

Meeting of the Board of Directors, Oak Park Temple B'nai Abraham Zion
Wednesday, June 14, 2017

ברוך אתה יי אלהינו מלך העולם אשר קדשנו במצותיו
וצונו לעסוק בצרכי צבור:

Baruch atah Adonai Eloheinu melech haolam asher kidshanu b'mitzvotav v'tzivanu la'asok b'tzorchai tzibur.

Praised are You, Adonai our God, Ruler of the universe, who sanctifies us through mitzvot and has commanded us to engage in the needs of the community.

Present: (18 counted toward quorum): See attached spreadsheet BoardAttendance.2017.xlsx

Absent: Hammersley, Sherman, Gould, Angell, Regenstein, Yugend Green, Sperling Flynn.

1. **Rabbi's Comments:** Reviewed Torah portion Shelach Lecha, wherein Moses sends 10 spies to the land of Canaan. They're in the desert heading for the Promised Land but lacked vision to prepare for their future. Setting a goal and vision for the future was important for the Israelites and is important to Oak Park Temple--envision a goal and work toward it.
2. **Previous Minutes:** Approved without changes.
3. **Mission Statement (Jimmy Korshak):** Goal was a simple statement without repetition, including what distinguishes us from other Reform Jewish congregations. Much discussion about what makes OPT special for our members.

Proposed statement:

Oak Park Temple B'nai Abraham Zion is a Reform Jewish congregation. We are committed to continually creating a warm, welcoming and diverse community, centered around Jewish worship, family and life-long learning. We promote the rights and well-being of Israel and all humanity.

Current statement (found on OPT web site):

Oak Park Temple B'nai Abraham Zion is a Reform Jewish congregation in the service of God. A Temple community is provided in which each member can join with others to pray, study, and practice Torah, Jewish religion, culture, and tradition. We respond to universal human needs, promote and support the religious, spiritual, moral, educational, and social development of our members and their families

Our Reform Jewish commitment requires that we be of service to our community. The Temple

is resolute in promoting and safeguarding the rights and well-being of all humanity. As part of that commitment, we support the State of Israel and encourage the freedom of Jews throughout the world.

New statement approved unanimously. Karen Muriello will write notice for the Bulletin and get it on the website.

4. **Budget for 2018-19 (Aaron Lebovitz):** Some recent modifications due to religious school budget and endowment. Religious school will run at breakeven because we were expecting a \$20,000 donation to be earmarked for this, but the donor gave to the general fund this year. Tuition payments are lower than past year; we're having problems collecting tuition. People can pay in 4 installments, monthly, or prepay at beginning of year. Comment: the online payment system this year was confusing. Danielle: New software prevents this; each member will be able to review their entire account, register for religious school and all other events; hoping this will minimize payment collection actions. Danielle stressed that the year-end money is not all in yet so we don't know for sure what the final tally is. Sarah stated that the development consultant suggested monthly payments.

Aaron stated that we are budgeting for lower contributions to religious school next year. And we've added budget for artist in residence and Cantor's anniversary, with offsetting income/outgo. We hired a bookkeeper who resigned, but that line item is still in the budget and we are looking for a new one. He estimated \$110,000 cash loss, \$35,000 after depreciation. He is not comfortable with shortfalls year after year and stated that we need to keep that in mind for next year.

Danielle stated that we have not done any capital improvements for several years and have been putting off certain necessary things like approximately \$55,000 for carpeting. She added that we got a \$16,400 grant from JUF for security upgrades and reiterated that no building contingencies are included in budget.

Discussion ensued with comments about more transparency with solicitations to members, more aggressive budgeting in the future and that the auction and Cantor celebrations should help to raise funds.

MOVED/PASSED UNANIMOUSLY. The budget will be published to the website shortly.

5. **Development Committee (Sarah and Ali):**

Sarah and Ali talked about the community commitment letter and pledge form and the fact that we need to increase the amount over last year due to the potential deficit and funding gap. They stressed the need for a letter and a graphic to show the gap. They discussed the fact that we cannot live up to the mission statement, improve the building and operate if we don't let the community know that we have these needs. We cannot keep asking for money only when

things break. We are trying to change the culture of giving and let people know what it really costs to run the temple. There will be a statement in the letter about a percentage increase but also a fixed number. The letters will go out mid-July, which is later than normal.

Discussion included comments about the office, the rabbi and the community having different lists of “needs.” We need a list of specific list of needs. Congregants might want name recognition (like in the Rotunda). The pay-what-you-can philosophy will not change – we will still welcome everyone, regardless of how much they can afford. The wording of the letter was discussed, including confidentiality needs, who is signing the letter, collapsing the building fund, and monthly payments (which always has been an option). The Rabbi pointed out that we hired a fundraising consultant and 3 donors are funding her approximately \$15,000 fee. She’ll be involved with the board and will be present in August meeting.

6. **Professional Staffing (Rabbi):** The Rabbi spoke passionately about the need for additional staffing. He and the staff feel that the best solution is to hire an assistant Rabbi. He stated that the preschool is at capacity, the congregation has grown 40% growth in 8 years (370 families eight years ago, up to 525 now); however there has been no growth in professional staff in this time. The highest correlation for retention is a personal relationship with someone on professional staff. He stated that the Cantor and he can’t be everywhere at the same time to cover temple duties, worship, life cycle events, visiting homebound congregants, and the Hinsdale and Logan Square groups, etc. He stated that we need to raise \$600,000 for 3 years to fund the initial contract for an assistant rabbi and capital improvements. For a July 2018 hire, we need a job description by November 2017 in time to interview people in January 2018. The starting salary for a rabbi just out of school is around \$90,000 plus benefits.

Discussion included questions about the expertise needed to hire someone, how a committee would be formed, the fact that we may need more office help to support another professional, office space, and the tipping point for staffing in other congregations (500 families is at the low end for needing an Assistant Rabbi.) The Rabbi stated that we need an exploratory committee, which will morph into a selection committee, fundraising, the HR committee will weigh in. It was also discussed that community outreach, B’nai Mitzvah preparation, pre-school presence, and presence outside of OPRF area into the Western Suburbs and the City would be increased. There was some concern about priorities, money, continuing to fund this position after the initial contract, and the cultural changes that may ensue. The board agreed overwhelmingly that this proposal should be enacted.

7. **Greeter & Shabbat signups (Shari):** Saturday has been hard to fill, Fridays are good for the next month or so.
8. **Membership (Marc):** Picnic September 10th, at start of religious school, same as last year. Will book Taylor Park from 9 to 2.
9. **Auction:** Kim and Doug Katz will chair the temple side, Rob and Becky Frank will chair the pre-school side. We need a committee.

10. **Sisterhood Rep:** Amelia Hardy will replace Cindy Gould starting in July.

11. **Board BBQ:** at Rabbi's house July 12 at 6 pm.

12. **Board Retreat:** October 22, 1-7 pm. Date is definite, at no cost to us.

13. **Times:** Begun 7:07 pm, adjourned 9:07 pm

Respectfully submitted,
Alan Fox, Secretary

Attached: Attendance spreadsheet

BoardMinutes.201706.docx

Oak Park Temple Board of Directors: Attendance at Monthly Meetings
p or v = present, A or --- = absent

Name	Position	Ex-Off	2/8/2017	3/8/2017	4/12/2017	5/10/2017	6/14/2017	7/12/2017	8/9/2017	9/13/2017	10/11/2017	11/8/2017	12/13/2017	1/10/2018
Shari Schindler	President	*	v	v	v	v	v							
Liz Simon	Executive VP	*	A	v	A	v	v							
Aaron Lebovitz	Finance VP	*	v	v	A	A	v							
Jenn George	VP without portfolio	*	v	v	A	v	v							
Brian Hammersley	Building VP	*	v	v	A	A	A							
Dan Zoloto	Treasurer	*	v	v	v	v	v							
Alan Fox	Secretary	*	v	v	v	v	v							
Deborah Holdstein	Immediate Past President	*	A	v	v	v	v							
Randy Gillett	Religious School	(*)	v	v	A	v	v							
Carolyn Sherman	Glasser Preschool	(*)	v	v	v	v	A							
Cindy Gould	Women of OPT		v	A	A	A	A							
Susan Cicelsky	Adult Education		v	v	A	v	v							
Allison Cowett	Social Action		v	A	v	v	v							
Sarah Lewensohn	Fundraising		v	v	v	v	v							
Jimmy Korshak	Worship		v	v	v	v	v							
Marj Imowitz	Membership		v	A	v	v	v							
Karen Muriello	Communications		v	v	A	v	v							
Doris Angell	At-Large		v	v	v	v	A							
Amy Dresscher-Crumpley	At-Large		v	v	A	v	v							
Janice Moskoff	At-Large		v	v	v	A	v							
Elliot Regenstein	At-Large		v	v	v	A	A							
Ali Mandell	At-Large		v	v	A	v	v							
Maurie Stern	At-Large		v	A	v	v	v							
Olga Vyira	At-Large		v	A	v	A	A							
Masa Weiss	Staff: Rabbi		v	v	v	v	v							
Julie Yugend Green	Staff: Cantor		A	A	A	A	A							
Danielle Sandler	Staff: Administrator		v	v	v	v	v							
Marci Sperling Flynn	Staff: School		v	v	v	A	A							
Robin Arbetman	Staff: Preschool		A	v	A	v	v							
Quorum count (need 16)			22 of 24	19 of 24	14 of 24	18 of 24	18 of 24	0 of 0	0 of 0	0 of 0	0 of 0	0 of 0	0 of 0	0 of 0
	Guest/Observer		Lauren Levant	Mei Loeb	Mei Loeb	Mei Loeb	Mei Loeb							
	Guest/Observer					Lauren Levant								
	Guest/Observer													
	Guest/Observer													