

**JEWISH RECONSTRUCTIONIST CONGREGATION  
BOARD OF DIRECTORS' MEETING  
April 10, 2024**

**Board Members Present:** David Block, Robin Byster, Edie Canter, Marie Davidson, Emily Harris, Nancy Katz, Rick Kulp, Gail Luxenberg, Irv Miller, Andrew Segall, Hannah Shearn, Hanna Seltzer, Chai Wolfman

**Staff Present:** Rabbi Rachel Weiss, Cantor Howard Friedland, Executive Director Micky Baer

- I. **Welcome, Agenda, and Call to Order – Hannah Shearn.** The meeting was called to order at 7:30 p.m.
- II. **Blessing/Covenant of Kavod Sicha – Board.**
- III. **Minutes from March 13, 2024, Board meeting – Nancy Katz.** Motion to approve the March 13, 2024, minutes. Motion was set over to the next meeting due to problems with the availability of the minutes on the Board Dropbox files.
- IV. **FY 2025 Action Planning - Emily**

Prior to the Board meeting, Emily circulated a draft of Board FY 2025 Objectives, based on the FY24 Action Plan, the updates to that plan, and the survey Emily recently conducted with the Board. Outlines of the objectives were hung on the chalk boards in the meeting room and shared with the members on zoom. Board members in small groups circulated through the room, discussing the objectives, and then voted on what they thought should be the four top priorities for Board action in FY 2025. The Board debriefed and Emily recorded the votes on the top priorities. The objectives receiving the highest votes included balancing the budget, acquiring new members and retaining existing members. Emily will ask Board members, by April 15, to draft objectives, considering the discussions and feedback, and she will redraft the FY 25 action plan and circulate it to the Board in advance of the May Board meeting.

- V. **Financial Report and FY 2025 Budget – Micky.** Micky's written report, the FY 2025 Proposed Budget and financial "dashboard" are in the Board's Dropbox files.

Micky reviewed the current dashboard and the proposed FY 2025 budget for the Board. She stated that there is no change from last meeting to the proposed FY 2025 budget. The deficit for 2024 has been updated, and she is projecting a \$102,199 deficit for FY 2025. The remaining PPP funds of \$145,633 will be used to balance the FY 2025 budget, which will leave JRC with \$43,433 in PPP funds at the end of FY 2025.

Micky explained that a deficit of this magnitude is not sustainable, and unless we can reduce the deficit JRC would have to make substantial changes to continue to operate. There are some funds in reserves that could assist JRC with bridging another fiscal year, but these funds will not solve the deficit problem. There is not a lot of fat in the expense side of the budget, so revenue generation is key to a balanced budget. A possible rental of JRC space may bring in new revenues, and fundraising may bridge some of the gap. A legacy giving program is also in the works, although those funds will go to the JRC Foundation and will not reduce our deficit in the short term.

Board members agreed that we need to come up with an action plan during this next fiscal year to reduce the deficit budget. The Board also agreed it would be beneficial to conduct an in-depth new Board member training on fiscal matters, and invite current Board members to attend.

A motion was made to adopt the FY 2025 budget. Motion by Andrew, second by Gail. Vote: 11 in favor, 0 opposed, no abstentions. **Motion passed.**

**VI. Consent Agenda – Rabbi, Cantor, and Board Members.**

Written consent agenda reports are in the Board’s drop box files for the meeting.

Gail reported that the gala planning was going well. We have exceeded our goal of raising \$80,000 in sponsorships, and work is beginning on lining up commitments for the paddle raise.

Micky reported that we have had an excellent response to the safety survey initiated at the beginning of April, with over 115 responses to date.

A motion was made to pass the consent agenda. Motion by Rick, seconded by Andrew. Vote: 11 in favor, 0 opposed, no abstentions. **Consent agenda passed.**

**VII. Upcoming Meetings and Tasks – Hannah.**

Hannah reminded members to sign up for gift giving, D’var, snacks and Zoom gabbai slots for Board meetings. The next Board meeting will be on May 8, via zoom. The annual membership meeting is on May 22. We will have a volunteer recognition event, an ice cream social, immediately after the membership meeting. The annual Board retreat for new members will be on June 5, starting with dinner at 6 pm.

**VIII. Yasher Koach – Board.** The following members were identified for recognition:

Marie	Bill Wilense for technical assistance with the small sanctuary AV project.
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Gail	Frank Hill and RETF for the Shorefront Legacy Center Program April 5, 2024 (maybe Eva Eisenstein too?)
Hannah Shearn	Cece Lobin and Laura Friedlander for Blood Drive Coordinators.

- IX. **Good and Welfare** – matters were discussed.
- X. **Executive Session** – matters were discussed.
- XI. **Adjournment.** The meeting was adjourned at approximately 9:41 p.m.

Respectfully Submitted,

Nancy Katz  
Board Secretary