



Temple Sinai 2022 Annual Meeting May 25, 2022 [hybrid] in person and via Zoom

Call to order: With a quorum of the congregation present, the meeting was called to order at 7:32 p.m. Temple President, Marcie Solomon, gave a welcome and introduction, followed by opening comments, a song and a prayer by Rabbi Noah Diamondstein in support of our congregation and community.

ANNUAL CONGREGATIONAL MEETING:

Standard Business:

Presentation of Parliamentary Rules: A presentation of the Parliamentary Rules was provided by Parliamentarian, Matthew Pachman, with an explanation regarding the meeting logistics that, due to the COVID-19 pandemic, is held in a hybrid format [in person and virtually on Zoom] and regarding the technology that allows for public discussion and the taking of votes both in-person and electronically. This method of conducting the proceedings is consistent with and in the spirit of the Roberts Rules and the Temple By-laws. A motion to approve the Rules of Order was approved upon two thirds vote of those in attendance [in person and by Zoom].

Review and Approval of Minutes of the 2021 Annual Meeting: Temple Sinai Secretary, Laura Steel, presented the Minutes of the 2021 Annual Meeting, which were approved upon motion by in-person and electronic voting.

Reports:

- **Annual Report:** President Marcie Solomon provided the report of Marsha Shaines, Chair of the Strategic Planning Committee, discussing this year's Annual Report, which focuses on gathering, community, the building renovation and stories of congregants' pandemic experiences. The Annual Report was mailed to the entire congregation and is also available on the Temple's website.
- **Executive VP/Financial Report:** Ken Jaffe, Executive Vice President and Chair of the Finance Committee, presented and summarized the Financial Report, including the work of the Finance Committee and the Budget Subcommittee. The Report includes a summary of last year's budget for 2021-2022, which was a positive year from a financial perspective. With the benefit of assistance from the government, including a second Paycheck Protection Program ("PPP") loan and two grants from the DC government to support the Nursery School's reopening, and together with the continued generous support of the congregation, the Temple was able to conclude the 2021-2022 fiscal year with a substantial surplus, estimated to total approximately \$751,531. Consistent with

Temple policy, this surplus will be held in the Surplus Fund to be used, as needed, to meet costs in future years. Without the PPP and other government assistance programs, we would have seen a significant deficit in 2021-2022. In 2022-2023, the PPP will not be available and other government support is uncertain, at best. Meanwhile, we will continue to face many of the same challenges, including lower-than-historical enrollment in the Religious School and the Nursery School. These challenges are addressed in the 2022-2023 budget.

- **Clergy Report:** Rabbi Hannah Goldstein provided the Clergy’s Report. Senior Rabbi Jonathan Roos is currently on sabbatical. Rabbi Goldstein summarized the myriad activities occurring at the synagogue in terms of ritual life, celebration, social action and learning, showing that Temple Sinai is a vibrant and engaged community. Rabbi Goldstein also extended deepest appreciation to the entire clergy and staff teams and for all of those who have helped navigate the transformation under COVID.
- **President’s Report:** Temple Sinai President Marcie Solomon presented her Report, summarizing the events of FY 2021, including her personal thoughts about Temple Sinai during the COVID pandemic as a vibrant, resilient, and thriving community. She assured the congregation that the Temple’s leadership is taking the financial situation seriously. Two special task forces have been established -- one to evaluate future clergy staffing options and another to formulate recommendations regarding how to generate revenue, including regrowth and recruitment of new members. She also mentioned general across-the-board cost-cutting measures and lauded clergy and senior staff for their flexibility and adaptability in not filling some open positions. It is anticipated that through a phased approach that the expected deficit will be behind us in 3 to 5 years. In addition, Marcie mentioned the re-invigoration of the Capital Campaign and that it is already well on its way to meeting its revised goal. She also shared with the congregation the letter from the Association of Jewish Libraries congratulating Temple Sinai on the accreditation of its library. The Temple is also formulating plans for celebrating and honoring our beloved Senior Cantor Laura Croen, who will be retiring as of June 30, 2023. Marcie also recognized the invaluable contributions of the extraordinary clergy team, Temple staff, and member volunteers.

Action Items:

- **Election of Trustees, Officers and Nominating Committee for 2022-2023:** Deborah Lewis, Past President and Nominating Committee Chair, provided an overview of the work of the Committee and presented the slate of nominees, which is available on the Temple's website. During the meeting, the congregation received a message in the “chat” from Senior Rabbi Jonathan Roos expressing his appreciation to all of the leaders of our congregation. Upon motion and vote of those present [in person and

via Zoom], the motion to approve the nomination of Trustees, Officers and Nominating Committee carried.

- **Review and Approval of Budget for 2022-2023:** Ken Jaffe, Executive Vice President and Chair of the Finance Committee provided an overview of the proposed budget for 2022-2023, which is available on the Temple's website.

The proposed budget is balanced. Both revenues and expenses are projected to total \$6,663,139. This figure includes both costs and revenues for the Nursery School and the Religious School as part of the overall Temple budget. As explained, the budgeted revenues include \$416,463 transferred from the Surplus Fund.

The Report includes certain revenue assumptions, including: an increase in expected member commitment of 2 percent (consistent with the pledge table of 5.8% percent tracking inflation); increased revenue of \$1,515,400 from the Nursery School (including a transfer of \$75,000 from the Nursery School Fund to cover shortfalls in the budget); Sinai Annual Fund contributions of \$244,000, which is slightly below this year's total; fund transfers of \$173,502 from the Endowment Fund for operating expenses (calculated by taking 4% of the December 31st average balance in the endowment for the last three years, in keeping with Temple policy); two transfers from the Sustaining Fund to support temple operations (a one-time transfer of \$105,698 to support pastoral care and our clergy and a second transfer of \$59,300 to support the Davis Center for Social Justice); and a transfer of \$416,463 from the Surplus Fund to balance the budget in line with established policy.

Expense assumptions included are for: labor with expected 5% cost of living ("COLA") increase for all permanent staff, excluding those for whom we have new contracts and therefore new salaries budgeted; a conservative 8% increase in health and other insurance benefits; increases in Nursery School expenses of \$1,532,160; contract security costs of \$105,300 to supplement the Temple's safety team when members are in the building; increased usage costs for building operations and anticipated higher costs due to inflation.

The Capital and Building Maintenance Budgets: In 2022-2023, we are planning \$100,000 for debt service, \$351,600 in project costs, and an increase to reserves of \$10,000, for a total of \$461,650, which is a \$107,000 increase over the current year. Some of the projects for next year include the build-out of classrooms, a youth lounge, and teachers' workrooms, upgrading parking lot light fixtures, and reinsulating of exterior refrigerant piping. There is also \$112,250 included in the budget for the continuation of projects approved this year.

After an opportunity for questions and comments, the proposed budget for 2022-2023 was approved upon motion and vote of the majority of members present [in person and via Zoom].

After the presentation of the Reports and Action Items, there was a discussion based on questions from the congregation (with an opportunity to participate in person, by the Zoom chat feature and by email) on the following subjects: debt financing and repayment, the anticipated time line for the phased cost-cutting recommendations, and the decline in overall members. Ken Jaffe clarified that the proposed budget has no assumptions regarding whether there will be either an increase or a decrease in membership numbers for the next fiscal year.

Other Business:

- **Address from Senior Cantor Laura Croen:** During the meeting, Senior Cantor Laura Croen gave a beautiful and moving reflection on her life and career over the last 29 years as Temple Sinai's first full-time cantor. She spoke about how she envisioned and created her cantorate, the development and enhancement of the rich musical programming at the synagogue, and her liturgical and pastoral work. Cantor Croen expressed her deepest appreciation for these extraordinary gifts for which she feels forever blessed.
- **Capital Campaign and Renovation Report:** Naomi Camper and Andrew Engel, Co-Chairs of the Capital Campaign Committee summarized FY 2021 developments: the launch of the Davis Center for Social Justice; the renovation and expansion plans for the building and grounds (with recent refinements); upgrades to the building; the sustaining fund to support clergy; Capital Campaign goals and fundraising which have, to date, raised \$10.5 million in pledges from 530 donor families. With the completion of Phase 1 and the recent hiring of a general contractor to start Phase 2 of the Temple renovation, it is expected that ground-breaking events will be held in late June 2022 (and another possibly in September of 2022), as we begin construction on the proposed new south addition. Naomi and Andrew also discussed plans to reinvigorate the Capital Campaign with the aim of reaching our fundraising goals and inspiring those member families who have not yet participated.
- **Member Recognition:** President Marcie Solomon extended congratulations and gifts to those who have been members for 50 years: Lois Berkowitz; Barbara Franklin; Elaine Greenstone; Abbot Kominers; Bill & Judy Polk; and Seymour & Patricia Strongin.
- **Outgoing Officers, Trustees, Committee Chairs and Affiliate Presidents:** Our gratitude and appreciation goes to the following members who have served the congregation in volunteer roles essential for guiding and fulfilling the mission and vision of Temple



Sinai. We appreciate their dedication and commitment to our sacred community: Jill Chenok, Officer and Vice President; Liz Rose, Trustee; Matt Pachman, Trustee; Robyn Miller-Tarnoff, Green Team Co-Chair; Regina Ziegler, Green Team Co-Chair; and Deborah Eichhorn, Religious School Committee Chair.

- **New Committee and Affiliate Chairs:** We also welcome and thank members as they have agreed to assume new volunteer leadership positions in the coming year: Sarah Barr Engel, Green Team Co-Chair; Michelle Cooper Neustadt, Religious School Committee Chair; and Liz Feldman, Green Team Co-Chair.

Executive Session: Confidential and personnel matters were discussed in Executive Session, including Cantor Croen’s continuing in her role of Senior Cantor, Ellen Agler’s continuing in her role of Executive Director, and Ali Hurewitz in her role as Director of Early Childhood Education.

Other Business: There was no other business.

Adjourn: Upon motion, the meeting was adjourned at 9:06 p.m.

Respectfully submitted, Laura Steel, Secretary