

Board of Trustees Meeting

November 14, 2018

Minutes

Chair: Heidi Schell ♦ Minutes: Arlene Rosenberg ♦ Timekeeper: Andy Oliff

How good it is, and how pleasant, when we dwell together in unity. - Psalm 133

Attendees

Board

Nathaniel Bergson-Michelson
Jenna Fisher
Jon Herstein
Marilyn Hollinger
Ware Kuschner
Jeff Lerner
Matt Mandel
Andy Oliff
Gene Podkaminer
Betsy Rosen
Arlene Rosenberg

Heidi Schell

Sharon Silverman
Maria Yarmolinsky

Absent

Julie Feuchtwang
Scott Haber
Eric Schlezinger
Adam Steinberger
Mary Ann Waterman

Staff

Rabbi Dan Feder
Rabbi Lisa Delson
Cantor Alexandra Fox
Karen Wisialowski
Ayelet Shapiro
Jonathan Harris
Allison Steckley
Madeleine Steckley

General Trustee Action Items:

1. Trustees should tell Karen if they are interested in serving on the new Safety and Security Task Force and/or if they can suggest someone else who might be interested.
2. Trustees are encouraged to invite lay leaders to attend the community engagement workshop to be held on December 6 from 5:30-7:30 pm.
3. Interested Trustees should tell Rabbi Delson if they would like to join PTS' delegation to the Consultation on Conscience, to be held May 19-21, 2019, in Washington, D.C.
4. Trustees should reach out to Heidi if they are interested in sharing a personal reflection or a D'var Torah at the December Board meeting.

President Heidi Schell called the meeting to order at 6:16 pm.

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| I. | Welcome, Blessing for Community Service | 5 min |
| 2. | D'var Torah (<i>Marilyn Hollinger</i>) | 5 min |
| 3. | Reflections after Pittsburgh (<i>Heidi Schell, Nathaniel Bergson-Michelson</i>) | 30 min Discussion |
- Heidi invited Board members and staff to share (i) personal reflections on the shooting at Tree of Life synagogue in Pittsburgh; (ii) thoughts about PTS' response to the shooting; and/or (iii) things they heard from congregants following the shooting.

- Nathaniel gave the Board a brief introduction to “crisis communications” to help Trustees respond appropriately to congregant concerns during future crisis events. For these purposes, a crisis is considered anything that disrupts the operations or reputation of the synagogue. Key points:
 - Immediate response to crisis involves balancing many competing concerns and must be quick and nimble – not an area for Board deliberation.
 - The Board’s only job during a crisis is to support the message and decisions of the leadership. There will be time for Board input and deliberation later.
 - Five messages Board members should convey to congregants about security:
 - Security is not just about guards; it’s about technology, procedures, and training.
 - Staff and clergy are always reviewing our security and adjusting when needed, in consultation with security experts and law enforcement.
 - To preserve the effectiveness of our security, we do not discuss the specific measures in public; someone who has a concern can schedule a time to discuss with Karen or Allison.
 - As Board members, we spend a lot of time here and we are confident in the security measures in place; we feel safe here.
 - The entire purpose of the type of violence we saw in Pittsburgh is to intimidate. The most important things we can do as congregants are to (i) reach out to those directly affected; and (ii) continue doing what we do here.

4. Safety and Security (*Karen Wisialowski*)

30 min Presentation/Discussion

- Since the Pittsburgh shooting, PTS’ clergy and staff have received education and advice from a variety of Jewish and law enforcement groups, including the ADL, the Secure Community Network (a national Jewish homeland security initiative), and the US Department of Homeland Security.
- Key learnings:
 - Security is the marriage of physical environment, technology, and people.
 - Security is everyone’s responsibility.
 - Security requires regular ongoing review.
 - Don’t overreact or underreact, and don’t react while still emotional.
- Key recommendations:
 - Create a culture of safety.
 - Form a security committee.
 - Maintain an ongoing relationship with local law enforcement.
 - Access publicly available resources.
- Activities being undertaken:
 - Senior staff and Heidi have a meeting scheduled with the Burlingame Police Department
 - A Safety and Security Task Force is being formed. We are still looking for additional lay leaders interested in participating. **Action item:** Trustees should tell Karen if they are interested in serving on the new Safety and Security Task Force and/or if they can suggest someone else who might be interested.

5. Governance

5 min Vote

Motion: To ratify the spending of approximately \$8,800 for security guards at PTS from Saturday, October 27 through Sunday, November 11.
Source of funds: Operating Reserve Account.

Background: The expenditure was approved by the Executive Committee at its November 7 meeting. Per PTS Bylaws Article IX,

“The Executive Committee may make time sensitive decisions, subject to ratification by Trustees.”

- Motion made by Jeff Lerner. Seconded by Sharon Silverman. Motion passed.

Motion: To approve spending of up to \$4,000 for additional security measures. Source of funds: Operating Reserve Account.

- Motion made by Nathaniel Bergson-Michelson. Seconded by Jon Herstein. Motion passed.

6. Story of the Month (*Betsy Rosen*) 5 min Personal Reflection

7. Community Engagement Team (*Matt Mandel*) 15 min Presentation

- Matt shared a story about how Rabbi Feder created community connection by encouraging people to sit closer to one another during a sanctuary service.
- Matt presented the Community Engagement Team’s draft goals for the year. The team has scheduled a series of meetings through December to finalize these goals.
- Matt highlighted upcoming community building events, including a community engagement workshop to be conducted by Sarale Shadmi-Wortman at PTS on Thursday, December 6, 5:30-7:30 pm. Matt encouraged Trustees to attend this workshop and to invite other lay leaders to attend. **Action Item:** Trustees are encouraged to invite lay leaders to attend the community engagement workshop to be held on December 6.

8. Social Justice Update (*Rabbi Delson, Arlene Rosenberg*) 15 min Presentation

- Arlene recapped the Voter Engagement Campaign and Mitzvah Day.
- Rabbi Delson talked about the house meetings we will conduct in early 2019 in order to learn where we should focus our social justice efforts and how we can partner with other institutions. We will conduct a number of conversations within the PTS community. We will also host a meeting to which we will invite members of neighboring institutions.
- Rabbi Delson invited Board members to join our delegation at the Religious Action Center’s biannual Consultation on Conscience to be held May 19-21, 2019, in Washington, D.C. **Action Item:** Interested Trustees should tell Rabbi Delson if they would like to join PTS’ delegation to the Consultation on Conscience, to be held May 19-21, 2019, in Washington, D.C.

9. Board Packet Q&A 10 min Discussion

- Trustees asked questions about the financial reports and dashboard.
- A Trustee requested that the number of members not paying dues please be shared at the next meeting.
- Heidi asked for volunteers to share a personal reflection and a D’var Torah at the December meeting. **Action Item:** Trustees should reach out to Heidi if they are interested in sharing a personal reflection or a D’var Torah at

the December Board meeting.

- Heidi conveyed thanks from Rabbi Molly and Noah and their family for the Board's contributions toward the Oneg following Milo and Alice's Brit Milah/Brit Bat.

10. Consent Agenda

2 min Vote

Includes last month's Board minutes and approval of new members.

- Consent agenda passed.

11. Concluding Prayer

Meeting adjourned at 8:38 pm.