
Michael Fried	Arlene Rosenberg	Allison Steckley	Steve Spitzer
April Glatt	Heidi Schell	Karen Wisialowski	Adam Steinberger
Scott Haber	Lauren Schlezinger		
Jon Herstein	Sharon Silverman Nancy Sturm		

- I. Meeting called to order by President April Glatt at 6:15 PM.
  - a. April welcomed everyone, especially the new trustees.
  - b. D'var Torah by Jon Herstein
  - c. Board Activity. Everyone introduced themselves, including their role on the board, and something about what they do outside of PTS.
  
- II. New Business
  - a. Consent Agenda: Approved minutes and new members
  
  - b. President's Report
    - i. Report on gala. The event was a huge success based on our goals of celebrating the congregation and raising money. We raised approximately \$120,000, comprised of \$43,700 for camperships/Israel scholarships, \$6500 for religious school and PS fund-a-needs, and approximately \$70,000 for financial sustainability. April thanked the co-chairs, Diane Goldman and Kristine Berman, for leading an extraordinary event.
    - ii. Financial freedom. We are in the process of private asks. We have raised approximately \$250,000 to date. Our goal is to complete the private asks this summer followed by a public congregation-wide campaign.
    - iii. Board announcements. Recently, we have experimented with board announcements at the beginning of the service instead of the end of the board, and it has been successful. We will continue through summer.
    - iv. Membership calls. April thanked board members for making their membership calls and encouraged board members to finish their calls and share feedback with Karen.

- Comment from Arlene: Recommends that board members leave messages rather than not.
- v. April said thank you to Michael Fried, Habib Lichaa, Reid Liebhaber, Linda Korth, and Nancy Sturm who are retiring from the Board for their service to PTS as trustees.
  - c. Investment Committee Report. Gene Podkaminer reported that the investment committee has completed the administrative paperwork with Morgan Stanley, our investment advisor. The committee is looking to add one more person. The committee plans to report our new investment policy to the Board in July.
  - d. Rabbi's Report
    - i. Rabbi Feder thanked the Board and especially April Glatt for hosting the 60|50|10 gala. He and his family were touched and truly enjoyed the celebration.
    - ii. Rabbi Feder also thanked April for her fantastic service over nine years on the Board of Trustees, and especially for her past two years as president.
    - iii. Rabbi Feder reported that next year we are truly focusing on membership engagement, and that there will be many new programs that target different demographic and interest groups going forward. He cited our new Saturday morning creative Shabbat services.
  - e. Chief Community Officer's Report: In addition to written report items, Karen shared the following: Karen reported that the staff met today to set the calendar for 2016-17. She encouraged board members who would like to calendar events to do so. Karen reported that there are three open positions: Education Administrative Assistant, Bookkeeper, and Communications Manager. Karen reported that we have begun a Shabbat Greeter program and asked Board members to participate and encourage their friends to participate.
  - f. Communities of Practice Application Report. Community of Practice refers to a cohort of URJ synagogues that work together to meet a particular change. PTS has applied to participate in next year's "Engaging the Baby Boomer" Community of Practice. If we are selected, it will kick off in November. So far, the team includes Karen Wisialowski, Shari Carruthers, and Marsha Begun. There is no cost to participate, but there are travel costs.
  - g. ACTION: The board appointed Jeff Lerner, Ware Kushner, and Jon Lerner to serve on the nominating committee to elect officers at the July Board meeting, as required by the Bylaws.
  - h. DISCUSSION: The Board discussed the feedback from the self-evaluation completed over the past month. Summary of the Board Self Evaluation Responses attached here. The Board divided into four groups to discuss the priorities that were highlighted by the survey. Ideas that were discussed:

- i. More frequent Personnel Committee and Executive Committee reports to demystify the work of those committees
- ii. Make a continued effort to use board time to discuss the most important issues
- iii. Create a more formal committee structure to improve consistency over time
- iv. Give congregants an overall picture of how/how often we ask for contributions
- v. Give Board members training in how to respond to conversations from congregants
- vi. Assign particular subject areas to groups of trustees and ask those board member(s) to report back on that specific procedure, policy, etc. with the goal of educating the rest of the Board.

III. Meeting Adjourned at 8:30 PM

## Summary of Board Self-Evaluation Responses

### Areas of Strength:

- Leadership
- Engagement
  - 12/17 respondents rated themselves as “Extremely Engaged” or “Very Engaged”
  - Only 1/17 respondents rated his or her engagement as less than average
- Relations with staff and clergy
- Board culture
  - Confidentiality
  - Respect
  - Collegiality
- Trustee satisfaction
  - Every Trustee who responded to the question either “Agreed” or “Strongly Agreed” that serving on the Board has been an enjoyable and meaningful experience (one respondent skipped this question)

### Areas Needing Review and/or Improvement:

- Meetings
  - Meeting length
  - Topics addressed and guest speakers invited
  - Trustees’ pre-meeting preparation
- Size of the Board
  - More than 25% of respondents suggested that they think the Board is too large
- Communication/information about committee responsibilities and activities
  - Identifying/communicating purpose and areas of responsibility for each committee
  - Receiving adequate reports and information from each committee
  - Concern about lack of transparency of Personnel and Executive Committees
- Trustee orientation and training
  - Orientation for new trustees
  - Improving Trustee knowledge of the congregation’s by-laws, policies, and procedures
  - Specific subject areas about which Trustees would like to be better informed:
    - Risks facing the congregation
    - Succession plans for staff, clergy, and lay leaders
    - Procedures for addressing conflicts of interest