

EMANUEL BOARD OF TRUSTEES
3-19-24

Attendance: Lori Gottlieb, Sheila Silverman, Hannah Zwiebel, Meredith Smith, Lou Blumenfeld, Jeff Adler, Mickey Libbin, Michael Kamins, Faith Helene, Meyer Frankel, Don Miller, Carolyn Topol, Rick Lasker, Emily Lebovitz-Miller, Jeremy Rubock, William Glucksman, Rona Gollob, Jackie Isaacson, Tammi Kraushaar, Jacob Schreiber, Ken Simon, Reesa Olins, Rabbi David Small, Tamar Margolis, Hilda Slivka, Andrea Goldenberg, Deborah Zuckerman

meeting called to order at 7:32pm

motion (made by Jackie Isaacson/seconded by Rick Lasker) to accept consent agenda (2/24 minutes, governance committee report, adult ed report, house committee report) passes unanimously

CEMETERY COMMITTEE Tamar Margolis

The Cemetery Committee has been discussing the issue of markers and foundation. The setting cost, made by US Cemeteries, has *not* been passed on to plot owners, but has previously been absorbed by the Synagogue. The cost is different for each foundation, but the committee wants to add the setting cost in the price we send out. The process of billing is still being discussed by the committee. the cost could arise six months to a year after the funeral, and costs between \$100-\$300. The procedural document that will be issued after the Cemetery Committee concludes meetings will address the issue, but it is costing the synagogue *now*, and should be tackled now.

MOTION: (made by Tamar Margolis/seconded by Ken Simon) **Recommend to BOT that Emanuel establish a policy to include the setting fee in the prices that are communicated to the monument company**
motion passes unanimously

TORAH PROJECT Tamar Margolis

Sofer Rabbi Hale was at the Emanuel March 3rd, and it was a great experience for all who participated. He will be back March 31st, as well as two dates in May. We have raised \$100,000 so far, from 149 family units. Participants got to write on a scroll that will be kept at the Emanuel as well as take home the quill that they used. The experience reminds people what kind of synagogue we are and helps elevate us.

LANDSCAPING Hilda Slivka

Hilda, Andrea Goldenberg, Jackie Isaacson, and Gail Weinstein have been involved in investigating what to do to the area outside Cantor Risman's window, where all of the dense plantings were removed for security reasons. Committee members met with three landscapers, and ultimately decided to go with the plan and selections recommended by Moscarillo's.

Though technically it is not a security issue, the old plantings were removed for security reasons only and therefore the funds should come from security. Plants chosen require little pruning, though mulching will have to be done every 3-5 years. There are also plans to put a hose in the garden area on a timer for watering.

MOTION: (made by Hilda Slivka/seconded by Jackie Isaacson) **Hire Moscarillo's to take care of landscaping near the rear entrance of the synagogue (that is now our primary entrance) at a cost of \$7009.10 with the funding to come from the Security Fund**

YES 22 NO 1
motion passes

There is currently approximately \$133,000 in the Security Fund "available" for use, though that is not the amount of actual cash in the fund. We are waiting on reimbursement from FEMA 1, and are submitting FEMA 2 for reimbursement. A State Grant of \$50,000 is being applied for. We have ERC monies sitting in a separate account, awaiting a decision of what to do with it. We have not yet taken monies from the Endowment Funds for this year.

RESTROOM RENOVATION Hilda Slivka

Committee members Hilda, Andrea Goldenberg, Pam Simon, Jackie Isaacson, Gail Weinstein, and Tom Mastronarde and Rick Lasker have had discussion with BMR Enterprises about renovating the pink women's restroom and updating the family/handicap restroom outside of Silverman Auditorium. This is the same contractor who did our last bathroom renovation. The project will also include installing cutoff valves in that area so that the entire building, including the Children's Museum, will not have their water shut off at all times when working in that area. The bid received was \$120,482. There is currently \$11,000 left in the restroom renovation fund from the last renovation. There is \$70,000 in the gift card fund, which Joanne Pasternack would like to see allocated to use for this renovation. Hilda will be reaching out to members to try and raise an additional \$10,000. We are suppose to limit how much we take from CIR resources in the course of a year. It is not recommended to take monies from the Beth Hillel Building Fund, as those funds go to pay Rabbi Lazowski. The Finance Committee will investigate further. The CIR currently has \$91,000. The Reserve Contingency Fund currently has \$19,000.

MOTION: (made by Hilda Slivka/seconded by Jackie Isaacson) **Approve bathroom restoration project at a cost of \$120,482 with the funding to come from the bathroom renovation fund, gift card fund, reserve contingency fund (\$10,000) and CIR (\$30,000).**

YES 21 NO 1 ABSTENTION 1
motion passes

ADOPTION OF HUMAN RESOURCES MANUAL Jeff Adler

New HR Handbook, for all employees. Definition of "immediate family" is in all sections. Electronic communications that reflect poorly on the synagogue would be grounds for termination. Thank you to Jeff Adler for all his hard work on the document.

MOTION: made by Jeff Adler/seconded by Hilda Slivka) **BOT approves adoption of Employee Handbook with corrections to clean up typos and formatting issues and any other nonessential items**
motion passes unanimously

EXECUTIVE DIRECTOR'S REPORT Jacob Schreiber

He has been at the synagogue 2 1/2 weeks, and is still in learning mode. Working on hosting community Purim event with 15 organizations this Sunday in the Emanuel parking lot, and did a walk through with the West Hartford police today. He asks that all trustees feel free to reach out to him for meet and greet.

LIFE CYCLE TammiKraushaar

New Members

Andrew Levine & Danielle Lasley

Sarah Borden & Doron Feller

Motion (made by Rick Lasker/seconded by Jackie Isaacson) **to accept new members**
passes unanimously

Mazal tov

Beth Polebaum, on the marriage of her daughter, Shoshana (Shoshi) Cohn, to David Shnitzer. Shoshi is also the daughter of the late Cantor Sanford Cohn, z”l

Eric & Jessica Zachs, on the birth of their granddaughter, Leni Bernice Zachs. Mazal tov to parents Jacob Zachs and Karen Kudish and also to great-grandparents, Judy Zachs and Henry Zachs

Barbara Nair, on the birth of her great-granddaughter, Nomi Hayes Berman

Resignations

Louis & Marlane Fleisher

Amanda & Aaron Katzman

Don & Betty Leef

Soll Levine

Jeremy Pressman & Audrey Sobel-Pressman

Lewis & Shirley Stengel

Motion (made by Deb Zuckerman/seconded by Bill Glucksman) **to accept resignations**
passes with one abstention

Tammi spoke to all but one of the above parties, who did not respond to her efforts. Some members who had talked about resignation changed their minds when informed of different charges if they have cemetery plots and are nonmembers when they pass.

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:

Beverly Halpin—wife of Myron (Tony) Halpin

Susan Sklar—sister of Betsy Sklar, Jodi (David) Ephraim and Marjorie (Jeffrey) Levine; niece of Sheila Levy

Joyce Rosenstein—wife of Jerry Rosenstein; mother of Susan Rosenstein

Dr. Roy Korwin—husband of Anne Korwin; father of Marci Korwin

Marshall Glazer—father of Helene Leder and Jennifer Nejfelt

Ted Fox—husband of former member Sheila Fox

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.

NEW BUSINESS

Nominating Committee Sheila Silverman

Looking to fill some empty slots on BOT. Please reach out to Sheila or Jeff Cohen with any suggestions.

House Rick Lasker

Orange cones on front lawn are there because of large sink hole, related to a town storm drain. The Town of West Hartford was notified immediately and public works placed trap rock, and will continue to work to fix the situation.

The courtyard lawn which is in disrepair has a donor who will cover the costs of restoring the lawn. The trees near the kitchen need to be trimmed (\$600) so that the needles do not again damage the exhaust fan in the kitchen.

House Committee is investigating what needs to be done and how much it will cost to correct the “wading pool” situation during rain by the back gate entry.

SECURITY Jacob Schreiber

One entrance way only to the building is critical to security and saving money. Doors are being left open. There are too many fobs in distribution. The Security Committee is reviewing who needs them.

RABBI SMALL'S REPORT

Two day trip to FL, and gathering with Emanuel in FL was very successful, with 31 people in attendance at service at B'nai Torah in Boca Raton.

Program on putting the mitzvah in bar mitzvah, with Barbara Fink, was very successful and worthwhile. A detailed discussion about what the certificate they will receive truly means.

Teens are thriving as teacher's aids, with JT Connect, B'nai Brith Youth, as well as participating in community wide Purim festivities.

There again will be a second night seder at the Synagogue hosted by Rabbi Small and Hazzan Risman, with Steve Shuman catering.

Many families with younger children are attending Friday night Shabbat dinners at the synagogue. Rabbi Small will offer a story time during the service.

Friday night services return to the Chapel.

Josh Cohen is doing a great job with the diverse programs that we are offering, and is

elevating us in the greater community.

The Rabbi is working to engage all couples.

PURIM PROJECT Deb Zuckerman

It is the Religious School fundraiser; please contribute

Reesa is having foot surgery 3/28, and will be non ambulatory for six weeks!!

meeting adjourned at 9:16pm