

**BOARD OF TRUSTEES**  
**Meeting December 14, 2020**  
**(Via Zoom)**

Call to Order 8:10 pm

Attendees: Tanya Solomon, Howard Sigal, Ray Rokni, Randy Samborn, Ellen Grossman, Seth Schrank, Alan Zelkowitz, Bob Spector, Dan Sher, Teri Robins, Jim Donenberg, Marjorie Maxwell, Cheryl Braude, Robyn Rosengard, Debbie Solomon

Judy Balter, Rick Dissen, Ari Footlik, Howard Freidin, Suzy Hakimian, Susan Lampert, Rachel Laven, Diana Lewis, Karyn Liss, Bret Maxwell, Wesley Nissen, Jill Olefsky, Neil Rosengard, Fern Roseman, Jill Roter, Brad Shaps, Beth Sher, Bill Shulman, Laura Shulman, Jay Silver, Steve Warshawsky, Sara Weinstein, Steve Zaacks, Jackie Zelkowitz

Michael Balter, Barbara Gelfeld, Joel Greenman, Larry Grossman, David Hakimian, Jack Knopoff, Howard Michaels, Brian Miller, Tami Rokni, Glen Roter, Marc Schwartz, Michael Zaransky,

Excused: Steve Elisco, Myra Holman

Absent: Fred Katzenstein, , Donald Levine, Leonard Mason, Norman Padnos, Barbara Petasnick, Henry Rabinowitz, Jerry Stanton, Joel Weinstein, Joe Wolke, Harry Zoberman, Lily Zoberman

Guest: Andy Wager (Men's Club)

Staff: Rabbi Melman, Rabbi Ferratier, Susan Karlinsky, Eric Golberg, Stacy Ybarra, Leann Blue

Absent:

- D'var Torah presented by Cantor Stoehr
  - Sometimes you have to go without when you have, so you have when you need.
  - We come closer to God by sacrificing.
  - Sometimes you have to give up something special to you to do something important.
  - Spoke about 3 spiritual mentors that rationed, sacrificed, and used "dynamite" to blow up blockages to that the rest of the future can flow to its promised land. Encouraged the Board to do the same as we do our strategic work.
- Approval of November Minutes and Committee Reports  
Motion by: Ellen Grossman                      Seconded by: Robyn Rosengard

Passed with 88% of responses.

- Executive Director Report: Susan Karlinsky
  - Building is still closed. Please let us know if you need to come into the building and make an appointment.
  - Been working with different committees getting settled into my new role. We are very fortunate to have a great Board and great leadership. You will hear from the Finance Committee and you will hear that things are going well.
  
- Finance Committee: Cheryl Braude
  - 5 months in we have rough projections as to what this year is going to look like:
    - On target to collect 88% of budgeted revenues and expenses are expected about 82% of budget. Collected about 62% of revenues to date, last year it was about 64%.
    - 95% of membership, 80% of school revenues, Kol Nidre exceed budget for \$259,000 vs \$241,000
      - Question about number of donors and comparisons to last year. Past years close to 500 members donated. This year it was closer to 250 donors. We have done multiple rounds of soliciting to everyone who gave last year and those who have not contributed in the past. Two larger donors have made verbal promises, but waiting for more definitive information from them. Need to look at this for next year.
    - Expenses have salary and maintenance savings. Spent just under 34%, compared to about 44%.
    - PPP loan – we have met the has been \$358,000
    - \$20,000 grant from Footlik family foundation for touchless faucets, soap dispensers and paper towel dispensers.
    - \$100,000 grant from Miller Foundation for general operations
    - Cash report went down about \$94,000 last report – that was due to a transfer to the endowment funds.
  
- Sisterhood: Robyn Rosengard
  - 359 sisterhood members as of today
  - Personally delivered Hannukah bags to Hebrew school and families with young children. It was great to do it and get the response from the families.

- Hand delivered 50 Hannukah bags to the Ark.
- Flyer in the Bulletin about the Sisterhood Shabbat on January 30. There will be a special zoom link and you need to register by January 15.
- Past President: Debbie Solomon
  - Reminder to follow the links to complete staff evaluations. They are very important and will be shared with the VPs to do reviews.
- Social Action: Bob Spector
  - Highlight new project in December – there are collection boxes for children in our public schools who are in need of winter wear.
  - Long time member of Men’s Club, Richie Kurnick, has been diagnosed with a neurological disorder, MSA. He is really becoming compromised. He loves hearing from people, so if you know him and would like to reach out, his cell phone number 847-331-6464. Men’s Club will be organizing meals for him.
- Yachad: Susan Lampert
  - Groups are about ready to roll. Had about 150 members complete surveys and have made groups based on the interest and other factors that seem to suggest the people would be a good fit. The groups will have a brit. We plan to launch 5 in January and then another 5 in February. Once these are established, we will reach out to other groups of people that do not engage in synagogue activities and did not respond to survey to get involved. Thank you to Leann Blue and Lisa Orlov.
- House Report: Ray Rokni
  - Details regarding synagogue memorial plaques in the Beit Midrash and the alcove. There are less than 85 spaces available on the current plaques. Maria Catezone has compiled the list of 400 “plaques in perpetuity” that are in the care of our synagogue, but there is no known connection to them in the synagogue. The plan is to move these names to plaques in the library (on the right wall behind the registration desk) using plaques that we have from North Suburban. There is very little cost to refurbish the plaques and to install them. There is a small cost in purchasing in a Ner Tamid.
  - We have been waiting to share because wanted to be careful about ensuring we are not moving names that are not “plaques in perpetuity.” Members of Northwest Suburban have reviewed the list. Rabbi Melman, Cantor Stoehr, and Rabbi Wolkin will review the list. The House Committee, the Executive Board, and the Board of Trustees will also review the list. Deanne Friedman will create communication that will be posted on the website securely to membership to review.

- The reason to do this now is because the custodial staff has the time to do this now with the building closed.
  - Discussion as to why moving names rather than just putting new purchases in the library. Feels like “unearthing” of the old names and breaking the commitment.
  - Response is that we are still honoring those plaques, but allowing those who are connected to be able to regularly view and see the light turned on.
  - If someone came and was unhappy with the new placement, we could relocate again. This opens about 400 spaces that allows us to sell more plaques and/or move family members together.
  - All plaques cost the same, regardless of placement No plaques will be sold in the library.
  - Recommendation to keep the books in the library near the plaques as biblical texts, as opposed to children’s books, for example, to heighten the spirituality of the location. Also, recommendation to ensure there is a directory of where the names are.
- Youth: Stacy Ybarra
  - Working with Rabbi Warner and Eric Golberg to set up youth fundraiser to sell Shalach Manot basket for Purim. Members will be able to buy baskets for other members.
- President’s Report: Tanya Solomon
  - Strategic planning – hoping to see out of tonight’s discussions is a first stab at a goal setting process, not a full 3-5 year plan. We should be thinking about where we want to be directing our energy and resources.
  - Past plan focused on improved communication among the committees, which we have accomplished.
  - We have adapted amazingly well to a changing environment, and maybe the plan needs to try to anticipate the next event.
  - Broke into small groups.
  - Next steps: gather information from groups and start putting together and send it all back to the board to see how this starts to drive our work.
- New Business
  - None

- Old Business
  - None
- Good and Welfare
  - Happy 50th birthday to Tanya!
  - Jacob Grossman is getting a proclamation from Lake County to recognize for his success in his fight against Fanconi Anemia.
  - Condolences to Joel Greenman whose brother passed away last week.
  - Herbie Rosenstein, board of Trustee member for over 50 years, passed away. Wonderful character who always made people smiled. He was a mensch and will be missed.

Motion to move to Executive Session to discuss Rabbi Ferratier's contract at 9:38 pm

- Moved by Joel Greenman, Seconded by Robyn Rosengard

Executive Session

Moved to offer Rabbi Ferratier a one-year contract on the terms presented and discussed.

Motion passed.

Moved to adjourn at 10:09 pm by Brett Maxwell . Jill Olefsky seconded.

Respectfully submitted,

Teri Robins