

EMANUEL BOARD OF TRUSTEES
11-21-23

Attendance: Lou Blumenfeld, Andrea Goldenberg, Hilda Slivka, Lori Gottlieb, Emily Lebovitz-Miller, Charlotte Bower, Carolyn Topol, Tammi Kraushaar, Jackie Isaacson, Sheila Silverman, Melvin Simon, Kobi Benita, Marc Resnick, Hannah Zwiebel, Meredith Smith, Jeff Adler, Jeffrey Cohen, Don Miller, William Glucksman, Mickey Libbin, Michael Kamins, Jeremy Rubock, Rick Lasker, Alan Goodman, Tom Mastronarde, Deborah Zuckerman, Gail Weinstein, Ray Weinstein, Ken Simon, Reesa Olins, Ken Malley

meeting called to order at 7:31pm

Motion to accept consent agenda (made by Rick Lasker/seconded by Emily Lebovitz-Miller) Of President's Report, House Report, and Adult Ed Report passes unanimously

Motion to accept October minutes (made by Tammi Kraushaar/seconded by Jackie Isaacson) passes with four abstentions.

HOUSE COMMITTEE Alan Goodman, Rick Lasker, Tom Mastronarde

The shrubs under Cantor Risman's window and along the path should be removed as they prevent adequate sight lines for people coming up the path to the main entrance to the synagogue. On a temporary basis, plan to put down wood chips for drainage in that area, and perhaps place urn there with flowers in the spring, summer, and fall. A discussion ensued concerning security vs. beauty at the main synagogue entrance. A landscape architect had been hired to look at plans for the whole back area, but presented two impracticable plans.

Tom will present a conceptual landscape sketch to the BOT in January. We have also located all of the underground wires and lines. There were also core samples taken 10' down to look at bedrock for future potential slabs. Burning bushes on the other side of the walkway also need to be removed. Plan to bring in West Hartford Landscaping to come up with a plan for now.

MOTION: (made by Rick Lasker/seconded by Andrea Goldenberg) **I move that the BOT approve an expenditure of \$600 for the removal of two Alberta Spruce trees and one other large shrub near the rear doors of the Synagogue. Money for this project will come from the Security Fund**

YES 14 NO 11
motion passes

MOTION: (made by Rick Lasker/seconded by Andrea Goldenberg) **I move that the BOT approve an expenditure of \$400 for the removal of the remaining Barberry bushes along the walkway from the parking lot to the entrance. Money for this project will come from the Security Fund**

YES 13 NO 11 ABSTENTION 1
motion passes

MOTION: (made by Rick Lasker/seconded by Andrea Goldenberg) **I move that the BOT approve an expenditure of \$750 for the removal of a row of Burning Bushes near the play area of the Synagogue. Money for this project will come from the Security Fund**

YES 15 NO 10
motion passes

MOTION: (made by Gail Weinstein/seconded by Mel Simon) **Need a plan in place by March 7, 2024 for landscaping of the walkway area, with the plan to be carried out by May 2, 2024. A committee of Gail Weinstein, Hilda Slivka, Andrea Goldenberg, and any other volunteers will spearhead the plans.**

YES 23 NO 2 ABSTENTION 1
motion passes

TORAH RESTORATION PROJECT Tamar Margolis, Sheila Silverman, Ray Weinstein
Sofer was at the Synagogue today. Should receive a total of anticipated expenses shortly. The Sofer will be at the Synagogue twice in March, and twice in May. There will be a talk at the Synagogue by an author. There is a Family Program on February 11, in conjunction with the world Wide Wrap. Asking ALL BOT members to sign a pledge to participate in the giving. Letter going out to congregation next week, and hoping to have BOT support in place to share with the congregation. we have raised \$20,000 to date. Looking to link Chanukah donations to giving, with a card being sent to the recipient. The Hazzan is doing a 6 week learn to read class, with participants to read from the Torah on April 27th. The current estimated cost of the repairs is \$25,000. The dispute with Sofer on Site, the previous company, is being looked at by a lawyer.

AUTHORIZATION TO HIRE PART-TIME TEMPORARY MEMBER and EVENTS

COORDINATOR Reesa Olins

Want to advertise a position of up to 15 hrs./wk with a salary of \$25/hr. through 6/30/24. The monies for the salary will come from the General Fund. We will NOT be paying the second half of Kobi's salary. Plan to place an ad on Indeed. should also reach out to congregants to see if anyone is interested. Sensitive task calling members. A lot of logistics involved behind the scenes with event planning and coordination. Still need to advertise, so no conflict of interest raised.

MOTION: (made by Mel Simon/seconded by Gail Weinstein) **Authorization to hire a part time member services and event coordinator for 15hrs/wk. at a salary of \$25/hr**

motion passes with one abstention

SECURITY PROJECTS UPDATE Tom Mastronarde

FEMA 2022 NPSG Grant - Project Budget Update - 20 Nov 2023

NSGP 2022 Approved PROJECTS	Reforecast Approved by FEMA Oct 2023	Budget Update 20 Nov 2023	Supplier
1. Security Camera System	\$37,414	\$38,099	Security Solutions
2. Silverman Window Wall Protection (Bollards)	\$30,767	\$24,580	Hartford Fence, Inc.
3. Courtyard Perimeter Protection (Fence and Bollards)	\$41,414	\$46,920	Hartford Fence, Inc.
4. Chapel Glass Protection	\$8,900	\$8,900	Bills reviewed, selection of supplier on hold
5. Cell Phone Booster System	\$22,865	\$22,365	Ravex
Total	\$148,428	\$147,932	

Increased Threat Environment

Objective: Support installation of Gate Automation not included in scope of FEMA 2022 Grant (includes necessary improvements to Emanuel building infrastructure)

Description of Scope of Supply	Supplier	Projected Cost	Funding Responsibility
Contractor supply of Materials and Labor to automate Manual Gates with motorized gate operator, remote powered locking and unlocking, job reader, and ADA access control. (total for two gates)	Hartford Fence, Inc (Firm Quote Received)	\$18,000	Emanuel Synagogue
Emanuel Building Infrastructure Upgrade: Install power supply and relay panel inside building to connect Security System access controls. (total for two gates)	Mendal Security (not-to-exceed estimate)	\$10,000	Emanuel Synagogue
Emanuel Scope of supply to support gate automation: Material and Labor to install wiring for power supply and communication from building to gate operators, electric locks, and ADA pedestals (concrete trenching, conduit, etc). (total for two gates)	Contractor TBD (not-to-exceed estimate)	\$9,000	Emanuel Synagogue
	requested approval amount	\$37,000	

2022 FEMA Grant covered majority of approved projects in top listing. Installation of a gate automation was NOT included in the scope of the 2022 FEMA grant, but should be done in this increased threat environment. There will be two locked gates, one by the school entrance, one near the beginning of the walkway to the back entrance. This will permit for double entry protection into the building. There is currently \$137,000 in the Security Fund, and we will be reimbursed \$200,000 from FEMA by the end of the fiscal year. There will also be cameras at the gates.

MOTION: (made by Rick Lasker/seconded by Charlotte Bower) **Authorize expenditure of \$37,000 for new gating with monies to come from Security Fund**

motion passes unanimously

CEMETERY APARTMENT Reesa Olins

We are tabling this item per the recommendation of the Executive Committee.

EMPLOYEE HEALTH INSURANCE Reesa Olins and Kobi Benita

Health Insurance Agent is coming to the Synagogue and meeting with six employees, four of whom are eligible for Medicare. If they choose to go in that direction, that would save the Synagogue approximately \$65,000/yr. We would enroll them in our current program for December 1, but can switch them off after that, if they so choose. We would still be offering them vision and dental coverage.

ELECTRONIC MEMORIAL BOARDS Don Miller

The merger of Beth Hillel with Emanuel created an overflow situation for the Yahrzeit plaques to be displayed – our existing Memorial Boards (one in the Chapel and one in the Sanctuary) could not display all the plaques needed for most weeks. In addition, the Beth Hillel plaques had to be remade to fit the existing memorial boards. The cost to expand the existing memorial boards and replace all the Beth Hillel plaques was estimated to exceed \$60,000. And so, we explored electronic memorial boards. At one point 3 such electronic boards were considered – 1 for the sanctuary, 1 for the chapel and one for the lobby. Finally, it was decided to have 2 electronic boards – one each for the sanctuary and chapel.

Everything was worked out and the electronic boards were delivered and installed. One problem was discovered in the sanctuary installation – the paneling is acoustic and would not support the lettering above the memorial board. A special box would be needed to hold this lettering, and this would cost additional money.

The company that installed the boards has the lettering. Shouldn't they do it as part of the original deal? Do we need the letters at all? Should someone else do this?

MOTION: Be it resolved that the Emanuel Synagogue Board of Trustees authorizes an expenditure not to exceed \$4000 from the Beth Hillel Memorials Fund to complete the electronic memorial boards installation in the sanctuary. (Motion made by Don Miller/seconded by Rick Lasker)

YES 1 NO 20 ABSTENTIONS 3

motion fails

Tell the company to send us back our letters (as well as the four rosettes they promised).

EMPLOYEE RETENTION CREDIT UPDATE Mel Simon

MOTION: Return refunds for quarters 3 and 4 of 2020 in the amounts of \$89,148, and \$24,899.

YES 25 NO 1

motion carries

Checks will be sent back to the IRS. We had offered the Accounting Doctor 12 1/2% of the monies we deposited for refunds from quarters one and two of 2021. They were waiting to see

what we were going to do with the refund checks from 2020. We are telling them we are sending them back.

LIFE CYCLE Deb Zuckerman

NEW MEMBERS

David Kamins

Samantha & Dominic Mendolia, with Valentina, Bianca, Arista, Zarina, Calista

Adam & Robin Schwartz

Motion to accept new members passes unanimously

MAZAL TOV TO

Marci & Todd Silverhart, on the marriage of their daughter, Perri Silverhart, to Elijah Orland

David & Lisa Gerrol, on the birth of their grandson, Eli Noah Gerrol, son of Spencer and Rachel Gerrol

Milton & Rita Rosenberg, on the birth of their great-grandson, Ryan Bennett Dickenson

RESIGNATIONS

Marilyn Benson. Her grandson sent a note asking for her to be resigned, as she is in assisted living out of the area. After discussion the following motion was made:

**MOTION: Allow Marilyn Benson to remain a synagogue member
without her having to pay dues** (motion made by Jeff Adler/seconded by Hilda Slivka)
motion passes unanimously

NEHAMAS

El Malei Rachamim: God, full of compassion, grant perfect peace in the shelter of your Divine Presence to the souls of our dear departed Emanuel Family members who have gone to their Eternal Home during the past month:

Mark Fierberg—brother of Eliot (Randie) Fierberg; uncle of Ruthie, Joseph, and Emma Fierberg

Trudy Goldstein—longtime Emanuel member

Melvin Spat—father of Fred Spaeth (Eliana Tsukroff); grandfather of Benjamin & Emmet Spaeth

Hyla Sklar-mother of Jodi Ephraim, Susan Sklar, Marjorie Levine, and Betsy Sklar

Dr. Jay D. Smith—father of Andria Smith, Eric Smith, Ira Smith

Bernice Carr—former BH member

Barney Feldman—father in law of Julie Feldman; grandfather of Michael Feldman

Master of Mercy, gather their souls into the bond of eternal life. We cherish their memories and appreciate the years we shared together with them in our beloved Emanuel Synagogue. We will remember them, their good deeds and good ways. Grant them eternal rest in Your Presence. Bring comfort to their mourners. May they rest in peace and may their memory be a blessing. And let us say, Amen.

adjourn to Executive Session at 9:30pm

