

**Board of Trustees**  
**June 19, 2019**  
**Minutes**

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

**Attendees:**

**Board**

Nathaniel Bergson-Michelson  
Julie Feuchtwang  
Jenna Fisher  
Scott Haber  
Jon Herstein  
Marilyn Hollinger  
Ware Kuschner  
Jeff Lerner  
Andy Oliff  
Betsy Rosen  
Arlene Rosenberg

Heidi Schell  
Adam Steinberger

**Absent**

Matt Mandel  
Gene Podkaminer  
Eric Schlezinger  
Sharon Silverman  
Mary Ann Waterman  
Maria Yarmolinsky

**Staff**

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

**Guests**

Jason Pollard

**Individual Action Items:**

1. Nathaniel will record the tasks and projects selected by the Trustees and report the information back to them for their records.
2. Trustees who were not present at the June Board meeting, including Trustees who will join the Board effective July 1, will sign up for tasks and projects on the Menu of Expectations after they have been briefed on the exercise by Nathaniel, Heidi, or Arlene.

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

1. Welcome
  2. D'var Torah (*Betsy Rosen*)
  3. Blessing for Community Service
  4. Windows Task Force Recommendation (*Jon Herstein*) Presentation/Discussion/Vote
- Jon acknowledged and thanked the members of the Windows Task Force: Rabbi Feder, Rabbi Delson, Karen

Wisialowski, Madeleine Steckley, Gene Podkaminer, Gary Pollard, Lisa Rosenthal, and Lauren Wanderman.

- Jon summarized the recommendation of the Windows Task Force, which is to remove three window panes that contain troubling names, and to replace those panes with nearly identical panes, minus the names in question, which will be replaced by names of three other notable Jewish figures. The task force's full recommendation is attached to these minutes as Exhibit A.
- Jon reported that in creating its recommendation, the task force took the following factors into consideration:
  - The task force strove to balance the challenges that have been made to specific names with the recognition that issues with other names may arise in the future.
  - The task force observed that regardless of the original intent, the Windows of Names have never been used as an educational tool. Therefore, during their deliberations, the task force treated the Windows as a piece of art without educational purpose.
  - The task force considered removing all of the names, given the uncertainty of what may be learned about various people in the future. It decided against this option, however, for financial reasons and because it felt there is value in having the names of Jewish role models displayed.
  - Although a congregant has previously offered to pay for replacement of one of the windows, the task force explicitly resolved to make its decision independent of whether donor funds would be available so as not to set a precedent of a donor impacting a Board's values-based decision.

**Motion:** To approve the recommendation regarding the Windows of Names presented by the Windows Task Force and attached to these minutes as Exhibit A. (*Jon Herstein*)

- Jon made the motion. Nathaniel Bergson-Michelson seconded.
- Discussion:
  - Trustees urged that, assuming the recommendation for replacement of the three window panes naming Judah Benjamin, Shlomo Carlebach, and Dustin Hoffman is approved, those panes be reviewed for other possibly objectionable names and misspellings. It was agreed that if the motion passes, Karen and the clergy will review the three panes in question and will refer any other potentially objectionable names on those panes back to the Windows Task Force for review in accordance with the procedure outlined in the task force's recommendation.
  - If the motion passes, the work will be performed as soon as possible.
  - Congregants who were involved in selecting the names that appear on the Windows of Names, congregants who "named" the Windows of Names with their contributions to the 2003 capital campaign, and the congregant who raised the original objection to Judah Benjamin's name, have all been kept apprised of the task force's deliberations and will be informed of the Board's decision.
- Motion passed.

## 5. Home and Hope Update (*Rabbi Delson*)

Presentation

- Rabbi Delson informed the Board that we have decided not to host Home & Hope families at our congregation this July as we had planned to do. The reason is that there have been significant changes in the way Home & Hope runs its organization that have left our volunteers unsupported and have raised security concerns for our congregation.
- Rabbi Delson acknowledged that we reached this decision reluctantly, given our longstanding relationship with Home & Hope.
- We will be meeting with Home & Hope next month to see if they can address our concerns. If Home & Hope cannot adequately address our concerns, we will look for another organization with whom we can partner to support the underserved in our community.

- Home & Hope has asked us to help cover the approximately \$3700 cost of putting its families in a hotel during the week in July when we had been scheduled to host. We have sent a letter to our regular Home & Host volunteers, asking them to contribute to these costs. If we raise less \$3700, we will not be responsible for the balance.
- If we ultimately decide to withdraw our name from the list of Home & Hope host congregations, we will hold a gathering of Home & Hope volunteers to explain the reasons and celebrate our past contributions.

6. Story of the Month (*Scott Haber*) Personal Reflection

7. Menu of Expectations (*Nathaniel Bergson-Michelson, Arlene Rosenberg, Heidi Schell*) Presentation/Discussion/Activity

- Nathaniel, Heidi, and Arlene explained and presented the “Menu of Board Expectations,” which outlines the many tasks that lay leaders will need to perform in the coming year to advance our Board priorities. The menu is designed to provide clarity about what is expected of Board members, to ensure that Board members are committed to working toward achievement of our priorities, and to give Board members an opportunity to realize their personal growth goals.
- Trustees were given time to sign up for tasks and projects that they will commit to doing during the coming year.
- Heidi congratulated Board members for committing to activities that will help us move our priorities forward.
- Nathaniel noted that after all Trustees have had a chance to sign up for tasks and projects, we will assess and discuss whether there are any priority areas that do not have enough Trustee support.
- Next steps:
  - **Action item:** Nathaniel will record the tasks and projects selected by the Trustees and report the information back to them for their records.
  - **Action item:** Trustees who were not present at the June Board meeting, including Trustees who will join the Board effective July 1, will sign up for tasks and projects on the Menu of Expectations after they have been briefed on the exercise by Nathaniel, Heidi, or Arlene.
  - At the July Board meeting, we will continue the conversation and figure out where we need more help.
  - Over the summer, Heidi, Nathaniel, and Arlene will reach out to people who signed up for leadership roles to talk about how they can be supported in their work.

8. Board Packet Q&A Discussion

- Karen discussed how PTS records and uses information we receive from new members about their interests and talents. She noted that one goal of the membership development committee, once it is formed, will be to use this information to ensure that new members get connected and involved at PTS in the way they want to be.
- Heidi acknowledged and thanked outgoing Trustees Matt Mandel, Jeff Lerner, and Sharon Silverman for their Board service.
- Heidi reminded Trustees about the special congregational meeting scheduled for Friday, June 21.

9. Governance (*Heidi Schell*) Vote

**Motion:** To approve the creation of the Goldman Family Security Fund with the following description: “Established with a gift from Bonnie and Mel Goldman in 2019 in memory of their parents, Stella & Bill Goldman and Frieda & Joe Goldman. Funds will be used to hire security personnel

at the temple." (Jeff Lerner)

#### *Background*

The Goldmans have contributed \$50,000 to cover the cost of security personnel, especially to be used over the next two years. This gift will allow PTS to invest fully the Lokey Security Endowment funds for its first two years.

- Jeff made the motion. Jenna Fisher seconded. Motion passed.

**Motion:** To change the name and description of The PTS Campership/Israel Scholarship Fund as follows: (Arlene Rosenberg)

PTS Camp and ership/Israel Scholarship Fund in Honor of Sholom Women, 3140-09

This fund, ~~inspired by Sholom Women's ongoing support of PTS youth,~~ is used to subsidize students who wish to attend a URJ summer camp (or another Jewish camp as approved by the Senior Rabbi) or participate in a Reform movement teen Israel experience, and whose families are in need of financial assistance beyond that available from the URJ, Jewish Community Federation, and other community organizations. ~~It is anticipated that Sholom Women will contribute to the fund annually.~~ Use of this fund is based on the recommendation of the Senior Rabbi ~~who will report to the president of Sholom Women.~~

#### *Background*

These changes are intended to recognize Sholom Women's long-standing commitment to our youth and camp scholarships. It is our practice to send letters each spring to named-fund donors thanking them for their contributions and letting them know how funds were used in the prior year. Beginning next year, we will include this fund in that practice.

- Arlene made the motion. Nathaniel Bergson-Michelson seconded.
- Discussion:
  - Rabbi Feder expressed a desire that this fund also be made available to support students who want to attend NFTY conventions.
  - Jon Herstein moved to amend the motion by adding the phrase ", or regional or national NFTY events" after the parenthetical. Marilyn Hollinger seconded the motion to amend.
  - Upon further discussion, a consensus emerged among Trustees that Sholom Women should be consulted before the purpose of the fund is changed.
  - Heidi called for a vote on the amendment: Amendment failed.
  - Marilyn asked that it be noted for the record that the amendment was voted down solely to give Sholom Women a chance to weigh in.
- Heidi called for a vote on the unamended motion. Motion passed.
- It was noted for the record that a motion to add NFTY events to the purpose of this fund will be reintroduced after Sholom Women has been consulted.

10. Consent Agenda

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

Vote

- Consent agenda passed.

11. Concluding Prayer

Meeting adjourned at 8:14 pm.

## **Exhibit A**

### **Windows Task Force Recommendation**

Recommendation:

1. Address issues with specific panes (only) as soon as reasonable. There should not be a wholesale replacement of the wall of windows, nor should the panes be replaced by something other than names of notable Jewish figures.
2. Specifically, remove and replace the three panes that name Judah Benjamin, Shlomo Carlebach and Dustin Hoffman. The panes should be replaced with nearly identical panes, minus these names, which will be replaced by names of three notable Jewish figures. (More on this below). In addition, any misspellings on these same three panes will be corrected at the same time.
3. The cost of this work is expected to be approximately \$2,000 per replaced pane. The funds to pay for this work will come from the Facility Reserve Fund.
4. If a similar concern is raised in the future, we recommend following a similar process of convening a small task force that includes at least one member of the clergy, one Board member, one member of the education team and a non-Board member as well as staff. The task force would be convened by the President and would make a recommendation to the Board.
5. For names that the current or future Task Force recommends replacing, a list of "Notable Jewish Figures" shall be developed and maintained. As a need to replace a name arises, this list would be consulted and a suitable replacement chosen. This list will be created and maintained by the clergy with support of other staff and lay leaders as they require.