

Congregation Beth David Board Meeting

MINUTES:

March 28, 2023

(Approved April 27, 2023)

PRESENT:

- | | | |
|--|--|--|
| 1. Nathan Handelsman, President | 8. Michael Bierman, Recording Secretary | 16. Neil Shapiro, DaL |
| 2. Art Singer, VP Education | 9. Bonnie Hirsh, DaL | 17. Wendy Askenas, DaL |
| 3. Daniel Kahn, VP Admin | 10. Bonnie Slavitt, DaL | 18. Howard Gannes, Hazak Representative |
| 4. Bill Beyda, VP Finance | 11. Cathy Beyda, DaL | 19. Wendy J. Glasser, Imm. Past President |
| 5. Susan Greenberg-Englander, VP Membership | 12. Ginny Baird, DaL | 20. Barbara Biran, Dir Ops & Ritual |
| 6. Stephen Schleimer, Financial Secretary | 13. Frank Yashar, DaL | 21. Rabbi Nathan Roller, Rabbi Educator |
| 7. Rivka Shenhav, VP Ritual | 14. Irene Spector, DaL | |
| | 15. Joseph Bendahan, DaL | |

ABSENT:

- | | | |
|---------------------------|--------------------|--|
| • Hanna Firman, Treasurer | • Leah Newman, DaL | • Rabbi Jaymee Alpert, Senior Rabbi |
|---------------------------|--------------------|--|

GUESTS:

- Zoe Handelsman
- Dov Isaacs

- | | |
|---|-------------|
| 1. Welcome & Announcements (Nathan Handelsman) | 7:30 |
| 2. D'Var Torah (Rabbi Roller) | 7:34 |

3. Good & Welfare (Nathan Handelsman) 7:34

Our Condolences to:

- Norm Abramovitz on the passing of his brother, Robert Abramovitz

Mazel Tov to:

- Addy & Irvin Krantzler on the birth of their granddaughter, Kinsley Tamar Kinovsky
- Stephen Schleimer son, Jonathan Schwartz's wedding
- Nathan Handelsman's daughter, Erin got her driving permit
- Jacob Kahn's robotics competition
- Michael Bierman's daughter, Jovana won the inaugural Basketball Coach's ACT award at her new High School (Attitude, Commitment & Teamwork)
- Art Singer's son, Jacob is going to Chicago to perform with the Chicago Symphony Orchestra

4. Adoption of Minutes from previous General Board Meetings (Nathan Handelsman) 7:38

- The minutes from the February 28, 2023 General Board Meeting were adopted as presented.
- The minutes from the March 12, 2023 Special Meeting were adopted as presented.
- The minutes from the March 26, 2023 Congregational Meeting were adopted as presented.

5. Teen Rep to Board (Zoe Handelsman) 7:39

6. Priority Discussions (Nathan Handelsman) None

7. Q&A on Officer Reports & Announcements (Nathan Handelsman)

a. Administration (Dan Kahn) 7:40

See Appendix A for Admin report

b. Membership (Nathan Handelsman) 7:45

i) Membership Report & New Member Welcome

Membership Report (Data for February 1-28, 2023)

| | |
|--|------------|
| Membership Units as of February 1, 2023 | 416 |
| Increases (Welcomed in January) | 1 |
| Decreases | 2 |
| Membership Units as of February 28, 2023 | 415 |
| Honorary | 5 |
| Friends of Beth David | 27 |
| Grand Total | 447 |

Welcome to our New Members

- Emma Sonas

February Losses

- None

February Resignations

- Acevedo, Dena and Michael (personal)
- Kastelman, James and Dorene (personal)

Resignations are people who leave by choice;

Losses are people who leave as a result of circumstance (moved, death, etc.)

See Appendix B for the Membership Report

c. Finance (Bill Beyda)

7:56

Bill gave the Finance report and an update on the increase to the requested Sustaining Dues.
See Appendix C for Finance Report

d. Education (Art Singer/Rabbi Roller)

Motion 1: Religious School Tuition 2023/2024

8:17

Background

Keep tuition the same as last year except for Pre Gan/Gan because we are doubling the number of sessions next year.

Motion

The Congregation Beth David Board sets the tuition for the 5784 (2023/2024) religious school year as follows:

- Pre Gan/Gan \$360 (increased)
- Alef/Bet \$850 (no change)
- Gimel/Dalet \$1150 (no change)
- Hey/Vav/Zayin \$1450 (no change)
- Teen \$216-member, \$320-nonmember (no change)
- Camp Beth David \$600 (no change)
- Pay by the end of July -\$100
- Multi-child discount -\$180

Promotion: Any family new to the religious school, gets up to two years of Enrollment at 50% discount for all their children.

Motion made by **Art Singer** Second by **Frank Yashar**

The motion was taken by voice vote.

Results: 17 Yes 0 No 1 Abstain

The motion passed.

Background

We are planning a one week all day religious school program in the first full week of August. We are hoping to keep our current religious school students engaged and to bring in potential new students for next year. We will take refundable deposits during the month of May and hold this session only if there is sufficient enrollment to justify the expenses incurred.

Motion

The Congregation Beth David Board authorizes a one week summer day program in August 2023 to be run as a part of the 5784 (2023/2024) Beth David religious school and under its budget provided there is sufficient enrollment to fund the program.

Motion made by **Art Singer** Second by **Ginny Baird**

The motion was taken by voice vote.
The motion passed.

e. Ritual (Rivka Shenhav)

8:41

Preparing for High Holidays will begin following Pesach.

Lots of great stuff happening. Rabbi Alpert will be leading a Shabbat Hike, we will be having an ice cream truck event, and we will be having an event to celebrate Mindy Berkowitz and her many contributions to the community.

See Appendix D for Ritual Report

8. Old Business

a. Solar Panel Update (Bill Beyda)

8:46

- Lease is complete
- Panels are coming down this week
- Roof repair bids coming in
- Solar panel permits

9. New Business (Nathan Handelsman) **8:43**

Approval for new Committees was deferred until they have charters.

10. Closed Session **8:58**

11. Adjourn **8:59**

Board Meeting Summary

Action Items:

None.

Summary of Board Actions Taken at Meeting:

a. Summary of Motions Passed:

1. Motion: Religious School Tuition 2023/2024
2. Motion: Summer Religious School Program

b. Policies Adopted:

None.

c. Charters Adopted:

None.

Absent at March 28 Meeting

- Hanna Firman, Treasurer
- Rabbi Jaymee Alpert, Senior Rabbi
- Leah Newman, DaL

Absent at February 28 Meeting

- Wendy Askenas, DaL
- Susan Greenberg-Englander, VP Membership

Absent at February 21 Meeting

- Bonnie Slavitt, DaL
- Joseph Bendahan, DaL
- Irene Spector, DaL
- Wendy Askenas, DaL

Respectfully Submitted,
Michael Bierman
Recording Secretary

Appendix A

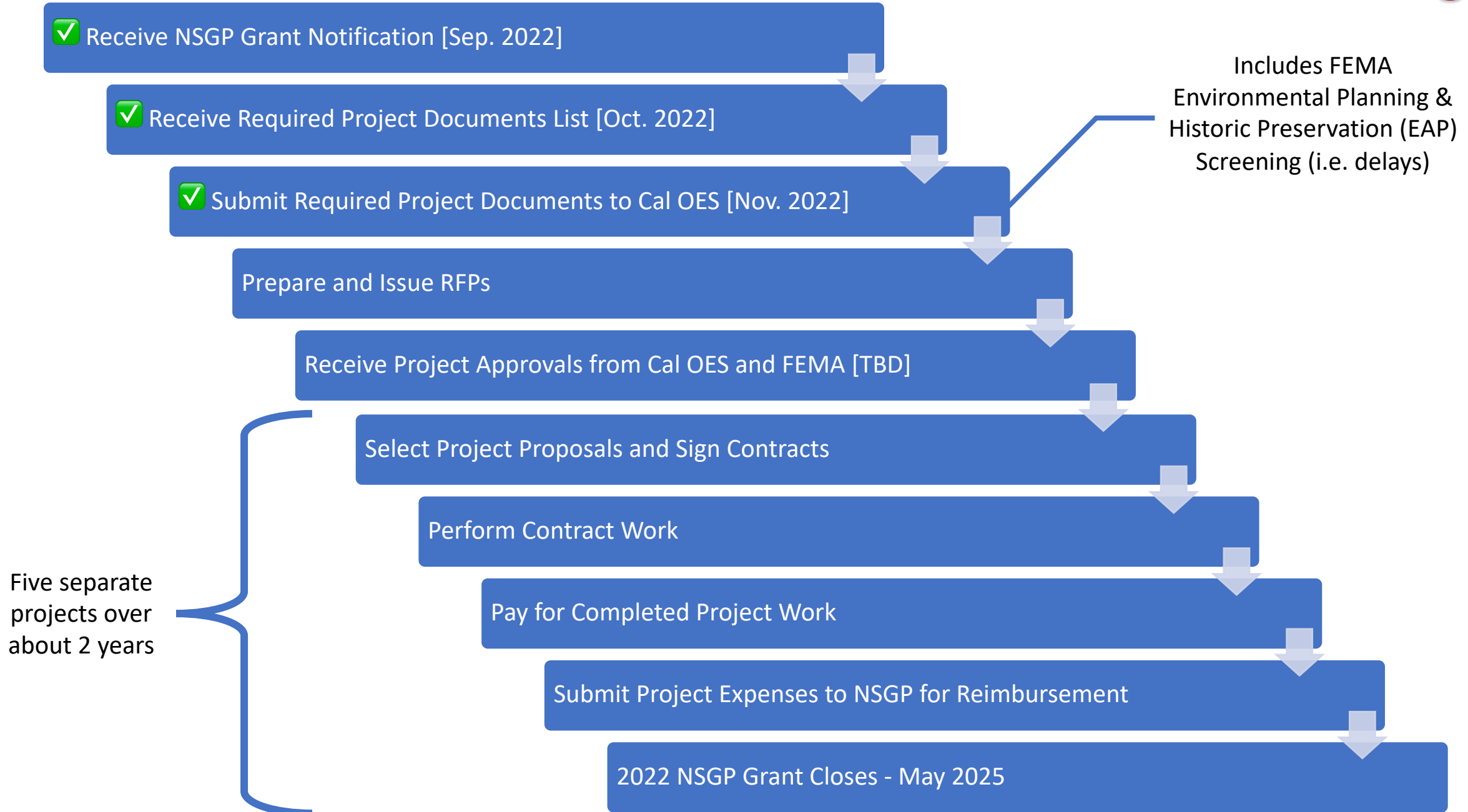
“Admin Report”

Facilities Notes

- Outer Door Locks
 - Outer door locks are powered with battery back-up
 - Battery back-up has proven to be insufficient for outages longer than 24 hours
 - Looking at two mitigation options
 1. Automatic mitigation – longer lasting battery back-ups
 - Still investigating battery options and cost
 2. Manual mitigation – temporary door restraints
 - Zip-tie closed all outer doors, and add lock and chain to back gate
- Cleaning for Passover has begun (this is a long process)
- Replacement Tree (no change)
 - Some progress being made on finding Facility Committee volunteers who will recommend where to plant the replacement tree

Nonprofit Security Grant Program - Sequence of Events

No Change



Prioritized Project List:

1. Install security cameras to cover two (2) existing gaps
 - Area to the left of front entrance
 - Garbage area behind the kitchen
2. Raise Height of Fence
 - Back of building near kitchen, facing Scully Ave
3. Install floodlights illuminate the field
 - East side of building, beyond Sukkah patio
 - Lights to be automatically switched based on exterior light levels
4. Install protective/obscuring film on windows and entry doors
 - Leaving lots of time for community input and to reconcile with security solutions
5. Install glass break sensors on the windows around the building
 - Cannot start this project until film project is complete

Appendix B

“Membership Report”

MEMBERSHIP REPORT

Data for February 1st – 28th 2023

(Prepared for Board Meeting March 28, 2023)

| | | |
|--|-------|------------|
| February 1st Total Member Units | | 416 |
| Increases | | 1 |
| Decreases | | 2 |
| February 28th Total Member Units | | 415 |
| Current Honorary | | 5 |
| Current Friends | | 27 |

Appendix C

“Finance Report”

| | Feb 23 | Budget | \$ Over Budget | Jul '22 - Feb 23 | YTD Budget | \$ Over Budget | Annual Budget |
|-------------------------|-----------------|-----------------|----------------|------------------|------------------|------------------|------------------|
| Income | | | | | | | |
| 10 - Ritual | 498 | 3,508 | (3,010) | 39,917 | 48,567 | (8,650) | 62,600 |
| 20 - Religious School | 1,896 | 1,715 | 181 | 21,001 | 31,192 | (10,191) | 38,050 |
| 30 - Adult Ed | 0 | 0 | 0 | 335 | 100 | 235 | 100 |
| 40 - Admin | 1,800 | 1,500 | 300 | 12,300 | 12,000 | 300 | 18,000 |
| 60 - Programs | 765 | 480 | 285 | 12,363 | 6,480 | 5,883 | 14,200 |
| 70 - Finance | 47,634 | 48,383 | (749) | 626,721 | 744,100 | (117,379) | 908,500 |
| 80 - Board of Directors | 11,217 | 3,670 | 7,547 | 235,863 | 255,707 | (19,844) | 281,000 |
| Total Income | 63,810 | 59,256 | 4,554 | 948,499 | 1,098,145 | (149,646) | 1,322,450 |
| Expense | | | | | | | |
| 10 - Ritual | 12,402 | 11,037 | 1,364 | 95,097 | 118,630 | (23,534) | 163,530 |
| 20 - Religious School | 3,042 | 5,003 | (1,960) | 27,725 | 36,658 | (8,933) | 52,187 |
| 30 - Adult Ed | 183 | 0 | 183 | 573 | 3,750 | (3,177) | 5,000 |
| 40 - Admin | 9,336 | 17,135 | (7,799) | 130,358 | 173,005 | (42,647) | 242,112 |
| 50 - Youth Group | 27 | 0 | 0 | 1,727 | 2,000 | (273) | 2,000 |
| 60 - Programs | 3,682 | 0 | 3,682 | 17,532 | 30,700 | (13,168) | 34,850 |
| 70 - Finance | 360 | 3,517 | (3,157) | 29,187 | 38,339 | (9,152) | 103,006 |
| 80 - Board of Directors | 12,358 | 3,500 | 8,858 | 16,768 | 18,250 | (1,482) | 56,000 |
| 90 - Staff Costs | 71,039 | 71,653 | (614) | 550,472 | 578,972 | (28,500) | 867,203 |
| Total Expense | 112,430 | 111,845 | 585 | 869,439 | 1,000,304 | (130,865) | 1,525,888 |
| Net Income | (48,620) | (52,589) | 3,969 | 79,060 | 97,840 | (18,780) | (203,438) |

| | Feb 28, 23 | Jan 31, 23 | \$ Change | Feb 28, 22 | \$ Change |
|--|----------------------|----------------------|-------------------|----------------------|--------------------|
| ASSETS | | | | | |
| Current Assets | | | | | |
| Checking/Savings | | | | | |
| 1001 · Operation Ca Bank & Trust | 93,494.56 | 151,151.43 | -57,656.87 | 335,345.49 | -241,850.93 |
| 1002 · Market Affiliate | 277,641.52 | 269,634.00 | 8,007.52 | 245,442.63 | 32,198.89 |
| 1004 · Petty Cash - Admin | 1,267.34 | 995.34 | 272.00 | 587.06 | 680.28 |
| 1006 · Smith Barney Parent Acct. | 1,061,405.55 | 1,068,877.33 | -7,471.78 | 1,059,888.49 | 1,517.06 |
| Total Checking/Savings | 1,433,808.97 | 1,490,658.10 | -56,849.13 | 1,641,263.67 | -207,454.70 |
| Other Current Assets | | | | | |
| 1200 · Due From Addison Penzack JCC | 2,200.00 | 2,200.00 | 0.00 | 2,200.00 | 0.00 |
| Total Other Current Assets | 2,200.00 | 2,200.00 | 0.00 | 2,200.00 | 0.00 |
| Total Current Assets | 1,436,008.97 | 1,492,858.10 | -56,849.13 | 1,643,463.67 | -207,454.70 |
| Fixed Assets | 10,504,760.17 | 10,504,760.17 | 0.00 | 10,504,760.17 | 0.00 |
| Other Assets | | | | | |
| 1605 · Property Value | 2,200,000.00 | 2,200,000.00 | 0.00 | 2,200,000.00 | 0.00 |
| Total Other Assets | 2,200,000.00 | 2,200,000.00 | 0.00 | 2,200,000.00 | 0.00 |
| TOTAL ASSETS | 14,140,769.14 | 14,197,618.27 | -56,849.13 | 14,348,223.84 | -207,454.70 |
| LIABILITIES & EQUITY | | | | | |
| Liabilities | | | | | |
| Current Liabilities | | | | | |
| Accounts Payable | -153.00 | -733.00 | 580.00 | 222.00 | -375.00 |
| Credit Cards | 4,943.38 | 6,943.93 | -2,000.55 | 964.06 | 3,979.32 |
| Other Current Liabilities | | | | | |
| 2210 · Payroll Liabilities | 11,659.61 | 6,512.98 | 5,146.63 | 1,190.56 | 10,469.05 |
| 2400 · Prepayment on Account | 96,906.71 | 95,061.98 | 1,844.73 | 95,111.89 | 1,794.82 |
| Total Other Current Liabilities | 108,566.32 | 101,574.96 | 6,991.36 | 96,302.45 | 12,263.87 |
| Total Current Liabilities | 113,356.70 | 107,785.89 | 5,570.81 | 97,488.51 | 15,868.19 |
| Total Liabilities | 113,356.70 | 107,785.89 | 5,570.81 | 97,488.51 | 15,868.19 |
| Equity | | | | | |
| 3000 · Named Fund | 493,065.67 | 499,164.08 | -6,098.41 | 517,053.67 | -23,988.00 |
| 3100 · Organizational Restricted Funds | 519.00 | 519.00 | 0.00 | -1,091.00 | 1,610.00 |
| 3200 · Special Purpose Fund | 44,969.39 | 45,590.04 | -620.65 | 57,870.25 | -12,900.86 |
| 3300 · Restricted Funds Ritual | 56,090.87 | 57,901.39 | -1,810.52 | 54,458.20 | 1,632.67 |
| 3400 · Unrealized Income | -597.49 | 4,673.28 | -5,270.77 | 21,674.23 | -22,271.72 |
| 3500 · Unrestricted Net Assets | 13,352,640.00 | 13,352,640.00 | 0.00 | 13,260,712.54 | 91,927.46 |
| 3600 · Retained Earnings | 689.69 | 689.69 | 0.00 | 689.69 | 0.00 |
| Net Income | 80,035.31 | 128,654.90 | -48,619.59 | 339,367.75 | -259,332.44 |
| Total Equity | 14,027,412.44 | 14,089,832.38 | -62,419.94 | 14,250,735.33 | -223,322.89 |
| TOTAL LIABILITIES & EQUITY | 14,140,769.14 | 14,197,618.27 | -56,849.13 | 14,348,223.84 | -207,454.70 |

2023-2024 Sustaining Contribution

Finance Committee Recommendation as presented by

Bill Beyda, Financial VP

March 28, 2023

Process for annual change

- Finance committee reviews budgets, including income and expense, and selects new amount. Board does not vote on this amount, per the sustaining contributions policy. It is selected by the finance committee
- Amount communicated to members
- Members can do nothing, in which case the proposed percentage change is considered accepted for their situation appears on their July 1 statement. They can also affirmatively confirm it in advance.
- Members can select a different amount and notify the office in any way that is convenient (phone, email, returning the paper form) and at any time. Even in the few weeks after they are billed, they can say they forgot to send it in and change it.

State of our future budget

- As reported in last year's presentation to the board on this topic, we still have a significant income problem
- The 200K planned budget deficit for this year has not improved, and we will be lucky to achieve that level. Inflation has been tough on our costs, and less member participation during the pandemic caused a drop in event revenue and discretionary donations, as well as annual campaign and sustaining contributions of about \$150K
- For next fiscal year, the VPs have proposed cuts to the budget to try to get the spending back down to the 1.3M level, an income level we managed for many years
- The goal is to get income as close as possible to this level so we don't have to dip into reserves to get through the year

Two-pronged approach

- Raise the sustaining contribution targets by 8.5%, consistent with the annual inflation rate. This should change our sustaining contributions from 743K to between 790K and 810K. It is hard to predict the exact amounts members will select but based on past history this seems likely.
- Launch next years annual campaign at this year's projected 260K rate, and enhance it with a once in a decade "60th Anniversary" component to raise additional funds beyond the 260K to close our income gap. Goals for this campaign are to provide some capital funding and **add to several important funds that can be used to supplement our income over the next few years as we come out of the pandemic and start to increase our membership and participation again**

Sustaining number

- 1 Adult Households
 - Increases from \$166 per month to \$179 per month
- 2 Adult Households
 - Increases from \$330 per month to \$358 per month
- Note: A mandatory security guard assessment was considered but we declined to pursue that at this time. Our neighboring synagogues have all implemented one (we are told). We will offer a security fund as one of the donation options in the annual campaign, to raise awareness of the need, and reconsider this option in the future if the alternate fundraising falls short.
- Letters to go out to Congregation within a week for sustaining

60th Anniversary Annual Campaign Preview

- Focus on retaining past donation, first and foremost, to not lose ground
- Then solicit additional contributions in key areas, still to be finalized with the President
- Possibilities include Solar Panels, Security Fund, Programming Fund, Education Fund, Kiddush Fund, and Marketing Fund. The topics and size of the goals will be finalized in the coming months.
- Launch time to be determined, but need to allow time for Sustaining letters to be received and responded to. Probably late May/mid-June timeframe to boost excitement for the new Rabbi's arrival in July

Appendix D

“Ritual Report”

Ritual Committee Minutes, March 1, 2023

Attendees: Rivka Shenhav, chair; Rabbi Jaymee Alpert, Rabbi Nathan Roller, Michael Bierman, Barbara Biran, Wendy Glasser, Kristin Gustavson, Dov Isaacs, Madelyn Isaacs, Michael Leitner, Charlie Marr, Marty Newman, Sheryl Rattner.

D'var Torah: The meeting began at 8:31 p.m. Rabbi Roller gave a D'var Torah.

Minutes: The minutes from the February meeting were approved as published.

Business:

I. Introductory Tefillah Class

Rabbi Roller will be offering an informal tefillah class on Shabbat afternoons during the weeks between Pesach and Shavuot. It will be after kiddush lunch, at approx. 12:45. The dates are April 22, 29, May 6, 20. The purpose is to become familiar with the Siddur, comfortable with prayers, and make the Shabbat service liturgy more accessible and relatable. Similarly to book discussions, this class will be publicized through the adult education publicity.

The possibility of including remote participants (on Zoom) was asked about. It seems we could simply extend the streaming following services. However, logistically it may be too complicated.

II. Beginning Hebrew Classes

Rivka would like to see beginning Hebrew reading lessons restored at Beth David. It would be prayer book Hebrew. A blurb will be put in adult education publicity asking for those interested in beginning Hebrew classes to contact Rivka. (It was asked whether Hebrew classes would be in person only, or online. Probably they will be online only.)

Sheryl will contact Rabbi Roller about getting the ball rolling.

III. Gabbai Training

Our aim is filling Gabbai needs with urgency. Rabbi Alpert would like to do Calling Gabbai training, either one-on-one or in small groups. The participants will be apprenticing during regular services, under her supervision, during the weeks after Pesach and before Shavuot. Participants MUST be Hebrew proficient.

The Gabbai handbook in pdf format was asked about. It is 45 pages and too cumbersome for our purposes. We need more of a reference sheet. Floor gabbayim can use Dov's guide sheets.

IV. Services Leading Class

Again, Rabbi Roller and others are happy to teach/train services leaders either one-on-one or in small groups at the convenience of the individuals. Adult Education will publicize it asking for interest. Participants MUST be Hebrew proficient (fluent readers). The contact name for responses should be published as Rivka Shenhav.

V. Megillah Reading Training

We also need training for readers to learn to Megillat Esther.

Announcements:

- (1) Contract negotiations with Rabbi Kunin are underway. Hopefully a happy outcome will be announced soon.
- (2) Monday, March 6 is Erev Purim. We will have the Gantze Megillah reading, preceded by a great party. The party will have: wine, cheese, appetizers, a live jazz combo band, costumes, trivia games, silent auction, raffle drawing, prizes, singing Purim songs, etc.
- (3) Between the holidays of Pesach and Shavuot, there are 7 services we need to cover besides Shabbat. We need leaders and readers and gabbayim.
- (4) Erev Shavuot will be an intergenerational program for families. There will be a Tot-chag picnic, with ice cream at 6:00 p.m. followed by an Erev Shavuot Ma'ariv service and some learning with Rabbis Alpert and Roller. Details will be forthcoming.
- (5) The next camera-free, screen-free traditional service will be held Shabbat, March 25, in the Beit Tefillah, while the Ruach Shabbat will be held in the main sanctuary and on Zoom.

Adjournment

The meeting was adjourned at 9:07.

Submitted by Sheryl Rattner

Next Meeting: Wednesday, Mar 29 at 7:30 p.m.

Appendix E
“60th Anniversary Update”

60th Anniversary Celebration

Plans for **“Snooze, Eat and/or Dance”** for Sunday, April 16th from 5:00 - 7:30pm are moving along smoothly.

Registration is at 40 folks. The DJ & Dance Teacher are set. Plans to purchase all paper goods at the least expensive cost are in place.

We encourage all Beth David members to register & bring their friends!!

Next

“Ohriner Homestead Experience”

Sunday June 4th time TBD

The farm is coming to Beth David.

Come join us for an afternoon of interesting & interactive activities when Rabbis Philip & Shoshana Ohriner along with their family.

There will be seven stations, inside and outside to give our participants a taste of what is happening at

Ma'alot Farms. Two of the stations will have food samples.

Registration will be limited.

More information to come.

Many thanks to Judy Levin & her Dance Event committee for all their hard work on the Dance Event & to Bonnie Hirsch who is my right hand person & all that she is doing for the 60th Anniversary Celebrations.