



Temple Sinai 2020 Annual Meeting Minutes

May 27, 2020 via Zoom

Call to Order: The meeting was called to order by Deborah Lewis at 7:30pm.

Opening Prayer: Led by Temple Sinai Clergy

Rabbi Roos offered opening prayer in support of congregation and community.

Standard Business:

- Review and Approval of the Special Meeting Rules by Matthew Pachman, Parliamentarian
 - Motion to approve carries
- Review and Approval of Minutes of the 2019 Annual Meeting:
 - Seth Speyer, Secretary
 - Motion to approve carries

Reports:

- Annual Report and Strategic Plan: Marsha Shaines
 - Chair Shaines provided overview of the Annual Report, with thanks to Helena Peter Communications Coordinator for preparation of Annual Report.
 - Chair Shaines provided overview of new strategic plan – drawing from prior plans but takes different approach – the committee met over many months, to identify what Temple Sinai (TS) meant to us as a congregation and what distinguishes TS among congregations – articulated with value statements on what is demonstrated, what is aspired, and the passion of our community – 8 value statements – available on web site – sets agenda to guide clergy, staff, volunteers on management of community – appreciation to members of committee.
 - Rabbi Roos added gratitude to Chair Shaines and committee for year long effort – Strategic plan for past year has served as guidelines and critical touchpoint for Rabbi Roos, staff, and lay leaders – particularly true today under challenges of Covid 19 – guiding TS to continue as a vibrant center and careful in stewarding resources – guided



by principals of tikkun olam – values all are committed to as we enter new TS year – recommended that all take look at 8 core values.

- President’s Report: Deborah Lewis
 - Oy-Veh – not the report we anticipated – had hoped to be together – TS has transformed as has the world around – TS will be fine – there will be financial consequences but we have a strong congregation – programming, commitment, community, and structure – financial security result of years of strong leadership that bring us to today – process of reopening building – follow TS Covid-19 advisory group as we did in deciding to close – 3 principles: 1) safety is paramount, follows rules as set by mayor as base but TS will go above and beyond – unlikely to have 2020 High Holiday services in sanctuary – singing and chanting has impact on decision – 2) in person contact is important and in context where it is safe to gather, we will; 3) wherever we gather, we will always try to do better – as we have with services and programs over past 2 months – relaxing quarantine will require creativity – members are essential to all – show up in any form – participate – care.
- Executive VP/Financial Report: Marcie Solomon
 - Strength into Covid, 70K deficit coming through Covid for FY 20; strong expense management by staff has limited pandemic’s negative impact.
 - Agler – highlights of FY 20 report – expecting 70K discrepancy; revenue 7% below, membership dues 5% below budget (first time in recent memory); receipts under Covid less than ½ of prior years; financial accommodations being made; annual fund 24% below budget – typically closes budget gap - \$180K raised, below \$240K budget, appreciate all who support annual fund, including as part of capital campaign commitments; rental fees 24% below budget; EXPENSES: total 5% below budget; building operations 13% below budget; security 18% below budget; Nursery School experiencing significant income reduction resulting from tuition relief due to closure; tapping NS fund to balance budget; IMPACT of Paycheck Protection Plan (PPP): loan converting to grant \$670K to



cover payroll and other approved expenses – PPP funds gap; Capital & Building Fund Budget – mostly debt service on HVAC loan – building committee working to prep in advance of CC projects.

- Senior Rabbi's Report: Jonathan Roos
 - Appreciation for transformation under Covid, yet we know we must be more; societal upheaval that requires new ways to learn, celebrate, have fun, and support others; 75 students over 46 Bnai mitzvah services; offering thank yous – to staff of temple, Diego Enriquez and building and security staff; Agler appreciation – annual meeting testament to strong leadership; to clergy – and marked Cantor Croen 25 years – longest serving clergy member in history of TS; Fred Reiner in presence, history of TS, and efforts with capital campaign; Introduced Rabbi Noah Diamondstein and referenced his wealth of talent; Thanked Rabbi Rosenwasser as he transitions to Senior Rabbi at Temple Emanuel; referencing a June 5th celebration of Rabbi Adam – blessing for Rabbi Adam.
 - Rabbi Adam offered words of thanks.

Action Items:

- Election of Trustees, Officers and Nominating Committee
 - Ror 2020-2021: Gary Friend, Nominating Committee Chair
 - Chair Friend provided overview of operations of nominating committee; goal of board representing breadth of Temple membership; motion to approve board and nominating committee carries.
- Review and Approval of Budget for 2020-2021 and Budget Resolution: Marcie Solomon
 - Offering continuing resolution. In light of uncertainty of current economic & public health environment as there is no way to predict programs moving forward – instead offering continuing resolution to keep funding fixed in FY 2020 as same as FY 2019 – Solomon offered overview and read resolution – panel took questions and comments should be May 31, 2020; Friendly amendment changed to 2020; How, when, who will



decide when times are stabilized? Finance committee, officers & board – Lewis offered quarterly updates to congregation – Anticipate layoffs? Agler – not through PPP Loan (through June) – beyond June hope to retain staff, but without reopening plan or budget framework we can't predict furlough/layoffs. Question raised regarding the relationship between repayment of PPP & increasing Annual Fund & revenue. Agler: PPP formula for forgiveness consistent for purposes of which TS accepted loan – relates to expenses, not revenue; How to member dues for next year compare to last year? Agler: for those who have pledged, 4% below current year – but many pledges outstanding; confirm loan total - \$670K; is % of pledgers low for this time of year? Agler - consistent to prior; 814 member families have pledged thus far at an overall rate of 4% lower for those same families; Are New Members coming in? Agler: Yes, and at different stages of life cycle.

- Motion to accept budget resolution carries.

Capital Campaign Update: Naomi Camper and Andrew Engel

Naomi Camper reported overview of Comprehensive Campaign to make sure TS has resources to honor our heritage and build our future 1) renovate and expand building and grounds; 2) sustaining fund to support clergy and programs; 3) strengthen and increase participation in Annual Fund – core component of annual operating budget and capital campaign – importance of keeping tradition that all are welcome, regardless of ability to pay; capital campaign goal remains \$10M with broadest possible participation; to date \$9.86M from 510 families (out of 1200, closing on 50% participation); pledges typically over 5 year period; anticipating revised or extended pledges but so far few have requested change; \$950K in revocable bequest commitments; in March under start of pandemic paused soliciting new gifts until communal stabilization; capital campaign leadership team agreed to support Sinai House to address immediate needs; in June Board will consider short and mid term capital campaign activities; Stewardship events continue virtually to stay informed; Building Project Update: Renovation and Expansion Committee recommends cautious approach to project as we



assess short and mid term – moved ahead with permitting process with DCRA, postponing breaking ground from spring as we assess congregational need; How will Panedmic effect community & physical needs and how does that effect capital projects? Where are we moving forward? Key stand alone portions that are fully funded and precondition to broader project and Covid response: 1) Sanctuary flexible seating to allow for social distancing; also allows staff to participate in construction to keep them on payroll; 2) Select School upgades: additions of sinks, 3) Assessing moving forward with access from Jocelyn Street.

Member Recognition:

- Special Task Force Leadership and Volunteers
 - Lewis recognized stepping down Board members, stepping down Chairs, and new Chairs, Leadership Development Program (Sussman); Covid 19; Task Force; Budget Task Force; Rabbi Search Committee
- Outgoing Officers, Trustees, Committee Chairs and Affiliate Presidents
- New Committee and Affiliate Chairs
 - Rabbi Roos offered prietly blessing in thanks to Temple leaderships
 - Rabbi Goldstein recognized Rabbi Roos for 10 years of leadership

Other Business:

Lewis opened up for questions and comments: Statements of appreciation & congratulations.

Motion to adjourn 9:02PM

Respectfully submitted,
Seth Speyer, Secretary