

Board of Trustees Meeting
February 15, 2017 ♦ 6:15 pm
Minutes - Approved

Chair: Lauren Schlezinger ♦ Minutes: Heidi Schell ♦ Timekeeper: Marilyn Hollinger

Attendees

Board

Nathaniel Bergson-Michelson
Marc Engel
Scott Haber
Jon Herstein
Marilyn Hollinger
Ware Kuschner
Jeff Lerner

Matt Mandel

Betsy Rosen
Arlene Rosenberg
Heidi Schell
Lauren Schlezinger
Sharon Silverman
Yash Snider
Adam Steinberger

Staff

Rabbi Lisa Delson
Rabbi Dan Feder
Rabbi Molly Plotnik
Max Ruzi
Allison Steckley
Karen Wisialowski

Guests

Alison Poggi-Leon (PTO)

Summary of General Trustee Action Items

1. As a follow up to the “Oys and Joys activity, please follow up with one or both of your trio partners.
2. Sign up for Shabbat Welcome - <http://www.signupgenius.com/go/20f0449acaf2aa7fa7-shabbat1>. Welcoming the congregation at Shabbat services is an easy and important way to connect with people.

Meeting called to order by President Lauren Schlezinger at 6:20PM.

Cultivating Sacred Space

1. Welcome & Blessing for Community Service 2 min
2. D'var Torah (*Matt Mandel*) 5 min
3. Board Activity 15 min Small Group Discussion

Living our Mission and Values

4. Community Building (*Matt Mandel*) 20-30 min Discussion

Matt gave an overview of the proposed plan of action for Community Building (aka Member Engagement). Matt and several other Board members recently met with Dr. Sarale Shadmi-Wortman, an Israeli woman who runs one of only two PhD level community building programs in the world. One of the key takeaways was understanding that people come to PTS “for” something (e.g., services) but they stay at PTS because of the “with” (e.g., feeling connected to others they are “with.”). So it’s important to be deliberate about engaging members and using events/programs to foster connection. Matt shared proposed action items, possible measurements of success and next steps. Matt also shared Sarale’s concept of Social Capital, which she defined as the number of relationships someone has, the depth of those relationships and the ability to use the relationships. There is no limit on how meaningful the interactions can be and on how much social capital people can have. There was discussion. Board members Marc Engel, Nathaniel Bergson-Michelson and Jon Herstein are working with Matt. Emerging Leaders program is a good opportunity to engage additional members in this effort.

5. Security (*Karen Wisialowski*) 15-20 min Discussion

Important Dates for Trustees

Pulpit Switch with The Yaseen Foundation—February 17, 1:20pm and 6:30pm
Executive Committee Meeting—March 2, 7pm ♦ Board Meeting—March 15, 6:15pm
Adult Purim Celebration (Childcare Available)—March 11, 7-10p

Karen gave an overview of current security measures, changes being considered, and big picture issues. PTS is constantly looking to improve upon, evaluate and change our security measures as appropriate. Examples of existing security: automatic locking doors, security cameras at the two reception areas (main office and Preschool/RS entrance), alarm system, trained staff on emergency procedures, security guards for High Holy Days and Saturday night events, and Facilities Supervisor (Mariano) living onsite. PTS is also part of Burlingame's Big 5 program and we have direct connection to Burlingame police in event of an emergency. There was discussion around what concerns and ideas Board members have around security and how to balance the various issues around this topic.

6. Budget (*Adam Steinberger / Lauren Schlezinger*) 15-20 min Discussion & Vote
- Initial projections
 - Motion: Approve Preschool Tuition
 - Fundraising as a Board
 - Adam reported that the Finance Committee has met twice in this year's budget cycle. There will be a full budget preview presentation to the Board in March.
 - Allison proposed a 4% increase in tuition across the board. For past two years we have kept increases modest. Even with 4% increase we are still in line with comparable schools. There was discussion. It was suggested that we have a further discussion about what financial envelope we're comfortable with while keeping with our core values.
 - **Motion:** Heidi moved to increase preschool tuition by 4% for all grades and classes and to keep extended care fees flat. Scott seconded the motion. Motion passed.
 - Board fundraising: in past years, the fundraising goal budget item for the Board has normally been dictated by the budget gap. Lauren wants the Culture of Philanthropy team and the Board to have a more thoughtful and proactive conversation and approach about philanthropy and fundraising. Lauren asks that the Board consider (for future discussion) their level of commitment to making this happen and what can we reasonably expect to raise from the community in the coming year.

7. Goal Check In (*Lauren Schlezinger*) 10-15 min Discussion

Lauren engaged the Board in evaluating how we are doing with respect to our Board goal of Cultivating our five Core Values (Inclusivity, Human Connection, Commitment to Community, Embracing Change, Caring and Kindness). People shared success stories and also discussed where we can improve especially around Inclusivity.

Governance

8. Motion: To elect Lauren Schlezinger President of Peninsula Temple Shalom for the year beginning July 1, 2017 (*Ware Kushner*) 5 min Vote

Ware, Arlene Rosenberg and Jeff Lerner comprised the Nominating Committee for President Nomination. Ware made the above motion, Sharon Silverman seconded. Motion passed.

9. Motion: To ratify Executive Committee's authorization of \$9,300 payment for rectifying installation problems in the Klein Spiritual Center. This payment represents 1/3 of the total cost, which is being shared by the Oliver & Co. (contractor) and HCL (architects). (*Adam Steinberger*) 5 min Vote

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Adam made the above motion. Matt seconded. There was discussion. Lauren noted that ratification is not a normal request of the Board. The Executive Committee has authority in the By-Laws to make decisions that can then be ratified by the Board. In this case, the Executive Committee authorized Karen to move ahead with these repairs as it was a time sensitive issue that needed to be acted upon before the Board meeting. Motion passed.

10. Packet Q&A 5 min Discussion

- April Glatt is convening the Nominating Committee (Marilyn Hollinger, Lois Fried and Gene Podkaminer plus three non-trustees) to fill Marc Engel and David Silberman's seats on the Board for two-year terms beginning July 1, 2017. As President, Lauren will appoint a trustee through June 30, 2017 to fill the vacancy created by Kristine Berman's resignation; subsequently, that person will then be eligible to be elected at the annual meeting for a two-year term starting July 1.
- Rabbi Delson noted a change in location for the Yaseen Foundation pulpit exchange this Friday at 1:20pm. Address is: 550 Island Parkway, Belmont.

11. Consent Agenda 2 min Vote

Consent Agenda was approved.

12. Contract Renewal for Allison Steckley (*Scott Haber*) 20 min Vote

Board entered into Executive Session at 8:35pm. Board exited Executive Session at 8:58pm.

Motion: Heidi moved that the Board authorize the Personnel Committee to enter into negotiations for the renewal of Allison Steckley's contract as Director of Early Childhood Education. Marc seconded. Motion passed.

Concluding Prayer

Meeting was adjourned at 9:02pm.

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