



## **CONGREGATIONAL MEETING MINUTES MAY 19, 2019**

**Opening and Welcome, David Leichenger:** David called the meeting to order at 10:20 a.m., stating that our Bylaws require at least one meeting a year for the congregation when we have two things that must be accomplished: approval of the budget and the new slate of Executive Board Officers and Trustees.

**D'var Torah, Rabbi Dara Frimmer :** During Shavuot we celebrate the receiving of the Torah, our tradition for many years. At Temple Isaiah we continue to move forward in our tradition while we find new and meaningful ways to connect to that tradition in our modern world.

**Introduction of Current Executive Committee and Board of Trustee Members:** Executive Board and Trustees present at the meeting stood and were named.

**Approval of Minutes from the Annual Congregational Meeting June 10, 2018:** Motion was made for approval of minutes from Annual Congregational Meeting on June 10, 2018 by Jessica Dabney and seconded by Kristen Lonner. The motion was passed unanimously.

### **Clergy Report, Rabbi Dara Frimmer:**

I would like to start with gratitude for our community and leadership. We are who we are because of all of us. We remain your home in the intersection of innovation and tradition. We are also committed to make sure that every member feels embraced and that our ritual is inspiring and relevant.

The immediate short-term goal for our Temple is to pause to and listen to the needs and interests of this community. While no hiring decisions have been made, we will continue to see what options are available to us. Knowing that our community thrives on relationships, we want congregants to open their homes or attend other homes for engagement and relationship building. To strengthen our religious school, we are merging it with the camps. We have hired an Assistant Youth Director and are continuing our search for Director of K-12 . We are looking at how to offer more attention to tweens and their families. We will continue with our adult learning commitment .

Discussion followed.

**Presentation of Awards, Rabbi Dara Frimmer, Rabbi Zoe Klein Miles, and Cantor Tifani Coyot:**

- A. Woman of Valor – Ellen Cole - presented by Rabbi Zoe Klein Miles
- B. Youth Award – Ella Winett – presented by Cantor Coyot
- C. Tzedek Award – Hillary Hartman – presented by Rabbi Dara Frimmer
- D. Emerging Leader – David Chiu – presented by Rabbi Zoe Klein Miles
- E. Hineinu Award – Andrea Pullan – presented by Rabbi Zoe Klein Miles
- F. Lifetime Achievement Award – Norm Solomon – presented by Rabbi Dara Frimmer

**Executive Director Report, Michael Cantor:**

We have experienced a change in our Co-Senior Rabbi model and are transitioning to a Single Senior Rabbi model. Acknowledgement should be given to our staff who make Isaiah move smoothly: Cantor Tifani Coyot is back from maternity leave and our Cantorial Soloist, Rabbi Jaclyn Cohen, did a great job filling in. Lenore Rosen is continuing to work remotely from home. David Sabel is now assisting Cantor Tifani Coyot. Sheri Vinnecour Gerrman has joined us as Director of Membership Engagement. Our current membership is 922 families. Jennifer Shabani has completed her MBA and will assume an administrative role with us. We are currently searching for a religious school administrator and we are saying goodbye to Stephanie Schwartz as she takes a position at Stephen S. Wise Temple.

Our budget for fiscal year 2018/19 shows we are currently in a good place, having made significant savings on our custodial and security staff by minimizing overtime and managing our staff better. In regard to building maintenance, all of the HVAC systems are in good to new condition, we have new carpeting in the sanctuary, new garage gates and motors, and a new sound system. Thank you to our staff and lay leaders for all of the efforts in keeping this Temple running smoothly.

Discussion followed.

**President's Congregational Report, David Leichenger:**

In interest of time, I will be brief as the submitted reports are accessible online. Our clergy restructuring has served us in our clergy transitions and has helped us in moving forward with our leadership development. We have made changes to our nominating process as well as our Finance committee. We have secured two new lines of credit for our temple. Thank you and gratitude to our clergy and Senior Staff, Executive Committee, Mike Diamond, Jessica Dabney, and to my wife Karen. Temple Isaiah is in excellent shape and has moved gracefully through the transitions we have encountered.

A thank you to David Leichenger was presented by Jessica Dabney.

**Treasurer's Report, Including Submission of 2018-2019 Budget, Mike Diamond:**

Thank you to David Leichenger for all that he has done and what he has been able to accomplish; I have learned a lot.

Thank you to budget committee members for all of their time and effort. I believe that the budget is a reflection of our mission and values. I would like to go over what has changed since the preparation of the fiscal year 2018/19 budget. We have paid off our mortgage and we are now debt free. We are going to break even and end with a possible surplus on last year's approved budget.

Some of the highlights of the proposed budget include: A reduction in Clergy and other salaries which helps provide an overall surplus for the projected budget. Part of this excess will be allocated to our Capital Fund and a contingent salary line item in anticipation of new staff members. The budget includes a small increase in the Temple Dues, a 3% increase for the Preschool, 15% increase for Camp Isaiah, and a 2% increase for the Religious School, and finally assumes an increase over last year in our annual giving.

Looking at what our revenue drivers are, we can see "major revenue drivers" with percentages of the gross. It helps if we also look at this in relation to the net. The net percentage is smaller for preschool while we can see membership contributing more to the net. This comparison of revenue drivers, net versus gross, helps us look for where we should invest and gives us insight into our operating model.

Budget cautions for the upcoming year include: the increasing cost of acquiring and retaining key personnel, limits to future tuition and fee increases, the continued capacity constraints at the preschool and camp, upcoming replacements and updates to the facility, and our stretch goals for development.

Discussion followed.

Motion made to approve the budget was made by Jackie Reynolds and seconded by Norm Solomon. The motion passed unanimously.

**Amendment to Bylaws, Jessica Dabney:** Leadership committee looked at bylaws and selected needed changes to reflect what we currently do or to provide flexibility to lay leaders. Proposed changes were distributed electronically for review prior to this meeting. Proposed changes are attached to these minutes.

1. Change in meeting days. Motion to approve was made by Jessica Dabney and seconded by Andrea Pullan. The motion passed unanimously.
2. Change in financial reporting and to confirm that Treasurer is chair of the Budget committee. Motion to approve was made by Jessica Dabney and seconded by Ellen Canter. One voted against; all others in favor. The motion passed.
3. Change in title of Vice President of Community Affairs to Vice President of Social Action. Motion to approve was made by Jessica Dabney and seconded by Andrea Pullan. All voted in favor with one abstention. The motion passed.

4. Terms of Vice Presidents' terms: . Motion to approve was made by Jessica Dabney and seconded by Sam Shakerchi. One abstained, three opposed, all others voted in favor. Motion passed.
5. Number of members on Preschool Advisory Committee: Motion was made by Jessica Dabney and seconded by Sam Shakerchi. The motion passed unanimously.
6. Nominating Committee Chairs: Motion was made by Jessica Dabney and seconded by Janet Hirsch. The motion passed unanimously.

**Presentation and Election of Slate of Officers and Trustees 2019-2020, Honey Amado and Matt Hedges:**

Honey Amado and Matt Hedges co-chaired the Nominating Committee and presented the list of nominees.

Nominating Committee consisted of Beth Braen, Janet Gilmore Marcus, Michelle Heller, David Snow, Suzanne Solig, Navid Yadegar, and Larry Zucker. In addition, Rabbi Joel Nickerson and Executive Director Michael Cantor were included in the process.

Executive Committee nominees: President: Mike Diamond; Executive VP: Jessica Dabney; Secretary: Suzanne Solig; Treasurer: Allison Stern Samek; VP of Administration: Sam Surloff; VP of Social Action: Janet Hirsch; VP of Development: Kristen Lonner; VP of Education: Sharon De Mayo; VP of Membership: Sharon Eshaghoff and Immediate Past President: David Leichenger

Board Member nominees:

Re-nominated: Allison Bloom, Andy Moss, and Orly Tabibi

New board members: Mitch Bloch, David Chiu, Idelle Davidson, Matt Hedges, Jim Knott, and Adam Siegel.

Motion to accept the slate was made by Matt Hedges and seconded by Norm Solomon. The motion passed unanimously.

**Introduction of Incoming President Mike Diamond, David Leichenger:** David provided information on Mike's background.

**Remarks by Incoming President Mike Diamond:** Temple Isaiah has always been an important part of my life. As a Board member and then treasurer, I was able to see how great our community is, especially in the area of building relationships. The family of Temple Isaiah nurtures and supports all of our families. For this reason, in particular, I want to continue to serve this community. My goals are to deepen community relationships through engagement, to ensure financial stability of our temple, to build a cohesive Board working with lay leaders, and to communicate actively and transparently on important issues with our congregants. Leadership is not a solo act but a lesson in engaging and including all of our constituents.

**Closing, David Leichenger:** Congratulations to all Board Members and Executive Board Members and award recipients. Meeting adjourned at 12:27pm

Respectfully submitted,

Matt Hedges Secretary (2018-2019)